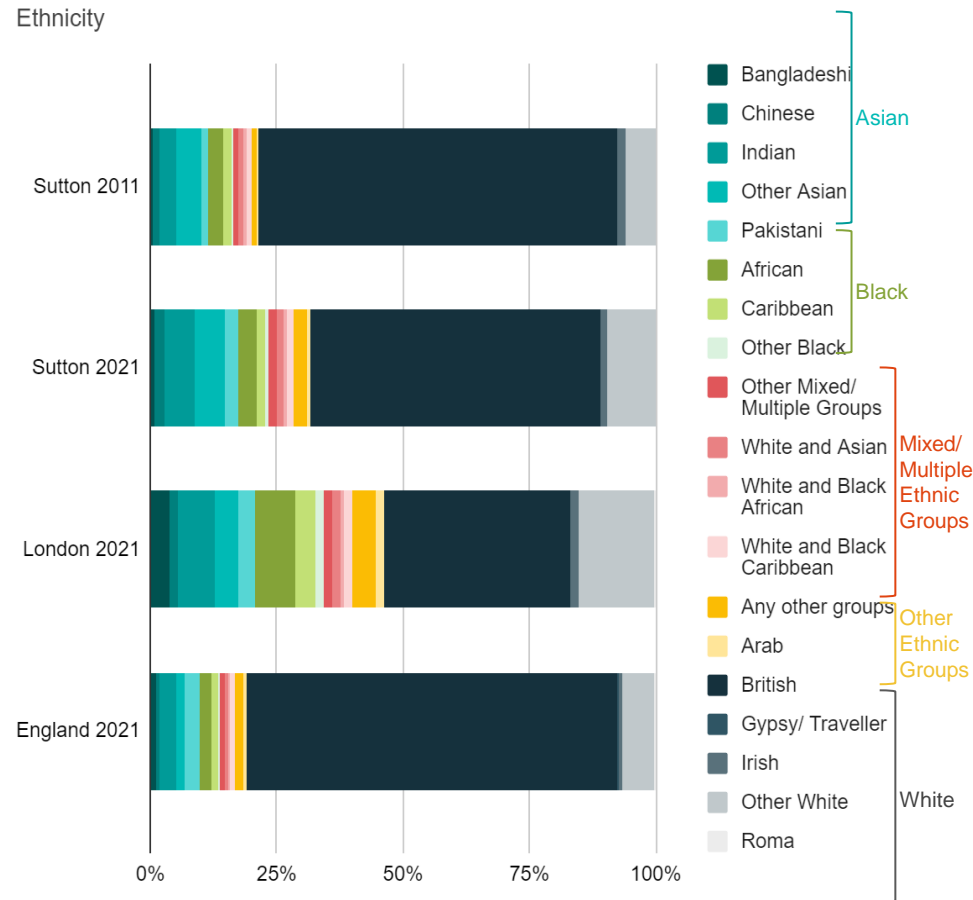


# Ethnicity - 2021 Census data

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- **Overview:** 43% of Sutton residents are from Asian, Black, Mixed/ Multiple and White non-British ethnic groups, up from 29% in 2011
- In Sutton, the ethnic groups with the biggest populations, excluding White British, are:
  1. Indian (6.0%)
  2. Pakistani (2.9%)
  3. Sri Lankan (2.0%)
- There is a considerable stark difference between over and under 50's:
- **Younger populations** are more likely to be from **Asian, Black, Mixed/Multiple and Other backgrounds** (bar 20-29 year olds - perhaps suggesting White British young people are less likely to leave the borough for uni etc.).
- **Older than 50**, the population is significantly more likely to be **White British (and this increases with age)**.
- **Changes:** There has been a reduction in the population who are White British (from 71% in 2011 to 57% in 2021), this is higher than the London average (-8%)
- The biggest growth in population in Sutton since 2011 has been amongst people from "Any Other Ethnic Group" (297%)
- Conversely, the biggest decline has been in the number of people from Gypsy and Traveller backgrounds (-33%)
- **Wards:** The percentage of residents from Asian, Black, Mixed/ Multiple and White non-British ethnic groups varies by ward, from a high of 56% in Sutton Central, to a low of 21% in Worcester Park South



