

ENFIELD STRATEGIC PARTNERSHIP

EQUALITIES STATEMENT

INTRODUCTION

The Enfield Strategic Partnership (ESP) brings together leaders and decision-makers from organisations in the borough that provide key services to the people of Enfield. The ESP was set up in late 2001 to promote the social, economic and environmental wellbeing of the borough, and has made a formal commitment to have equality and fairness as guiding principles for its work.

The ESP aims –

- to oppose and eliminate all forms of discrimination, harassment and victimisation
- to ensure that services, and information about services, of the partner organisations are available to all
- to ensure that all parts of our community feel they have a voice and can be involved in local decision-making
- to fully engage with the diverse and rapidly changing local community, including traditionally excluded local groups, ensuring that the partnership continues to reflect their needs, and improve the opportunities for these groups to participate fully at all levels of the partnership
- to promote an environment that is welcoming to the diverse communities and cultures in the borough
- to promote understanding and co-operation between different parts of our community through learning about each other's cultures and experiences

STATEMENT OF INTENT

The Enfield Strategic Partnership (ESP) works to combat discrimination, advance equality of opportunity and access, and foster good relations between all our residents. We devote our energies and resources to the achievement of this aim.

We will not discriminate on grounds of –
race – colour, ethnic origin, nationality or national origins
disability
gender
age
faith, religion or belief
sexual orientation
gender reassignment
pregnancy or maternity, or
marital or partnership status

We will promote equality of access and opportunity for those within our community who may suffer from unfair treatment on any of these grounds including those disadvantaged through multiple forms of discrimination.

We will strive to eliminate all forms of discrimination. We recognise that this requires not only a commitment to remove discrimination but also action through positive policies to redress the inequalities produced by past discrimination. This will apply not only to the manner in which the ESP itself operates but also to any services or functions for which it has a responsibility.

Organisations represented as partners of the ESP have a commitment to the principles embodied in this statement, and the implications for their service users and disadvantaged groups within Enfield's community.

KEY EQUALITIES PRINCIPLES FOR EFFECTIVE PARTNERSHIP WORKING

- All partners must have equal rights and responsibilities, and a commitment towards equality of opportunity for all people regardless of race, age, disability, gender, sexual orientation, gender reassignment, marriage or partnership status, pregnancy and maternity, or faith, religion or belief

- All partners should have a shared vision aimed at combating discrimination and promoting good relations between different community groups
- All partners should have equal opportunity and access to be directly involved in decision-making within the ESP
- All partners should recognise the rights of others to make effective representation, and to be listened to
- All partners should value the work, knowledge and expertise of others, and base their relationship on mutual respect
- As signatories to the Enfield Compact, all partners should promote equalities and community cohesion in how they work together

COMPLYING WITH EQUALITIES LEGISLATION

In all of its activities, the Enfield Strategic Partnership will ensure it meets the requirements of the Equality Act 2010. In addition to legislation, certain partners within the ESP will need to comply with national equalities standards laid down within their particular sectors e.g. the Council will need to ensure its actions are in accordance with the Equality Framework for Local Government.

EQUALITIES POLICIES AND ACTION PLANS

The majority of ESP partners will already have equal opportunities policies and plans in place. These will need to be reviewed to ensure they reflect the vision contained in the statement above. The ESP will work with any partner that does not have a policy to ensure that it has in place a document that is consistent with the ESP Equalities vision.