



North Harbour Consulting

EQUALITY AND DIVERSITY SERVICES

NORTH HARBOUR CONSULTING offers a range of equality and diversity services designed to help local authorities, housing associations and voluntary organisations to meet the requirements of the Equality Act 2010.

The services will help organisations to:

- Map and engage with diverse communities and service users in their areas of work, identify diverse community needs, and develop strategies for involving equality groups in policy, service development and implementation;
- Evaluate how well they are promoting equality and diversity and tackling discrimination in their work and in the way they are run;
- Develop an Equality and Diversity Mission Statement, Policy and Action Plan;
- Carry out meaningful Equality Impact Assessments and achieve the appropriate level in the Equality Framework for Local Government;
- Be prepared for the implementation of the Equality Act 2010, which creates a Single Equality Duty covering all seven equality and diversity strands to public bodies and their contractors delivering public services;
- Take part in equality and diversity training courses and action learning sets for elected members, trustees and board members, senior and service-level managers, front-line staff and volunteers.

For information, contact:

Salma Ahmed or John Palmer

Directors,

North Harbour Consulting

Tel: 023 9238 1190

Email: info@northharbourconsulting.co.uk

Website: www.northharbourconsulting.co.uk

More > > > > >

ABOUT THE SERVICES

Mapping and engaging with diverse communities through use of existing in-house data, compilations of data from multiple sources, surveys, use of 'community champions', engagement strategies, outreach work and commissioned research.

Action learning sets on issues such as:

- Equality Impact Assessments
- Developing an Equality and Diversity mission statement, strategy and action plan
- Action planning for each equality strand.

Training courses including:

- Introduction to Human Rights, Equality and Diversity
- Mapping diverse communities, and service users from within these communities
- Engaging with Diverse Communities
- Equality-based recruitment and selection - how to recruit and retain a diverse workforce
- Training on specific equality strands, including courses on meeting the needs of BME People and Faith Groups, Disabled People, Transgender People, Lesbian and Gay People, Bridging the Gender Divide, and Age is no Barrier
- Measurement, audit and monitoring performance on equality and diversity;
- Carrying out Equality Impact Assessments and using self assessment tools.

ABOUT NORTH HARBOUR CONSULTING

North Harbour Consulting is an independent research and management consultancy that works with local authorities, housing associations and voluntary and community organisations on social research, strategic and business planning, organisational reviews and inter-agency partnerships. We undertake equality and diversity policy development, evaluation studies and training, and have been heavily involved in the Home Office/Capacitybuilders Change Up and Additional Support Programmes for minority communities and a number of other community engagement projects. North Harbour Consulting is an approved consultant for IDeA (Improvement and Development Agency for Local Government); an accredited National Council of Voluntary Organisations consultant; and an approved consultant and trainer for the National Association for Voluntary and Community Action and the Northern Ireland Council for Voluntary Action.

North Harbour Consulting is the author of the highly acclaimed publication:

Equality and Diversity: What it is and how to do it – a toolkit for the voluntary sector in Hampshire

[What they said about the Toolkit](#)

" ... an extremely impressive toolkit and highly regarded training sessions ... the quality of the toolkit has been widely recognised, and feedback from the training has been exceptional."

"Excellent"

"Well pitched, timely and relevant"

"Well put together, practical and clear"

"An excellent resource which I will use at work and beyond".

More information about the Toolkit and the services is available from North Harbour Consulting:

Tel – 023 9238 1190;

Email – info@northharbourconsulting.co.uk