

Equality and Equity Charter Consultation Results Summary

The results of the consultation on the found that the 786 respondents were overwhelming in favour of the Charter in its current format. There were some comments about actions going forward and specific groups, but these have been addressed in a separate document.

The Charter was in two parts, the Royal Greenwich commitments, and the Organisation commitments. The Royal Greenwich commitments focus on the Borough as a whole and the Organisation focuses on the Council's commitments.

Respondents

There were 768 respondents with 33 organisations being represented in the responses. The table below lists all the organisations who took part and the number of members who left a comment:

Response	Number of Respondents
Black Major	3
Greenwich & Bexley Community Hospice	3
Horn Park Friends	3
Royal Borough of Greenwich	3
METRO Charity	2
Volunteer Centre Greenwich	2
Afyah Organisation	1
Bromley, Lewisham & Greenwich Mind	1
Clockhouse Community Centre	1
First Step Trust	1
GLL	1
Greenwich Living Options	1
Grantha Neer	1
Greenwich Foodbank	1
Greenwich+Docklands Festivals	1
Healthwatch Greenwich	1

Her Centre	1
Mulgrave Primary School	1
Nigerian community Greenwich	1
Old Royal Naval College	1
Our Heritage UK	1
Pathway Sports Ltd	1
Quaggy Development Trust	1
SSAFA The Armed Forces Charity Gurkha Department, Greenwich	1
TARU Arts	1
The Bathway Theatre in Woolwich, University of Greenwich	1
The Women's Equality Party, Greenwich Branch	1
Trinity Laban Conservatoire of Music and Dance	1
Unity Works (previously The Camden Society)	1
Visit Greenwich	1
Well Hall Pleasaunce Bowls Club	1
Woolwich & District Antiquarian Society	1
Woolwich Works (Woolwich Creative District Trust)	1

As can be seen, there was a wide range of organisations who responded to the Consultation, which means that the results will hopefully provide some insight that represents different groups within Greenwich.

Royal Greenwich Commitments Results

514 people who responded to the consultation gave their views about the commitments. The brackets by the percentage is the number of responses it represents. The commitments and the results for each are as follows:

	Agree	Disagree
Making Royal Greenwich a welcoming borough where everyone feels they belong	93.19% (479)	6.81% (35)
Inspiring trust and confidence in all the borough has to offer	93.77% (482)	6.23% (32)
Recognising, valuing and celebrating diversity	86.58% (445)	13.42% (69)
Listening to and understanding the diverse needs of all people	89.69% (461)	10.31% (53)
Building good relations and understanding between people	93.39% (480)	6.61% (34)
Creating a fairer borough through promoting inclusion, participation and equal access	89.49% (460)	10.51% (54)
Challenging discrimination, harassment, bullying, hate crime and victimisation	89.88% (462)	10.12% (52)
Eliminating barriers, encouraging a growth mindset, raising aspirations and creating opportunities for growth beyond limit	89.3% (459)	10.7% (55)

As can be seen the majority of respondents agreed with all of the Royal Borough Commitments with only a few concerns raised at some of the definitions, for example “growth mindset”, and the breadth of the commitments. The main other comments that were made as part of the responses

surrounding this are how would these be actioned. These comments are addressed in the separate document focusing on how the Equality Objectives can be refined in light of these comments.

Representative Comments on the Royal Greenwich Commitments

Below are some comments that are representative of the responses that came from the free text section after the Charter commitments, some have been edited for clarity.

All sounds great. It would be good to see these values underpinned with the relevant strategies and policies. For example, what does challenge discrimination mean in real terms?

Growth mindset is a positive one but must also be accompanied by compassion, kindness and understanding that is modelled by the Councils language and behaviour.

I believe that all these items/sentences are a given, they should not be even a question - it's what I would expect from the borough

I think all these commitments are very laudable but as a disabled person who relies on a Blue Badge, I do not always feel included. For example, the call to 'cycle or walk' is great but does not really speak to me as a disabled resident. Sometimes parking suspension leaves me excluded. No parking in the park at weekends leaves me feeling excluded.

I think it's all a bit vague and needs to be more specific as to how you intend to achieve these aims. There also needs to be a clear policy on anti-Semitism and helping other groups which have not already been mentioned like white working-class males who are underrepresented in many professions and often left out of these surveys. I also think as a Council you need to be far more inclusive as you're not. Emails are frequently ignored and complaints unresolved, the complaints system in itself at present is not fit for purpose.

