



TASPB

**Tameside Adult Safeguarding
Partnership Board**



Equality and Diversity Charter

TASPB Equality and Diversity Charter

Introduction

The Tameside Adults Safeguarding Partnership Board (TASPB) is committed to promoting equality, diversity, and inclusion in all aspects of its work. This charter sets out our principles and commitments to ensure that safeguarding practices respect and uphold the rights and dignity of every individual, regardless of their background, identity, or circumstances.

Vision

Our vision is to create a safeguarding environment where:

- Every adult at risk is treated fairly and with respect.
- Services are accessible, inclusive, and responsive to diverse needs.
- Discrimination and inequality are actively challenged.



TASPB Equality and Diversity Charter

Principles

1 Equality of Access

All adults at risk have equal access to safeguarding services without discrimination based on age, disability, gender, race, religion, sexual orientation, or socio-economic status.

2 Respect for Diversity

We value and respect the diverse backgrounds and experiences of individuals and communities. Cultural competence is embedded in our safeguarding approach.

3 Human Rights-Based Approach

Safeguarding practices uphold fairness, dignity, and autonomy, ensuring individuals' rights are protected.

4 Inclusive Decision-Making

Representation from diverse communities is sought in board membership and consultation processes.

5 Zero Tolerance for Discrimination

Any form of prejudice or discriminatory behavior within safeguarding processes will be challenged and addressed promptly.



TASPB Equality and Diversity Charter

Commitments

- **Training and Development**
Provide ongoing equality and diversity training for all board members and partner agencies.
- **Monitoring and Accountability**
Regularly review safeguarding data to identify and address inequalities.
- **Community Engagement**
Work collaboratively with diverse communities to build trust and improve safeguarding outcomes.
- **Accessible Services**
Ensure safeguarding information and services are accessible to all, including those with communication needs or disabilities.

Implementation

- **Annual Review**
The charter will be reviewed annually to ensure relevance and effectiveness.

- **Equality Objectives**
Publish equality objectives and progress reports to demonstrate accountability.
- **Equality Impact Assessments**
Embed equality impact assessments in all safeguarding policies and procedures.

Governance

The Safeguarding Adults Board will:

- Monitor compliance with this charter.
- Report progress through annual safeguarding reports.
- Ensure all partners adopt and implement these principles.



Contact

For further information or to provide feedback on this charter, please contact: protectadult@tameside.gov.uk

Section 2: Equality Objectives

Objective 1 **Improve Representation and Inclusion**

Ensure diverse representation on the Safeguarding Adults Board and Forums, including individuals from minority ethnic groups, LGBTQ+ communities, and people with disabilities.

KPI: Achieve at least 20% of forums to include representation from underrepresented groups in forum membership.

Timeline: Target completion: April 2027

Objective 2 **Accessible Safeguarding Services**

Make safeguarding information available in multiple formats (easy-read, large print, audio, and translated versions).

KPI: Ensure 100% of core safeguarding documents are accessible in alternative formats.

Timeline: Target completion: ongoing.

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Section 2: Equality Objectives

Objective 3 **Equality Impact Assessments**

Embed Equality Impact Assessments (EIAs) into all new safeguarding policies and procedures.

KPI: Conduct EIAs for 100% of new policies before implementation.

Timeline: Target completion: Ongoing, with quarterly reviews.

Objective 4 **Training and Cultural Competence**

Deliver mandatory equality, diversity, and cultural competence training for all board members and partner agencies.

KPI: Achieve 95% completion rate for training within the next 12 months.

Timeline: Target completion: April 2027.

Section 2: Equality Objectives

Objective 5 Monitoring and Reporting

Collect and analyse safeguarding data by protected characteristics (age, gender, ethnicity, disability).

KPI: Publish an annual equality report highlighting trends and actions taken to address disparities.

Timeline: Target completion: quarterly

Objective 6 Community Engagement

Establish partnerships with community organisations representing diverse groups to inform safeguarding strategies.

KPI: Host 2 engagement events per year with community stakeholders.

Timeline: Target completion: April 2027.