# Overview of Sutton Council's workforce race equality programme

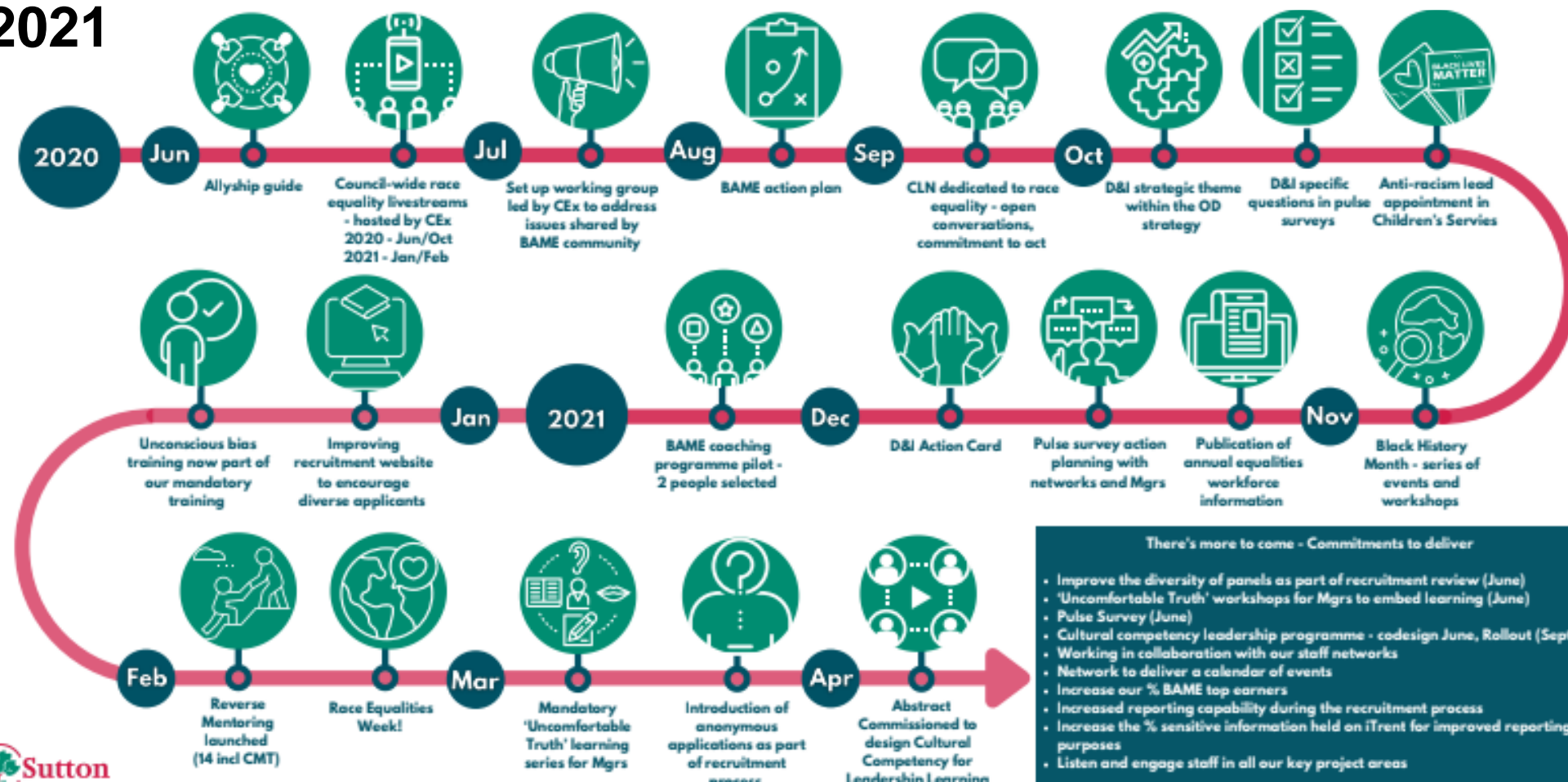
Emily Nice, Assistant Director HR and  
Organisational Development

