

Partners working together to develop
'A roadmap to a fairer Hertfordshire'

HEC Vision and Mission

Community Development
Agency for Hertfordshire



Hertfordshire
County Council



NHS Hertfordshire



NHS West Hertfordshire
Hertfordshire Community
Health Services (HCHS)



Hertfordshire Constabulary



Hertfordshire Partnership
NHS Foundation Trust



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Outline Vision and Mission

Statement

Hertfordshire Equality Council will seek to drive equal respect and opportunities for the people of Hertfordshire.

Mission Statement

The Hertfordshire Equality Council is an independent organisation. We provide practical and pragmatic advice to individuals and organisations on issues surrounding equalities. Our bold, innovative and solution focused approach provides a platform for organizations and individuals to openly discuss and share best practice in tackling barriers and promoting access and Human Rights in Hertfordshire. **HEC will offer an independent means of engagement which aims to provide candid and constructive relationships across the county**

Workstrands

To achieve our Mission and reach our Vision, we will:

1. Advice and support to victims of discrimination and harassment

- Informal advice and support to victims of discrimination and harassment
- Mediation services to help resolve disputes
- Legal advice and support relating to issues of discrimination where appropriate.

2 Support and challenge to organisations around equality, diversity and community cohesion issues. We will:

- Offer training, advice and consultancy on employment practice and services
- Challenge organisations, both formally and informally, on policy or practice which may be discriminatory.

3 Provide Independent engagement with communities. We will:

- Work to understand the needs and aspiration of individuals and communities in Hertfordshire
- Undertake research on particular diversity and equality issues
- Deliver commissioned bespoke research on behalf of organisations into the views and needs of particular groups or communities
- Maintain a network of advocacy groups that operate within the county and provide support and advice, encouraging joint work and pooling of resources.

4 Work to build stronger and more cohesive communities across Hertfordshire. We will:

- Carry out bespoke participation and engagement activities for statutory sector organisations to hear peoples views and provide individuals with opportunities to influence local decision- making
- Encourage people in Hertfordshire to take an active role in their communities and learn from others
- Provide targeted support to communities to encourage greater cohesion and inclusion

5. Increase public awareness of diversity, equality and community cohesion. We will:

- Coordinate campaigns in the media to address issues of concern
- Celebrate of diversity and community cohesion in Hertfordshire
- Work with local organisations to champion the needs of communities, ensuring that barriers to cohesion are addressed