**Croydon’s Equalities Pledge**

As an organisation we commit to:

* Positively promote the equality of opportunity for individuals of all characteristics namely: disability, gender, race, age, sexual orientation, religion and belief, marriage and civil partnership and gender identity by recognising significant celebrations and awareness days and ensuring that workplace practices do not discriminate against any groups
* Ensuring that there is mandatory training for all staff at all levels in equality, diversity and inclusion every two years, attendance is monitored, and 100% targets set with staff and managers held to account
* Ensuring a zero-tolerance approach to all forms of discrimination, harassment, and bullying, publicising the staff code of conduct, providing staff with information on what it is and encouraging people to safely challenge this where it occurs ensuring that people are not treated less favourably for doing so
* Positively encouraging applications from diverse and under-represented groups when advertising for posts and taking actions to respond to under representation in this area identified by organisational data
* Using anonymous recruitment processes which don’t reveal details of race, age, gender, disability or socio-economic status
* Identifying and annually publishing pay gaps based on ethnicity, disability and gender and putting actions in place to reduce such pay gaps
* Providing reasonable adjustments for disabled staff in interviews and employment
* Developing and agreeing an equality policy for the organisation which all staff sign up to, and reviewing it every 3 years
* Collecting data on the protected characteristics of staff and aiming to have a workforce which reflects the Croydon community by using positive action recruitment practices and encourage career development for underrepresented staff.
* Undertaking annual staff surveys to identify the impact of organisational actions on employees lived experience and psychological safety at work