



Equality and Diversity Policy

Skills South Tyneside operates within the guidelines as set out by South Tyneside Council's Equality and Diversity Policy.

Skills South Tyneside Vision

'South Tyneside will be an outstanding place to live, invest and bring up families'.

Aim

The overall aim of this policy is to:

- Eliminate unlawful discrimination
- Promote equality of opportunity
- Promote equality of access
- Promote good relations between diverse communities

The Legal Framework

South Tyneside Council and Skills South Tyneside acknowledge their responsibilities as set out in the Equality Act 2010. We will ensure that all policies and procedures are compliant with any forthcoming legislation, Codes of Practice and guidance published by national equalities bodies and Commissions.

Achieving Equality

Skills South Tyneside will integrate equality of opportunity and respect for diversity into all aspects of its activity. To achieve this, Skills South Tyneside will:

- Positively promote equality of opportunity and respect for diversity
- Challenge all forms of discrimination, whether intentional, unintentional, institutional or otherwise
- Profile the make-up of the community in order to inform our priorities
- Establish clear targets for improvement within the service
- Engage with and listen to the views of all our stakeholders to assist in the development of our equality agenda
- Develop services that are appropriate and accessible to all members of the community
- Provide appropriate training and development in equality and diversity
- Review, self-assess and report on our equality targets
- Work to develop procedures to respond to and address forms of harassment and victimisation



Equality and Diversity in Commissioning

In addition to complying with national and EU Public Procurement legislation, Skills South Tyneside aims to:

- Ensure that providers are aware of our position on equality and are clear about their obligation to provide training that is free from discrimination, harassment or victimisation
- Recognise and promote the application of national guidelines and advice
- Make sure that our Pre-qualification and Tendering processes positively address and include equality considerations

Equality and Diversity in the Workplace

Please refer to South Tyneside Council Equality and Diversity Policy

www.southtyneside.gov.uk/article/7990/equality-and-diversity

Equality and Diversity in Provision

In delivery of our training contracts, Skills South Tyneside requires providers to:

- Ensure that engagement and recruitment reflect the diverse population of South Tyneside
- Design and deliver appropriate, accessible and effective programmes of learning
- Ensure that planning and teaching include the promotion and embedding of Equality and Diversity including fundamental British Values.
- Carry out rigorous initial assessment to ascertain additional support needs
- Carry out appropriate induction activity ensuring a clear understanding of Equality and Diversity including learner rights and responsibilities
- Ensure that the resources and learning environment are accessible
- Promote learner feedback and evaluation
- Discuss and challenge prejudice and discrimination in the classroom, promoting the positive impact of diversity on learning.
- Ensure access arrangements are considered to cater for all learners in line with the Equality Act 2010, e.g. gender identity, religion, physical or mental disability.

Consultation

Skills South Tyneside will undertake regular stakeholder engagement to assess and ensure that we are continuing to develop and maintain an anti-discriminatory culture across all service activity.

A Shared Responsibility

Within the Skills Service, all employees have a part to play in challenging discrimination and implementing this policy. If anyone is witness to a discriminatory incident, they have a duty of care to others to challenge such behaviour in practice.

All providers to Skills Service, and their employees, should be aware of our position on equality and be clear about their obligations to provide services and training that are free from discrimination, harassment and victimisation.

Any breach of this policy will be dealt with appropriate to the level of seriousness.

Monitoring and Measuring Progress





Skills South Tyneside will monitor and evaluate the effectiveness of this policy against agreed equalities performance indicators and consultation with all stakeholders, either directly or via Quality visits.

How to provide feedback

Skills South Tyneside welcomes your feedback (comments, compliments and complaints) on how well we are implementing this policy.

Any comments and feedback should be directed to:

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