

Theme 1: Organisational equality, diversity and fairness

Promoting best practice in employment by ensuring workers are treated and paid fairly, tackling discrimination and bias and advancing equality, diversity and inclusion to make every employee feel valued.

Objective	Current position / Baseline	Action / Task	When	Measure of success
1.1 Providing additional training, support and resources to support diversity within organisations	The Chief Executive sponsors a working group which has designed and implemented an action plan structured around: supporting managers	Support managers in being confident to have conversations about race, discrimination and inclusion and challenging poor behaviour where they see it; listening to staff and celebrating their culture and history	Sept 2026	Chief Executive to continue to support the working group as part of the Council's equality, diversity and inclusion work and the working group to review structures and processes for recruiting, inducting, managing and developing staff to eliminate bias.
1.2 Promoting development of staff from underrepresented groups	Reverse mentoring links Sutton's most senior leaders with a mentor who shares their lived experience both personally and in the workplace. Four cohorts of reverse mentoring have been run so far. (3.22 Sutton Workforce Report 2024)	Run a 5th cohort in 2024 to build on the review of recruitment practice and diverse interview panels, drawing on the pool of reverse mentors and staff network members.	Sept 2025	Outcome reported to the Strategy and Resources committee in Summer 2025

Theme 2: Sustainable and diverse supply chains

Ensuring that environmental, social and economic sustainability is promoted throughout organisations' activities and supply chains and encouraging diversity through procurement activities.

Objective	Current position / Baseline	Action / Task	When	Measure of success
2.1	Adopting procurement methods that evaluate 'social value' or 'EDI' as a scored quality criterion when commissioning work.	All contracts over £100,000 have had at least 10% of the score weighting allocated to how the supplier will address social value through delivery of the contract.	1 Sep 2026	100% compliance.
2.2	Removing barriers that inhibit small to medium enterprises, community sector organisations, diverse enterprises and under-represented groups from easily entering the supply chain	All contracts up to £1,000,000 include local organisations where a local market exists.	1 Sep 2026	100% compliance.

"Theme 3: Working together with Londoners 2023-24

Amplifying the voices of residents and Londoners through organisations' work, especially those that are under-represented or face significant housing-related inequalities.

Objective	Current position/baseline	Action / Task	When	Measure of success
1. Committing to ensuring that all communal amenity and play spaces within a development are accessible to all residents regardless of tenure	This is current practice and all communal facilities are open to all tenures and designs are tenure blind	Continue to design all communal spaces in this way.	March 2026	<p>All new build Council Housing communal amenity spaces will be tenure blind.</p> <p>All new communal areas will be, or planned to be, shared by residents of all tenures.</p> <p>New developments will enhance social cohesion between residents living in differing tenures within the Borough and on our estates.</p>
2. Residents and stakeholders are consulted on development schemes from inception	Resident and stakeholders are closely involved in all Council new build projects both before and after the planning stage.	<p>Clearly communicate with residents and stakeholders on how the Council will engage and consult on proposed developments and during construction.</p> <p>Promote shared ownership to Council residents, subject to affordability and eligibility criteria, particularly where an existing Council tenancy will be made available through a shared ownership sale.</p> <p>Provide assistance and support to tenants when required to move home, either to temporary or permanent accommodation.</p>	March 2025	<p>For all new development schemes;</p> <p>All residents and stakeholders consulted on new projects and pre-planning proposals to capture their views and ideas that will contribute to high quality, sustainable designs for each project.</p> <p>Any returning residents will be consulted on the available individual design options of their new home.</p>