

## Appendix 3 Summary of Consultation Responses

Responses received during the public consultation:

- understood the challenges associated with delivering the Policy
- asked that the wording of the policy be amended to give more emphasis to diversity and inclusion
- highlighted the importance tackling discrimination and ensuring accessible services and communication<sup>1</sup>
- supported the addition of a new commitment to celebrate diversity, in line with the Authority’s duty to ‘promote good relations’.

This informed the following proposed amendments to the Policy:

Previous wording	Proposed new wording
<b>1. Purpose</b>	
North Tyneside becomes a place where people feel safe and no one experiences discrimination or disadvantage because of their protected characteristics, background or personal circumstances.	North Tyneside becomes a place where people feel safe and no one experiences discrimination or <b>avoidable</b> disadvantage because of their protected characteristics, background or personal circumstances.
<b>4. Our Commitments</b>	
c. not tolerate discrimination, harassment and victimisation on any grounds, and take action against it. This includes all forms of hatred including those targeting protected characteristics such as anti- Semitism as defined by the International Holocaust Remembrance Alliance (IHRA) definition and supporting guidance, racism, sexism, ageism, disablism, religion, homophobia and transphobia (this is not an exhaustive list).	c. not tolerate discrimination, harassment and victimisation on any grounds, and take action against it. This includes all forms of hatred including those targeting protected characteristics such as anti- Semitism (as defined by the International Holocaust Remembrance Alliance (IHRA) definition and supporting guidance) <b>and other religious hatred</b> , racism, sexism, ageism, disablism, religion, homophobia and transphobia (this is not an exhaustive list).
g. ensure people with protected characteristics feel listened to, and have the opportunity to be involved in making decisions about our services	g. ensure <b>everyone</b> feels listened to and has the opportunity to be involved in making decisions about our services, <b>with due regard being shown to those with protected characteristics</b>
i. take account of, and respond to, the needs of residents and customers, ensuring	i. take account of, and respond to, the needs of residents and customers when delivering our services, <b>ensuring due</b>

<sup>1</sup> (\*As part of this there was a request that the British Sign Language (BSL) Act 2022 be included in the Policy’s legal framework. However a detailed review confirmed that this would not give the Authority any new duties or responsibilities. The Authority already recognises BSL as a language and is working to ensure its services and information are accessible to BSL speakers.)

protected characteristics are given due consideration when delivering our services	<b>regard is given to their protected characteristics.</b>
k. strive to make our workforce more representative of the borough's population and the residents it serves, by ensuring equal access to jobs, training and career progression	k. strive to make our workforce more representative of the borough's population and the residents it serves, by ensuring equal <b>opportunity to</b> access to jobs, training and career progression
	<b>Celebrate the diversity of our communities and seek to raise awareness of the benefits of diversity and inclusion.</b>

<b>5. Equality and Diversity in Employment</b>	
We <del>aim to</del> positively promote equality of opportunity through all of our employment policies and practices.	We positively promote equality of opportunity <b>and inclusion</b> through all of our employment policies and practices.
c. make reasonable adjustments to enable the employment and redeployment of employees with disabilities	c. make reasonable adjustments to <b>support colleagues to succeed in their roles</b>
<b>6. Equality and Diversity in Service Provision</b>	
c. use the equality data we collect....	c. use the equality <b>and diversity</b> data we collect .....
f. work with our partners to tackle <del>any</del> discrimination <del>affecting groups within our communities</del> , ensuring that clear procedures are in place for reporting any such discrimination	f. work with our partners to tackle discrimination, ensuring that clear procedures are in place for reporting any such discrimination