

Equality, Diversity and Inclusivity Statement

Equality

We recognise the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out our activities.

The constitution for the Finsbury Park and Stroud Green Neighbourhood Forum states the following objectives (amongst others):

- Ensure that development contributes towards reducing economic inequality within the Neighbourhood Area, and;
- Work with Hackney, Haringey and Islington Councils and other organisations to explore delivery models that reward patient capital, increase human capital, increase community assets, and/or increase not for profit enterprise within the Neighbourhood Area.

In making decisions, the Neighbourhood Forum and Steering Group shall actively seek to meet the needs of those who have the poorest health and wellbeing outcomes within the Neighbourhood Area, as identified in the Neighbourhood Plan.

The vision, policies, masterplans and projects in the Neighbourhood Plan will be drafted based upon a robust evidence base and engagement with the local community. Without prejudice to this, we anticipate that the Neighbourhood Plan initiative will focus on (amongst other areas of focus):

- **Ensuring the delivery of community facilities in line with growth:** Our local area has a diverse population, each with different needs – and newcomers will increase demands on existing services. Planning policy can highlight need for community facilities, and outline expectations for developers to contribute towards meeting these.
- **Ensuring that change benefits everyone:** Finsbury Park's convenient transport links and vibrant amenities have attracted new investment and development. But rising rents and living costs have meant that existing residents and businesspeople have sometimes lost out. A Neighbourhood Plan can promote affordability and diversity in its housing policies, and the creation of employment opportunities in line with housing growth.

Diversity

We recognise that our local area has a diverse population, each with different needs.

The constitution for the Finsbury Park and Stroud Green Neighbourhood Forum states the following objectives (amongst others):

- Build and maintain a diverse Forum Membership, and;
- Ascertain, co-ordinate and reflect the views of the community that it represents, to liaise with other community groups within the Neighbourhood Area, and to fairly express the diversity of opinions and outlooks of the people.

In making decisions, the Neighbourhood Forum and Steering Group shall actively seek to understand how changes may affect people in different ways depending on their particular circumstances.

Throughout the preparation of the Neighbourhood Plan, we will continuously engage with the local community – including non-members of the Forum, and those outside of the Neighbourhood Area. This engagement will be via a variety of methods – including but not limited to street stalls and surveys, door knocking, attending community events, online Discussion Board, posters and newsletters, as well as hosting our own meetings, workshops, socials and themed events. We will use techniques to engage those who do not typically take part in planning policy development, such as incorporating consultation into cultural, sports and leisure activities. We will ensure that meetings and events are held in accessible venues, and key information is provided in a variety of formats.

Inclusivity

We recognise the importance of community engagement in terms of: empowerment and capacity building; increasing understanding of the Neighbourhood Area, leading to better outcomes from policies, masterplans and projects; avoiding unconstructive conflict, and; ensuring legitimacy.

The constitution for the Finsbury Park and Stroud Green Neighbourhood Forum states the following objectives (amongst others):

- Promote and improve joint working between Hackney, Haringey and Islington Councils and residents and workers within the Neighbourhood Area, and;
- Remain independent of any party political, religious, trade or campaign organisation.

In making decisions, the Neighbourhood Forum and Steering Group shall actively seek to consider the role of the Neighbourhood Area within London as a whole.

We will continue to make considerable efforts to ensure that membership is drawn from all places of our Neighbourhood Area and sections of our community. The Neighbourhood Forum shall elect from its Resident, Worker and Elected Official members a Steering Group with an equal number of positions from each Borough.