

Equity, Diversity and Inclusion at Brighton and Hove City Council and your role as Director of Property and Finance

Our city is known and loved for its diversity. Not only is the mixture of people, culture, and skills vital to the economic and social development of the city, it's what makes Brighton & Hove such a great place to live, work and visit.

As a Council, we play a crucial role in increasing fairness and inclusion for our city and our staff. To achieve this, we have a [Fair and Inclusive Action Plan](#), focussed on five key themes:

- Leadership, Accountability and Consequences
- Learning and Development
- Recruitment, Retention, and Progression
- Community Engagement and Consultation
- Service Delivery

We have also embedded equality, diversity and inclusion into all aspects of the [Council Plan](#) and will work closely with our elected councillors to ensure its delivery.

Equalities governance is overseen by the Corporate Equality Delivery Group (CEDG), which is chaired by our Chief Executive. In your role as Director of Property and Finance, you will be a driving force for equalities within your area. We monitor actions and progress towards our equalities objectives through the council's performance management framework.

Celebrating Diversity: what we know about the City's residents

The 2021 census shows:

1. Over a quarter of our residents (26%) belong to Black and Racially Minoritised communities, a number that has increased from 53,251 in 2011 to 72,272 in 2021.



Residents born outside of the UK

20% of residents were born outside of the UK
(South East 16% England 17%).

45% of international migrants living in Brighton & Hove were born in the EU
(South East 38% and England 36%).

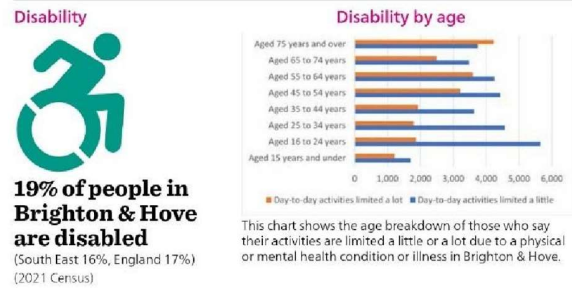
108 languages are spoken in schools including BSL (2023 school census)

30% of children in schools identify as other than White British



Our city proudly hosts 20% of residents who were born outside of the UK, with 45% of international migrants coming from the EU.

- 19% of Brighton & Hove's population identifies as disabled. With almost 12% of them being economically active, we must ensure our recruitment and retention processes are accessible and inclusive, and that we support partners in the city to do the same.



LGBTQ+

1 in 10 adults (16+) identify as Lesbian, Gay, Bisexual or Other

1 in 100 adults (16+) identify as a gender different from their sex registered at birth



- Diversity in sexual orientation and gender identity is celebrated, as 1 in 10 adults (16+) identifies as Lesbian, Gay, Bisexual, or Other, while 1 in 100 adults identifies with a gender different from their birth sex.

Empowering communities in Brighton & Hove

All the work that we do is data-driven, and we work in collaborative partnership with our diverse internal and external communities. This includes:

- Pioneering and championing our inaugural [anti-racism strategy](#), and the UK's first [accessible city strategy](#)
- Scoping and developing our gender equity strategy
- Empowering communities to drive solutions by bringing together council and Clinical Commissioning Group resources to support Community and Voluntary Sector (CVS) groups
- Fostering active citizenship via the Collaboration Programme, promoting volunteering and collaborative efforts for transformative service delivery
- Comprehensively analysing local needs through the Joint Strategic Needs Assessment (JSNA) and Community Insight tool to guide service improvements and reduce inequality.

Advancing diversity and inclusion within the workforce.

Our workforce is a vital community in delivering inclusive services across the city. We are committed to ensuring that we not only reflect the diversity of the city but are a fair and inclusive place to work.

We work collaboratively with our recognised trade unions and [our four employee networks](#):

- Black and Minority Ethnic Workers Forum (BMEWF)
- Disabled Workers and Carers Network including a pilot Neurodiversity sub-group (DWCN)
- LGBTQ+ Workers Forum
- Women's Network

We publish workforce-related progress annually in the [Workforce Equalities Report](#).

Our culture

As the new Director of Property and Finance, you will champion and deliver equity, diversity and inclusion as outlined in our Council Plan and through the Fair and Inclusive Action Plan.

You will create an inclusive environment for our increasingly diverse workforce and enable resident experiences to be effectively represented and heard, through:

- Leading by example and enabling leaders, managers, and people across your services and more broadly across the council, to deliver inclusively and accessibly in welcoming, anti-racist, equitable, and intersectional ways
- Involving stakeholders in decisions that will affect them
- Demonstrating significant experience of creating inclusive and equitable outcomes, opportunity, and access for both staff and communities
- Consistently and actively leveraging diversity to create an innovative and psychologically safe organisational culture.