

## 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	Outturn September 2025
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.	The Chief Executive continues to support the working group, as reported to the Strategy and Resources Committee on 16th June 2025. Link: <a href="#">Sutton Workforce Report 2024/25</a>
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	Reported to the Strategy and Resources Committee on 16th June 2025. Link: <a href="#">Sutton Workforce Report 2024/25</a>

## 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	Outturn September 2025
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.	Regeneration and Development Team to ensure that any contract exceeding £100,000 has 10% of the score weighting allocated to how the supplier will address social value through delivery of the contract.	1 Sep 2026	100% compliance to September 2025.
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.	Regeneration and Development Team to ensure that all Quick Quotes and Requests for quotations up to £1,000,000 include a local organisation or company where possible.	1 Sep 2026	100% compliance to September 2025.

### Theme 3: Working together with Londoners

**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	Outturn September 2025
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>	<p>Communal amenity spaces at the Elm Grove regeneration are tenure blind</p> <p>Communal areas at the Elm Grove regeneration will be accessible to residents of all tenures.</p> <p>The Elm Grove regeneration has a tenure mix of 50% affordable and 50% private homes, providing Council rented, Shared Ownership, shared equity and private homes.</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>	<p>Residents returning to the Beech Tree Place development,, have been able to select their choice of floor and view.</p> <p>Elm Grove returning homeowners have had the opportunity to select their chosen floor and view and the same offer will be made to the returning tenants.</p> <p>The shared ownership flats at Beech Tree Place were advertised to Council tenants and who were going to be given priority, however these flats have now been designated as affordable rented Council flats.</p>