It is not the role of local government to celebrate diversity but to recognise it and deal with any crime committed against or by diverse groups. It is not the role of local government to endorse the views or lifestyle of any residents but merely to facilitate their lawful business and privacy and freedom of expression.

There were other comments that were less appropriate to publish here but they outlined concerns around the diversity of the Borough and thought that there were too many of certain groups. Others were more concerned around specific issues they may have with the Council.

Organisation Commitment Results

514 people who responded to the consultation gave their views about the commitments. The brackets by the percentage is the number of responses it represents. The commitments and the results for each are as follows:

	Agree	Disagree
Actively promote equality	87.35% (449)	12.65% (65)
Work with partners and the community to make our information, services and products more accessible and inclusive	90.86% (476)	9.14% (47)
Put equal opportunity at the heart of our recruitment, employee development and service delivery	89.3% (459)	10.7% (55)
Continually review the diversity of our workforce and ensure it's representative of our local community across all levels	82.88% (426)	17.12% (88)
Address all allegations of discrimination, harassment, bullying and victimisation	91.25% (469)	8.75% (45)

Promote good relations between people from different backgrounds	91.25% (469)	8.75% (45)
Share good equality practice with our partners	88.52% (455)	11.48% (59)
Measure and share our progress and success	90.08% (463)	9.92% (51)

The results for the organisation commitments are just as overwhelmingly positive as with the Royal Greenwich ones. The main concern that came out in the comments was that positive discrimination would be encouraged over individual talent and ability as well as some thinking the language could be stronger. As above, there were also many comments that were bringing up the concerns of specific groups or wanting more detailed actions and again these are addressed in a separate document.

Comments on the Organisational Commitments

Many of the comments after the organisational commitments echo what was said under the Royal Greenwich commitments but there quite a few comments that addressed the Organisational Commitments. Below are some representative comments, some edited for clarity:

"continually review the diversity of our workforce and ensure it's representative of our local community across all levels" I would agree with this provided that diversity is not artificially achieved. I believe in "the best person for the job" regardless of race, creed or colour, and dislike recruitment practices which favour diversity over ability. Where the diversity of the workforce is an issue, then people should be encouraged to apply for jobs, not given them.

Although the diversity of the workforce should be representative of the local community across all levels this should not be detrimental to the service being provided.

Again I do not think that disabled people are given equal opportunities to jobs within the council.

An awareness of how to ensure providers commissioned by the council are representative of the diversity of the borough. Working with community organisations to increase staff workforce profile to ensure its in line with RBG priorities. Upskilling organisations to ensure that BME providers are in a position to offer services to suit their communities

Develop a comprehensive programme of training and development that looks at working with staff and residents with protected characteristics Look at developing an 'allies' programme via REN Network - learning about lived experience of BAME community and how we can support them to achieve and recognise subtle racism in the workplace.

I think it is vital to include people from different communities in planning and measuring these steps.

The number one comment was concerns around positive discrimination as many commenters felt that trying to make the Council workforce reflective of the Borough would inevitably lead to positive discrimination and that would not ensure that the best person would get the job, rather the one who would meet the quota for representation.

Additional Commitments

The final section of the consultation asked if there were other commitments that respondents would like to see. The majority of responses sought to refine certain commitments or focused on specific groups. But there were a few key commitments that many people suggested, and here are some representative ones with some edits for clarity:

Acknowledge and address areas where there is little success or poor progress.

Educating children on inclusivity and respect toward and within their own culture and others

One commitment - that Greenwich Council and its partners will take effective action to challenge discrimination in all its forms to improve the lives of all the residents it represents

Specify BAME and minority groups especially LGBTQ identities and how you intend to make Greenwich a safe space for all?

Commitments to be embedded in the culture of the organisation through recruitment, selection, onboarding, performance management and enhanced opportunities for employee voice

Summary

The majority of the feedback was overwhelmingly positive but there were ongoing concerns that whilst the Charter contains good commitments in theory, this would not be implemented in practice. Also, many of the comments concerns specific groups rather than general equalities issues. Both areas will be addressed in the Equality Objectives 2020-24 which are being developed and will be refined in light of the comments from this consultation. The Equality Objectives are designed to deliver on the charter and to be more specific so they can address core issues being faced by residents. Also, these will be measured by Headline Equality Measures which will enable the Council to be accountable for achieving them. The way this will happen will be discussed in the coming weeks once the Objectives have been agreed and as part of the development of the HEMs.

The Charter Commitments were overwhelmingly agreed with, so it would be appropriate to agree the Charter as the other concerns raised being addressed as part of the development of the Equality Objectives.