

# Hillingdon Safeguarding Partnership

## Equality and Diversity Statement

The Public Sector Equality Duty, which is part of the Equality Act 2010, establishes both a general and specific duties for public bodies.

By law, public bodies must try to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not

The Act explains that 'due regard' for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

Hillingdon Safeguarding Children Partnership has a stated vision to strive for every child and young person to be and feel safe, enjoy good physical, emotional and mental health, have pride in their unique identifies, feel that they belong and have opportunities to thrive.

The Safeguarding Adults Board vision is for Hillingdon citizens, irrespective of age, race, gender, culture, religion, disability, or sexual orientation to be able to live with their rights protected, in safety, free from abuse and the fear of abuse.

Our Safeguarding Partnership is committed to ensuring that all our activities are underpinned by equality of opportunity, celebrating, and valuing diversity, eliminating unlawful discrimination, harassment and victimisation, and promoting good relations.

**Hillingdon Safeguarding Partnership will:**

- Work in partnership with children, young people, adults, and carers who have protected characteristics to ensure that their views are represented
- Acknowledge, promote, and celebrate the value of diversity
- Ensure that issues of equality and diversity are considered across all functions of the Safeguarding Partnership, including Boards, subgroups, and audits
- Foster a culture of high support/high challenge to counteract any discrimination and/or oppression
- Be honest about areas/incidents we need challenge and develop to ensure that we are proactively counteracting discrimination and oppression and promoting equality
- 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 and inform professionals around their responsibilities and duties in relation to issues of equality and diversity