

Equalities Forum

21/10/2025

Full Council

PART I

Three Rivers District Council's Equalities Forum (ADCCC)

1 Summary

- 1.1 At Annual Council held on 20 May 2025, it was agreed that the Equalities Sub Committee would change to an Equalities Forum, and for Councillor Winter and Councillor Raeburn to be the Chair and Vice Chair respectively.
- 1.2 This change was made to improve opportunities for community groups or organisations supporting residents with protected characteristics to engage with the council
- 1.3 This report presents the draft terms of reference for the Equalities Forum, and a proposed list of representatives for the meeting.

2 Recommendation

- 2.1 That:
- 2.2 Council provide any feedback or suggestions for membership to the Forum.
- 2.3 Council agree the draft Terms of Reference for the Equalities Forum.

That public access to the report be immediate.
That public access to the decision be immediate.
Report prepared by: Shivani Davé, Partnerships and Inclusion Manager

3 Details

- 3.1 The purpose of the Equalities Forum is to create a partnership to address and improve issues relating to Equality, Diversity and Inclusion to support the objectives of the Corporate Framework and Community Strategy.
- 3.2 The Equalities Forum can receive motions received by Full Council, and provide recommendations.
- 3.3 The Equalities Forum will not be a decision making body, but will create an opportunity for consultation and input on joint initiatives and the Equalities Objectives.
- 3.4 The Equalities Forum will be a public meeting, with all councillors invited to meetings and representatives from partner organisation not included in the membership encouraged to attend.
- 3.5 The following objectives are proposed for the Equalities Forum:
 - 3.5.1 Be an inclusive body of organisations

- 3.5.2 Work in partnership where possible to improve equity and inclusion for residents from diverse and under-represented communities.
- 3.5.3 Understand the challenges that affect under-represented groups and develop actions that address areas of concern.
- 3.5.4 Provide leadership and act as a voice for the people and communities of Three Rivers.
- 3.5.5 Integrate the voices of groups with protected characteristics into discussions about the future shape of the district.
- 3.5.6 Consult and engage with residents and community representatives in a meaningful and inclusive manner, ensuring choice, access and equality are available to all.
- 3.5.7 Ensure that activities complement the work of the Three Rivers Corporate Framework/Council Plan and the Three Rivers Community Strategy.
- 3.6 The organisations (all with formal constitutions or articles of association) below are proposed for membership to the Forum:
 - 3.6.1 **Watford African and Caribbean Association:** A local charity delivering community initiatives, health awareness and support for residents of Three Rivers & Watford from the African and Caribbean Community. We have previously supported them with funding to recruit an administrative officer to progress initiatives around health inequalities.
 - 3.6.2 **Ark Synagogue:** Previously known as Northwood and Pinner Liberal Synagogue. Although based in Northwood, Hillingdon, Three Rivers residents attend this Synagogue.
 - 3.6.3 **One Vision:** Local Charity focussing on South West Herts, predominantly improving access to services and arranging community events for South Asian communities. Delivery on some health and wellbeing, and community safety initiatives.
 - 3.6.4 **Herts Pride:** Hertfordshire based organisation that deliver Herts Pride in Cassiobury Park on an annual basis. One of the founders has also developed the “Ask for Clive” campaign which aims to promote inclusivity and safety for LGBTQ+ communities at hospitality venues.
 - 3.6.5 **Impactful Governance/Lives:** Sister charities, one that focusses on research and the other on service delivery for LGBTQ+ residents in Hertfordshire. Impactful Lives arrange community events and spaces, and provide support and mentoring to improve mental wellbeing and tackle domestic abuse.
 - 3.6.6 **Mission Employable:** Charity based in Chorleywood that supports young people with learning disabilities to develop employability skills. Young people receive on site training and work experience in the café, as well as other work experience opportunities provided by external organisations.
 - 3.6.7 **Watford Mencap:** Charity supporting local residents with learning disabilities. They provide a range of advice and information, hold activities and support residents from Watford, Three Rivers and Hertsmere.
 - 3.6.8 **Watford and Three Rivers Trust:** Charity providing support and funding to the community and voluntary sector in Watford and Three Rivers. They also manage

and are developing the Dig Deep site, support vulnerable residents, and deliver lunch clubs across the district for older residents.

