

Equality and Human Rights Charter

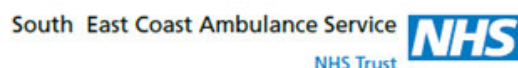
Brighton and Hove 2010



East Sussex
Fire & Rescue Service



Leading learning and skills



Vision

The statutory services¹ in Brighton and Hove are committed to promoting and upholding equality and human rights. This Charter outlines our vision, aims and actions we will take to support this commitment.

- We believe in the dignity of the individual and that people are of equal value whatever their age, caring status, disability, race or ethnicity, gender or gender identity, marriage or civil partnership status, pregnancy or maternity status, religion and belief, sexual orientation, or socio-economic status.
- We recognise that all people possess human rights to be treated fairly and with respect.
- As statutory services, it is our duty to promote equality and cohesion, to protect human rights, and prevent discrimination. We will place this at the heart of what we do, and of what we commission others to do on our behalf.
- We value the diversity of communities within Brighton and Hove. Our aim is to provide services that recognise, understand and respond to the experiences and needs of all the city's diverse population. We aim to do this so that everyone in the city has equal opportunity to access and benefit from co-ordinated and appropriate services.
- We recognise that, as a city and because some statutory partners cover a wider area, we also have a role to play in safeguarding human rights and positively promoting equality and challenging discrimination across Sussex and within the UK as a whole.

Translation? Tick this box and take to any council office.

ترجمة؟ ضع علامة في المربع وخذها إلى مكتب البلدية. Arabic

অনুবাদ? বক্সে টিক চিহ্ন দিয়ে কাউন্সিল অফিসে নিয়ে যান। Bengali

需要翻譯? 請在這方格內加別, 並送回任何市議會的辦事處。Cantonese

ترجمه؟ لطفاً این مربع را علامتگذاری نموده و آن را به هر یک از دفاتر شهرداری ارائه نمایید. Farsi

Traduction? Veuillez cocher la case et apporter au council. French

需要翻譯? 請在這方格內划勾, 并送回任何市议会的办事处。Mandarin

Tłumaczenie? Zaznacz to okienko i zwróć do któregośkolwiek biur samorządu lokalnego (council office). Polish

Tradução? Coloque um visto na quadrícula e leve a uma qualquer repartição de poder local (council office). Portuguese

Tercümesi için kareyi işaretleyiniz ve bir semt belediye bürosuna veriniz Turkish

other (please state)

For more information, please contact:

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This can also be made available in large print, Braille or on audio tape

¹ Statutory Services are required to exist by law (eg: social services, the National Health Service)

Introduction

This Equality Charter for Brighton and Hove city provides a framework for improving services in response to the diversity of communities in the city.

The partners signing the Charter make a commitment to:

- remove unlawful discrimination,
- promote equality and good relations between groups
- develop services and practices to be more appropriate and responsive,
- increase partnership working on equalities, in order to:
 - develop a more consistent approach to equalities,
 - share common aims, information and resources to better address city-wide and specific issues, and
- safeguard Human Rights by working across sectors and organisations and develop an understanding of key human rights issues.

These commitments apply to current and potential service users, their employees and to the wider community.

This Charter provides a framework to:

- improve understanding of communities and barriers they may face,
- increase the effectiveness and appropriateness of service delivery and
- develop joint working across partners

It will enable us to work together to:

- improve access to services,
- remove barriers and
- improve the quality of services and the experience of the community.

Each organisation also has 'equality schemes' which provide more detail about their specific actions to improve services. These are available from the contacts listed below.

This charter will develop to respond to the changing needs of all the partners and the communities they serve.

Monitoring and reporting

Partners to this Charter will report to the City Inclusion Partnership (CIP), which will oversee achievement and progress. Reporting will be through existing regulatory frameworks and the work programme of the CIP. The CIP reports to the Brighton and Hove Strategic Partnership.

Commitments

Monitoring and using data

- Share information better, including Equality Impact Assessments, community engagement findings, national and local research and monitoring data to:
 - Design services using intelligence gained from partnership working to remove barriers
 - inform and guide the development of policy, strategy and practice
 - and increase opportunities for joint working
- Improve the consistency of monitoring across all services, including commissioning
- Develop consistent and shared understanding of the ways in which equalities groups are defined and which people are included in these groups.
- Improve understanding of groups in the city where currently we have limited understanding. Specifically, identifying the barriers these groups face in accessing services.

Partnership working

- Work together as public sector organisations in the implementation of the Sustainable Community Strategy to reduce inequality and eliminate discrimination in the city
- Identify opportunities for joint working and commissioning approaches to more effectively identify and remove equalities barriers.
- Improve links between community groups and statutory organisations, in line with the Local Strategic Partnership's Community Engagement Framework.
- Identify and access new resources to support equality priorities and increase impact of existing resources

Service delivery

- Improve the use of Equality Impact Assessments when developing policies, strategies and processes, to remove discrimination and promote equality and good relations between groups
- Ensure that commissioned services fully comply with equalities and human rights legislation and meet the needs of all residents in the city.

Employment

- Employ and support staff that better reflect the diverse communities in the city
- Ensure that staff are skilled and confident in addressing fairness and access when planning and delivering services in the city.