

Newham Libraries Equality, Diversity, and Inclusion (EDI) Policy

Category	Policy <ul style="list-style-type: none"> Inclusion
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Related processes or documents	<ul style="list-style-type: none"> Equality Act 2010 Public Sector Equality Duty Library of Sanctuary Principles

1. Purpose

To establish Newham Libraries' commitment to equality, diversity, and inclusion, and outline how these values are embedded in services, staffing, and community engagement.

2. Overview

Newham Libraries aims to create a welcoming, inclusive, and equitable environment for all users and staff. As a Library of Sanctuary, the service supports people seeking sanctuary and those facing marginalisation or discrimination. This policy outlines commitments to equality, diversity, and inclusion, and how they are implemented in practice.

3. Process

Our Commitments

- Equality:** Compliance with the Equality Act 2010 and Public Sector Equality Duty.
- Diversity:** Representation of Newham's cultural and linguistic diversity in collections, events, and staffing.
- Inclusion:** Accessible services for all, including disabled and neurodivergent individuals and those with limited digital access.

Library of Sanctuary Principles

- Learn:** Staff training on refugee and asylum seeker experiences.
- Embed:** Inclusive policies, signage, and services.
- Share:** Events and displays that promote understanding and celebrate sanctuary stories.

Implementation in Practice

Area	Actions
Staff Training	Mandatory EDI and safeguarding training, trauma-informed practice, unconscious bias
Collections	Inclusive stock development, multilingual and LGBTQ+ materials
Events & Activities	Programming that celebrates diversity and supports sanctuary seekers
Spaces	Accessible, safe, welcoming environments with inclusive messaging
Partnerships	Collaboration with organisations supporting underrepresented groups

Monitoring and Accountability

- Collect and analyse feedback and demographic data
- Annual reporting on EDI and Library of Sanctuary actions
- Open to feedback and challenge from users, partners, and staff

4. Further information