- 3.6.9 **Jummah in Chorleywood:** A community group hiring a space in Chorleywood for Muslim residents to attend Friday Prayers. Their sermons are held in English which makes the prayers more accessible to Muslim people from a range of ethnic backgrounds.
- 3.6.10 **Herts Mind Network:** Mental health charity based in South West Hertfordshire. We currently fund them (since 2017) to deliver the Community Support Service, individually tailored support for people with mental health challenges to reduce impact on crisis services.
- 3.6.11 **Carpenders Park and South Oxhey Methodist Church:** Church in South Oxhey that additionally hosts the South Oxhey Foodbank.
- 3.6.12 **Gate Herts:** Hertfordshire wide charity that supports residents from Gypsy, Roma and Traveller backgrounds. We will be giving them funding from Household Support Fund
- 3.6.13 **Watford and Three Rivers Refugee Partnership:** Local charity providing support and signposting to refugees living in the area. We will be giving them funding from Household Support Fund
- 3.6.14 **Former Players Club CIC:** The Veterans Together project based in Abbots Langley is delivered by the Former Players Club to bring together veterans living in the district, to reduce isolation and increase access to support.
- 3.7 Three Rivers Councillors will be invited to attend the meeting, and attendance from partner organisations will not be limited to members. Additional organisations will be added and agreed by the Equalities Forum when new community groups emerge. This approach is being taken to enhance opportunities for information sharing, understanding and collaboration. Appointment of the Chair and Vice Chair will be made at Annual Council and will be Councillors.

4 Options and Reasons for Recommendations

- 4.1 Improved engagement relating to council initiatives, including Local Plan and Local Government Reorganisation from community leaders.
- 4.2 Increased opportunity for information to be shared with residents from underrepresented communities through community leaders.
- 4.3 Increased opportunity for collaboration between organisations to address intersectional challenges.
- 4.4 Increased opportunity for all councillors to engage with and to be aware of issues relating to communities with protected characteristics or underrepresented communities.
- 4.5 The Equalities forum needs a Terms of Reference to ensure governance.

5 Policy/Budget Reference and Implications

- 5.1 The recommendations in this report are within the Council's agreed policy and budgets. The relevant policy is entitled Equality, Diversity and Inclusion Policy and was agreed on 12 December 2023 by Full Council.

5.2 The recommendations in this report relate to the achievement of the following Equality Objectives:

5.2.1 To promote equality of opportunity in employment and training

5.2.2 To improve equality and access to services for all residents

5.2.3 To strengthen knowledge and understanding of all Three Rivers communities

5.2.4 To celebrate diversity, promote inclusion and enhance community life in partnership with communities.

5.3 The impact of the recommendations on these objectives will:

Strengthen knowledge and understanding of Three Rivers communities

Improve equality and access to services by understanding and address the barriers to access.

Promote inclusion and enhance community life through partnership working and collaboration.

Environmental, Community Safety, Public Health, Customer Services Centre, Communications & Website, Risk Management and Health & Safety Implications

Opportunities to engage with under represented community groups on public consultations and issues relating to the above.

6 Financial Implications

6.1 Work on the Equalities Forum is within existing staffing resource. No additional funding is sought for the Forum.

7 Legal Implications

7.1 None Arising

8 Equal Opportunities Implications

8.1 Relevance Test

Has a relevance test been completed for Equality Impact?	Yes
Did the relevance test conclude a full impact assessment was required?	No

8.2 Impact Assessment

No negative impact on residents with protected characteristics.

9 Staffing Implications

9.1 The Forum will be managed by officers within the Strategy and Partnerships Team. Administrative support will be provided by Committee Services.

10 Risk and Health & Safety Implications

10.1 The Council has agreed its risk management strategy which can be found on the website at <http://www.threerivers.gov.uk>. In addition, the risks of the

proposals in the report have also been assessed against the Council's duties under Health and Safety legislation relating to employees, visitors and persons affected by our operations. The risk management implications of this report are detailed below.

- 10.2 The subject of this report is covered by the Strategy and Partnerships service plan. Any risks resulting from this report will be included in the risk register and, if necessary, managed within this/these plan(s).

Nature of Risk	Consequence	Suggested Control Measures	Response (tolerate, treat, terminate, transfer)	Risk Rating (combination of likelihood and impact)
Lack of engagement or representation from community organisations	Community groups represented by those organisations may miss out on opportunities to collaborate and provide feedback to the district council	One to one engagement by Strategy and Partnerships Team with community organisations to encourage engagement. Development of meeting agenda's that are relevant to a range of community groups. Engagement from councillors in identifying new community organisations.	treat	4

- 10.3 The above risks are scored using the matrix below. The Council has determined its aversion to risk and is prepared to tolerate risks where the combination of impact and likelihood scores 6 or less.

Very High	Low 4	High 8	Very High 12	Very High 16
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	Low 3	Medium 6	High 9	Very High 12
	Low 2	Low 4	Medium 6	High 8
	Low 1	Low 2	Low 3	Low 4
	Low Impact ► Unacceptable			

Impact Score

4 (Catastrophic)
3 (Critical)
2 (Significant)
1 (Marginal)

Likelihood Score

4 (Very Likely (≥80%))
3 (Likely (21-79%))
2 (Unlikely (6-20%))
1 (Remote (≤5%))

- 10.4 In the officers' opinion none of the new risks above, were they to come about, would seriously prejudice the achievement of the Strategic Plan and are therefore operational risks. The effectiveness of the management of operational risks is reviewed by the Audit Committee annually.

Background Papers

APPENDICES / ATTACHMENTS

Equalities Forum - Draft Terms of Reference