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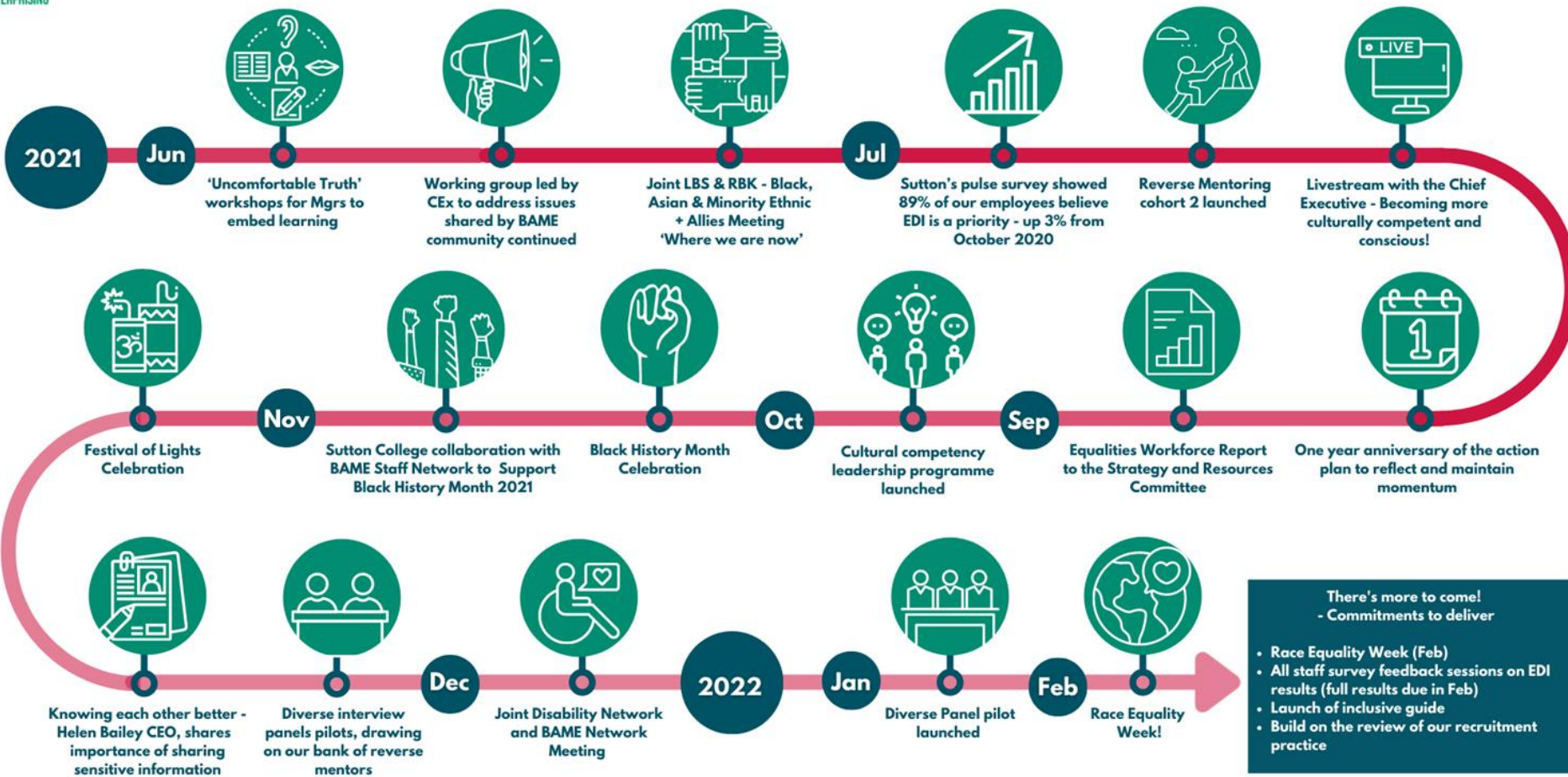


# 2020-2021 Equality Action Plan Progress June 2020 - April

2021



# Tackling Race Inequality in Sutton: Progress June 2021 - January 2022



There's more to come!  
- Commitments to deliver

- Race Equality Week (Feb)
- All staff survey feedback sessions on EDI results (full results due in Feb)
- Launch of inclusive guide
- Build on the review of our recruitment practice

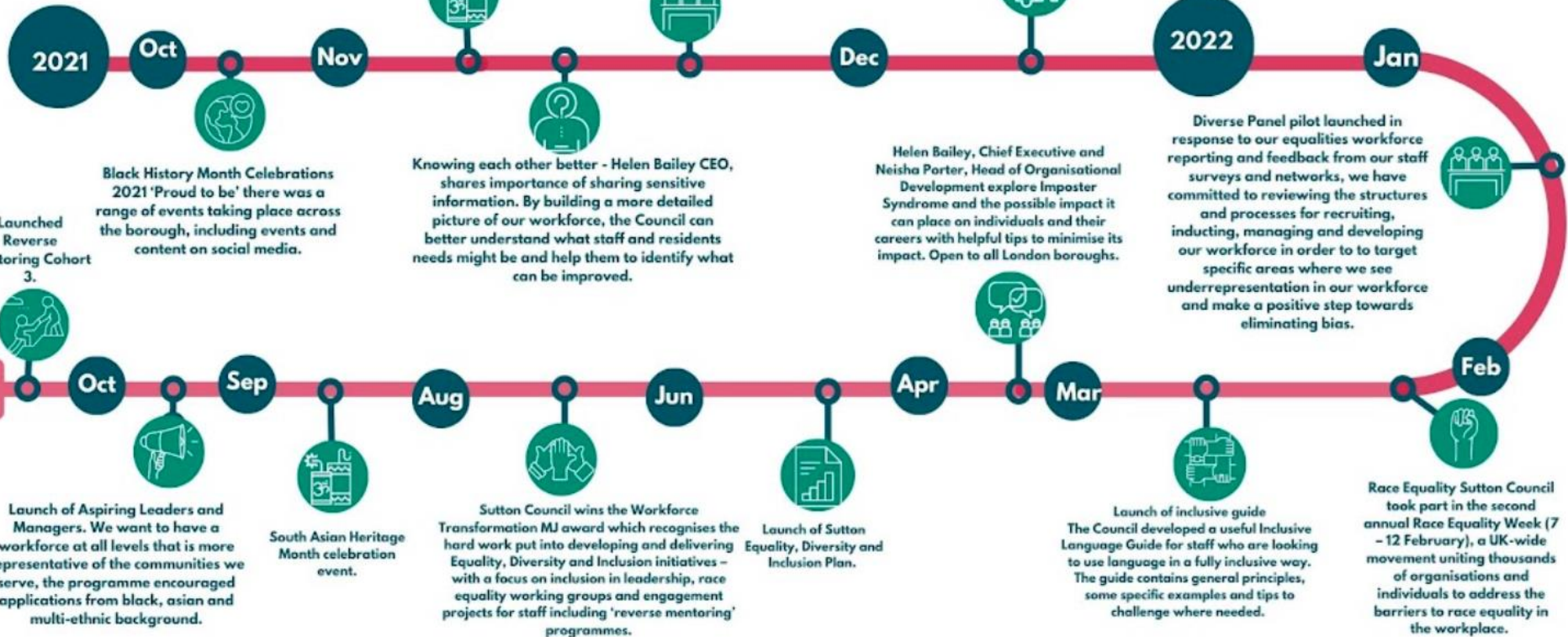
# Tackling Race Inequality in Sutton: Black History Month 2021 - Black History Month 2022

