

Equality and Diversity Statement

Our Vision

Our vision is that all Hertfordshire Citizens, regardless of age, race, gender, culture, religion, disability or sexual orientation live free from harm, abuse or neglect with their rights protected.

We are committed to making sure that all our activities are underpinned by equality of opportunity, valuing diversity and eliminating unlawful discrimination.

Safeguarding is everyone's business. We believe that all adults stand to benefit when we embrace the diversity of thoughts, ideas and ways of working that people from different backgrounds and identities bring. It helps us all grow and learn, enables us to realise our potential, improves decision-making, stimulates engagement and innovation, and enables us to be part of diverse community.

We strive to support all members of our partnership to recognise these commitments and act in accordance with them. In addition, we will comply with all relevant legislation and good practice.

No individual will be unjustly discriminated against. This includes, but is not limited to, discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation as mentioned in the [Equality Act 2010](#).

Our Commitment to Equality, Diversity, and Inclusion:

The Hertfordshire Safeguarding Adults Board will

- Work in partnership with adults at risk, carers and other citizens who have protected characteristics to ensure that their views are represented
- Acknowledge, promote, and celebrate the value of diversity
- Make sure that all matters related to equality and diversity are considered across our functions
- Foster a culture of respectful challenge and support to counteract any discrimination or oppression
- Ensure that equality and diversity is considered in quality assurance frameworks to identify strengths and areas for development
- Ensure that we have impactful training in place to educate professionals about their responsibilities and duties in relation to equality and diversity
- Produce our information in a variety of different formats to reach everyone concerned with safeguarding and make safeguarding everyone's business
- Champion person centred practice where professionals work alongside people recognising their individuality and adapting practice to meet their needs

Resources from Partner Agencies:

The British Association of Social Workers (BASW) has some useful [Black, Asian and minority ethnic community resources, useful reading and guidance](#).

[The Hertfordshire Constabulary](#) has useful reading and guidance, on how they are meeting their diversity and equality objectives.

The NHS Hertfordshire Community NHS Trust [website](#) has useful reading and guidance on their longstanding commitment to ensure services and employment practices are fair, accessible and appropriate for everyone they serve.

Support and Information for specific groups in Hertfordshire:

Adult social care and sensory services

[Find details of help and support](#) available to adults with care and support needs. This includes day services and activities, care services, transport for older people, mental health and dementia, money advice and benefits.

Herts Help: need help but don't know where to turn?

HertsHelp's free, independent service is available to everyone who lives in Hertfordshire. Qualified staff on the HertsHelp helpline will listen and support you to find the help you need and can put you in touch with organisations that can support you and your family.

Step2Skills

[Step2Skills](#) runs a range of high-quality courses for adults aged 19+. Their courses are low cost in order to help improve the skills and wellbeing of people living in Hertfordshire.

Adults with disabilities

[Get help](#) applying for a Blue Badge, registering as disabled, travelling, and other support. [Find out about Day Services](#).

Children and young people with disabilities

[Hertfordshire's Local Offer](#) is the door to finding information and support available for children and young people aged 0-25 with Special Educational Needs or Disabilities (SEND) and their families.

People with sensory needs

[Find out how Hertfordshire County Council support](#) children and adults with sight and/or hearing loss and their carers.

Learning Disability Partnership Board

Read about how Hertfordshire County Council and other organisations in Hertfordshire work with people with learning disabilities to improve their lives.

Accessible venues for people with disabilities

[Visit Disabled Go](#) to see access guides for a range of venues across the county.

Toolkit for dealing with hate crime

The LGBT partnership has produced [a toolkit that offers support and advice](#) for LGBT people who may have experienced some sort of violence, harassment or abuse. It aims to help you help yourself, know when to ask for help and where to get it.

Young Pride in Herts

Run by [Services for Young People](#) in collaboration with young LGBT+ people in the county, it provides information and advice on a range of issues including gender identity, taking care of your health and what to do if you are experiencing hate crime.

Trans Unite

[Trans Unite](#) is a volunteer run, non-profit organisation which helps members of the transgender and non-binary communities find local support groups, and online-only support groups too.

Herts Inter Faith Forum

Herts Interfaith Forum is set up for the use of all faith organisations to share good ideas, promote community cohesion, understanding and respect. [Herts Inter Faith Forum](#)

Equality Advisory Support Service (EASS)

If you have experienced discrimination, you can get help from the EASS discrimination helpline. [More about the EASS helpline](#)

Equality and Human Rights Commission

[You can find more information](#) on the Equality and Human Rights Commission website.

What action can you take in cases of discrimination:

[The Gov.uk](#) website states if you think you've been unfairly discriminated against you can:

- complain directly to the person or organisation.
- use someone else to help you sort it out (called 'mediation' or 'alternative dispute resolution').
- make a claim in a court or tribunal.

Hertfordshire

Safeguarding Adults Board

Working together to prevent abuse

Or you can contact the [Equality Advisory Support Service](#) for help and advice.