

**Briefing for Overview & Scrutiny Committee**  
**Equality for schools**  
**June 2012**

The following is a brief outline of the work done by the Schools HR Advisory team in order to support North Tyneside Schools to meet their equality requirements. In addition to the below further work is planned over the summer to update Equality & Diversity guidance for schools.

We provide advice and support to North Tyneside schools via a service level agreement, however it is the schools responsibility to adopt and publish policies which we develop for them.

**Policy & Project work**

- **September 2009** - Equality & Diversity Guidance note for schools
- **January 2010** – Single equality scheme Template & Guidance
- **January 2010** – Equality Impact Assessment template and guidance
- **December 2010** – Guidance for interview panels regarding health questions
- **November 2011** – Briefing provided to all schools (see appendices) including general requirement for all schools to publish EIA's – via email
- **December to January 2012** – Worked together with employee resourcing to develop staffing data pack for schools – to provide them with data they needed to publish in line with the April 2012 requirement from the Equality Act for schools with over 150 employees to publish equality data.
- **February 2012** – Staffing data packs sent to each school which employs over 150 staff – via email

**Training & Briefings**

- **September 2009** - Learning Pool online Equality & Diversity training for all schools – targeted at Headteachers, Governors and senior leadership teams.
- **September 2009** – Various Governor briefings regarding planned Equality & Diversity work.
- **January 2010 onwards** - Training/Workshops with various schools regarding Single equality scheme and implementation in school.
- **January 2010** - Training to school staff regarding Single equality scheme & EIA's – alongside John Waldron from Access & Inclusion.
- **November 2010** - Training to governors regarding Single Equality Scheme & EIA's – alongside John Thompson from Access & Inclusion.
- **November 2011 onwards** – Provided support to individual schools from Schools Link HR Advisors as required regarding requirement for schools with 150+ staff to publish equality data.
- **March & April 2012** – Various governor Chair & Link briefings to recap on schools equality requirements – at Langdale

**Appendices**

1. Single Equality Scheme Template & Guidance
2. Briefing to schools regarding Requirement for schools with over 150 staff to publish equality data
3. Example of published information from Whitley Bay High School