



Everybody Matters!

Chesterfield Equality and Diversity Forum

Facilitated by Chesterfield Borough Council

Terms of Reference

(The purpose and structure of the group)

1. Name of the group

Everybody Matters - Chesterfield Equality and Diversity Forum

2. Purpose of the group

To work with local community groups, partners and individuals to promote equality, share ideas and raise awareness of equality and diversity.

To consult, involve and engage with local people on equalities matters relating to the wider community and the Council's policies, procedures, practices and activities.

3. What we will do to achieve our purpose

We will:

1. Actively seek new people to join the group (going out into the community);
2. Develop and work to an action plan to promote equality and celebrate diversity across the Borough (reviewed annually);
3. Participate in equality related training;
4. Provide opportunities to share information and raise awareness of equality issues and activities;
5. Celebrate diversity in Chesterfield;
6. Work together to tackle hate crime and harassment by promoting and sharing good practice;

7. Keep up to date on equality issues and developments;
8. Respond to local and national consultations as a group;
9. Report our achievements against our action plan at the end of each year (what has been successful and what has been unsuccessful);
10. Be a 'critical friend' to the Council offering advice on policies and services;
11. Contribute to the Council's equality impact assessment process.
12. Advise the Council on how best to implement its equality legal duties and good practice in relation to services and employment.

4. How we will work

We will:

1. Include socio-economic issues as part of our description of equalities (socio-economic issues include people's economic and social issues, for example, income and education).
2. Meet every two months and hold at least one event celebrating diversity each year.
3. Be chaired by a member of the community and supported and facilitated by the Council's Policy Officer.
4. Be as accessible as possible to everyone in the community.
5. Be courteous to all groups in the community, using respectful and inclusive language. Support each other to understand that the use of language and words describing groups has changed over time and be aware of the meaning behind the words we use (any concerns will be referred to the Chair of the group or the Council's Policy Officer).
6. Work within the Council's Equality, Diversity and Social Inclusion Policy and Strategy.
7. Set up small groups to examine particular issues and organise events, where necessary.

5. Who will be involved

Local individuals, groups and organisations interested in equality matters.