**Have your say on our equality priorities 2024-2028**

Equality, diversity, and inclusion (EDI) are at the heart of our values and part of everything we do. We are currently reviewing and refreshing our equality priorities for the city. The law requires us to do these every four years and our proposed priorities will run from 2024 to 2028.

**What we think our priorities should be**

We have looked at a wide range of evidence and this tells us we need to focus on the following areas:

**Objective 1 – Service Delivery – Providing fair and inclusive services that promote wellbeing**

This means that we will take action to make sure our services are accessible to all people.

**Examples of how we will achieve this include:**

* We will make sure that any important decisions about our services look at the impact on different groups. This includes ethnic minorities, disabled people, men and women, LGBT people, older or younger people and people from different religious groups.
* Provide information and services which are accessible and inclusive.
* Look at who is using our services so we can improve them.
* Ask people what they think of our services.
* Develop new and innovative ways of working.
* Ensure organisations which provide services for us have inclusive ways of working.

**Objective 2 – Leadership - Leading the way in EDI and being a beacon of good practice**

This means we will work across the council and with our partners and communities to lead the way in providing equality for all.

**Examples of how we will achieve this include:**

* Our senior leadership will show visible commitment to equality.
* Make sure our work priorities are based on evidence and data, including the stories of people with lived experience.
* Promote innovation and new ways of working.
* Regularly review our services and policies.

**Please turn to the next page**

**Objective 3 – Communities – Tackle prejudice and promote good relations amongst our communities**

This means we will make sure that different communities can live and get on well together.

**Examples of how we will achieve this include:**

* Promote and celebrate Newcastle’s diversity though a calendar of community-led events.
* Work in partnership to tackle hate crime.
* Help residents to take action and access opportunities in their neighbourhood and city.
* Challenge stereotypes, tackle prejudice and promote understanding.
* Create good relations and promote understanding between different communities.

**Objective 4 – Diverse Workforce – A diverse and inclusive workforce which reflects our communities**

This means that our workforce will have staff from different backgrounds.

**Examples of how we will achieve this include:**

* Make sure everyone feels valued and respected at work.
* Value employees’ diverse backgrounds, experiences, and different ways of thinking.
* Put equality, diversity and inclusion at the heart of our staff learning so all employees understand the needs of our communities.
* Create a sense of health and wellbeing for all our employees.
* Close the gender and race pay gaps for our workforce.