



Equality Policy

Introduction

Newcastle has an increasingly diverse population, but inequality continues to affect different people and communities in different ways. The gap between the most and least deprived area in Newcastle continues to have a major impact on thousands of residents, with some areas of the city suffering significantly in terms of health, education, employment and housing so that people's life chances are reduced.

We will tackle inequality by tackling discrimination and inequalities which prevent people from fulfilling their true potential.

Our aims

At Moorside Primary School we believe our values are at the heart of everything that we do, we focus on improving our services for all users, and tackling unequal outcomes and potentially unfair impacts of decisions and policies. We believe that if Newcastle and our Schools are a fairer place everyone will benefit.

Along with the Local Authority we follow a framework called the Equality framework to help us make equality part of our work. We are continuing to build on this work to help us meet the needs of all people and communities and take steps to tackle discrimination and disadvantage and foster good relations between communities,

The importance of equality

We know some people face prejudice and discrimination. This can be due to fear, a lack of understanding or because of hatred and intolerance. This may include harassment, hatred or violence and may be linked to homophobia, racism, sexism or transphobia. We recognise that some people express fear, lack of respect and contempt towards people from other groups and communities.

We know disabled people also face environmental barriers. This means disabled people may not have the same opportunities or choices as non-disabled people.

We recognise the links between religious intolerance and racism. Sometimes there can be conflict between some groups.

Our commitments

We want to make sure that all people have equal access to education, employment, services and opportunities.

We endeavor to:

- meet our legal equality duties
- follow the codes of practice published by the Equality and Human Rights Commission
- be guided by our LA who carry out integrated impact assessments (IIAs)
- take action to remove discrimination and inequality when we deliver services

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- make our services easy for everyone to use
- engage people from all communities to help shape our services
- make sure others providing services on our behalf comply with our commitments
- take action to address social, economic and geographical disadvantage
- aim to have a workforce which reflects the diverse communities we serve
- treat all employees fairly
- tackle bullying and harassment
- provide employees with training on how equality affects their work and how they can help deliver services and take everyone's needs into account

Accountability

Equality is the responsibility of every councilor, employee and everyone who represents the council/our schools or delivers services on our behalf.

Employing people

We will treat our employees and people who apply for our jobs fairly. We want our workforce to reflect the diversity of our city. This will help us to understand and respond to the needs of our customers. We want to be a place where people from different backgrounds enjoy working. We will make full use of people's talents and skills.

We will take action to encourage people from communities that are under-represented in our workforce to apply for jobs. Examples include a commitment to the 'Positive about Disabled people' two ticks scheme, our participation in Stonewall's workplace equality index and our status as Stonewall's diversity champions.

At Moorside Primary School we embrace diversity and aim to support the range of diverse communities served by the School. We support family learning which may in turn help to equip members of the local community to seek employment.

We will take equality into account in all aspects of employment including recruitment, terms and conditions, learning and learning and development, promotion and when ending employment.

We continue to support our employee staff groups. We consult them and include trade unions in our approach to equality.

Providing Services

We know some people find it difficult to access services or take part in public life. By promoting fairness and inclusion we will remove barriers and services opportunities. We will take practical steps to improve the way we provide our services. We will take action to discrimination that affects specific groups.

We will work with communities to identify their needs and make sure they are met.

Working with other organisations

We will make sure that organisations providing services on our behalf follow our approach to equality. We will:

- include a commitment to equality in our tender specification
- include specific equality clauses in contracts: and
- monitor contractors' performance where relevant

Further information

Linked policies: Accessibility Plan \ Supporting Pupils with Medical Conditions \ Dignity at Work \ Public Sector Equality Duty

Please contact the school directly or for more information email equality@newcastle.gov.uk
(<mailto:equality@newcastle.gov.uk>)

Employees can also speak to their line manager, Human Resources, Directorate Equality Representative or our Equality and Access Advisor, Rachel Archbold.

Initial Consultation with staff	June 2016	S&F Committee 27.6.16 Discussed small addition made	FGB 11.7.16
Policy Review date	June 2019		
Amended (Draft)	01/09/2017	Reviewed staff 4.9.17	Staff / Gov Sept 17
Name change amended	Nov 2018	Reviewed Staff and Governors	Nov 2018
To be reviewed September 2020			