## Festival of Light

In partnership with Sutton College, the Black, Asian and Minority Ethnic Staff Network held a 'Festival of Lights' celebration at a fully sold out event in Sutton Central Library's Art Gallery. This included a Bollywood dance lesson led by a qualified instructor as well as several other cultural activities.

Diverse interview panels pilots, drawing on our bank of reverse mentors.

Staff pulse survey with Wellbeing Questions Questions relating to equality were threaded through the questions.



2021

Oct

Nov

Dec

2022

Jan

Feb

Launched Reverse Mentoring Cohort 3.

Black History Month Celebrations 2021 'Proud to be' there was a range of events taking place across the borough, including events and content on social media.

Knowing each other better - Helen Bailey CEO, shares importance of sharing sensitive information. By building a more detailed picture of our workforce, the Council can better understand what staff and residents needs might be and help them to identify what can be improved.

Helen Bailey, Chief Executive and Neisha Porter, Head of Organisational Development explore Imposter Syndrome and the possible impact it can place on individuals and their careers with helpful tips to minimise its impact. Open to all London boroughs.

Diverse Panel pilot launched in response to our equalities workforce reporting and feedback from our staff surveys and networks, we have committed to reviewing the structures and processes for recruiting, inducting, managing and developing our workforce in order to target specific areas where we see underrepresentation in our workforce and make a positive step towards eliminating bias.

Launch of Aspiring Leaders and Managers. We want to have a workforce at all levels that is more representative of the communities we serve, the programme encouraged applications from black, asian and multi-ethnic background.

South Asian Heritage Month celebration event.

Sutton Council wins the Workforce Transformation MJ award which recognises the hard work put into developing and delivering Equality, Diversity and Inclusion initiatives - with a focus on inclusion in leadership, race equality working groups and engagement projects for staff including 'reverse mentoring' programmes.

Launch of Sutton Equality, Diversity and Inclusion Plan.

Launch of inclusive guide The Council developed a useful Inclusive Language Guide for staff who are looking to use language in a fully inclusive way. The guide contains general principles, some specific examples and tips to challenge where needed.

Race Equality Sutton Council took part in the second annual Race Equality Week (7 - 12 February), a UK-wide movement uniting thousands of organisations and individuals to address the barriers to race equality in the workplace.

# Inclusive language guide

- Using language, both verbally and written, that is as inclusive as possible is a key part of creating a welcoming environment for everyone.
- Language is always evolving, varies across cultures and individual perspectives and that people hold different opinions so there isn't a single 'right' answer. Remember that not all communication is verbal, and look at the person that you are speaking to to see if there are physical indicators that might help you, or to gauge how people are reacting to what you are saying.
- Using incorrect or outdated language can continue, contribute to, or cause bias, prejudice and discrimination.
- Sutton Council developed the inclusive language guide to support our staff in feeling confident in the language that they use when talking to and about colleagues and residents and to improve communication. Our staff networks are a valuable resource and they have fed into this guide.
- The most important thing is for us all to consider the impact of our language and be willing to learn and adapt.
- A good starting point is to think: 'How would I feel if someone said this to me?'
- Maya Angelou has worded this best - *"Do the best you can until you know better. Then when you know better, do better."*