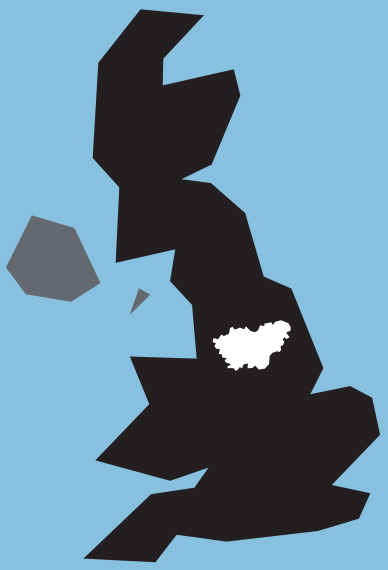


Equality, Diversity, Inclusion and Belonging.



SOUTH YORKSHIRE
SYMCA
MAYORAL COMBINED AUTHORITY

Our Commitment

At South Yorkshire Mayoral Combined Authority (SYMCA), we know that people do their best work when they feel valued, respected and able to be themselves.

We believe that diversity strengthens us, inclusion enables us, and belonging brings us together. When people feel heard, seen and supported, they are more likely to thrive, contribute their best ideas and help create positive change. That's true for our colleagues, our partners and the communities we serve.

Creating a fairer, healthier and more prosperous South Yorkshire starts with how we work, how we lead and how we make decisions.

Our commitment to Equality, Diversity, Inclusion and Belonging (EDIB) goes beyond meeting legal requirements. It is about creating an organisation where everyone has the opportunity to succeed and ensuring that the work we do makes a meaningful difference to people across our region.





We want EDIB to be woven into everything we do, from the way we recruit, develop and support our people, to the way we design services, invest resources, engage communities and shape the future of South Yorkshire.

This statement applies to South Yorkshire Mayoral Combined Authority and sets out our approach to advancing EDIB across everything we do.

Why this matters

As a public organisation, our decisions affect the lives of people from many different backgrounds and experiences. While we are legally guided by the Equality Act 2010 and the Public Sector Equality Duty we have a human responsibility to understand those experiences, recognise where barriers exist and take action to address them.

We are committed to creating opportunities, reducing inequalities and ensuring that our work reflects and responds to the diverse communities we serve.

EDIB is not separate from our ambitions as an organisation. They are fundamental to achieving them.

By bringing together different perspectives, encouraging inclusive leadership and creating equitable opportunities, we make better decisions, develop stronger solutions and deliver better outcomes for South Yorkshire.



Our Approach

We take a whole-organisation approach to EDIB. This means focusing on three interconnected areas:

- **Our people**
- **Our policies, programmes and decisions**
- **Our communities and partnerships**

Progress in one area supports progress in the others. By building an inclusive culture internally, embedding EDIB into decision-making and working closely with partners and communities, we can create lasting and meaningful impact across the region.

Our approach is driven by evidence, insight and lived experience. We recognise that some individuals and communities face greater barriers than others, and we are committed to understanding and addressing those inequalities. This includes recognising the impact of socio-economic disadvantage alongside protected characteristics and ensuring our actions are focused where they can make the greatest difference.

Our objectives

To help turn our commitment into action, we have identified three key objectives that will guide our work.



Objective 1:
A Diverse and Engaged Workforce

We want SYMCA to be a place where everyone feels they belong.

We are committed to creating an inclusive workplace where colleagues feel valued, supported and empowered to contribute. We want every colleague to feel confident that their voice matters and that they can achieve their potential regardless of their background or circumstances.

Our key priorities are:

- **Building a workforce that increasingly reflects the diversity of South Yorkshire.**
- **Creating a culture where everyone feels respected, valued and included.**
- **Embedding EDIB throughout our people policies, practices and leadership behaviours.**
- **Ensuring fair access to learning, development and career progression opportunities.**
- **Providing a safe, healthy and accessible working environment for all colleagues.**

We know that creating an inclusive culture is an ongoing journey. It requires commitment from all of us and leadership at every level. Together, we can build a workplace where everyone is able to thrive.

Objective 2: Inclusive Policies, Programmes and Decision-Making

The decisions we make today shape the future of South Yorkshire.

We will ensure that EDIB is central to how we plan, deliver and evaluate our work across the organisation. By understanding the needs and experiences of different communities we can ensure inclusive and equitable outcomes to narrow socio-economic inequalities for the most disadvantaged communities.

Our key priorities are:

- **Embedding equality considerations into decision-making at every stage.**
- **Using Equality Impact Assessments consistently and effectively.**
- **Designing programmes and services that respond to the needs of South Yorkshire's diverse communities.**
- **Using data, evidence and insight to identify and address inequalities, including socio-economic disadvantage to inform proportionate action to address inequalities.**
- **Ensuring procurement, commissioning and investment decisions reflect our commitment to fairness and social value.**
- **Strengthening our understanding through both quantitative evidence and lived experience.**

By taking this approach, we can help reduce inequalities, improve outcomes and ensure our resources are directed where they are needed most.

Objective 3: Included Communities and Strong Partnerships

Meaningful change happens when people are involved in shaping it.

We will ensure that our engagement meets the needs of our communities and play a stronger and increasing influential role on equality, diversity, inclusion and belonging in South Yorkshire. We are committed to listening to different voices, especially those who experience barriers or are most affected by inequality.

Our key priorities are:

- **Strengthen how we engage with communities and involve them in shaping decisions.**
- **Improve consultation and engagement practices so they are accessible and inclusive.**
- **Work with partners across South Yorkshire to tackle systemic inequalities and deliver shared ambitions.**
- **Use our influence to champion equality, diversity, inclusion and belonging across the region.**
- **Ensure our communications and digital services are accessible and inclusive removing barriers to participation and information.**
- **Increasing transparency and accountability through public reporting, demonstrating how engagement and partnership activity influences decisions and outcomes.**

Through collaboration and partnership, we can amplify our impact and help build a South Yorkshire where everyone has a voice and the opportunity to succeed.and ensure our resources are directed where they are needed most.



How we will deliver change

Our commitment will be supported by clear action plans, strong leadership, meaningful engagement and continuous learning.

We will use workforce data, service insights and community feedback to understand where progress is being made and where further action is needed. We will monitor our performance, review our impact and adapt our approach as we learn.

Most importantly, we will focus on outcomes, not just activity. Success will be measured by the difference we make for colleagues, communities and the region as a whole.

Our Executive Leadership Board will oversee progress and ensure accountability across the organisation.

A shared responsibility

Creating a more inclusive organisation is not the responsibility of one team, one network or one leader. It belongs to all of us. Every conversation, decision, action and interaction helps shape our culture and influences the experiences of those around us.

By embracing different perspectives, challenging barriers, treating one another with respect and creating spaces where everyone feels they belong, we can build an organisation that reflects the best of South Yorkshire.

Together, we can create a workplace where everyone can thrive, and a region where opportunity is more accessible, outcomes are fairer and nobody is left behind.

