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# Equality Policy

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Newcastle Community Centre

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Approval date: 6/6/19

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Revision date: 1/5/21

Revised 4/1/23

Next revision date 1/1/2026

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1. Responsibility for approval of policy	<i>Board</i>
2. Responsibility for implementation	<i>Board</i>
3. Responsibility for ensuring review	<i>Chairperson</i>

# Newcastle Community Centre Equality Policy

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## 1. Policy Statement

- 1.1. Newcastle Community Centre is fully committed to promoting equality, treating everybody fairly and opposed to all forms of unlawful and unfair discrimination

## 2. Purpose

- 2.1. This policy outlines Newcastle Community Centre's commitment to the active promotion of equality of opportunity in all its practices, policies and procedures.

## 3. Scope

- 3.1. This Equality Policy is Newcastle Community Centre's commitment to equality of access and opportunity and outlawing of discrimination or harassment in keeping with relevant legislations. The Employment Equality Act, 1998 – 2015; the Equal Status Act 2000 – 2015; and the Disability Act 2005, outlaw direct and indirect discrimination: the treatment of one person in a less favourable way than another person is, has been or would be treated, and victimisation on any of nine discriminatory grounds in all areas relevant to employment: Gender, Marital Status, Family Status, Sexual Orientation, Religion, Age, Disability, Race and membership of the Travelling Community.

## 4. Principles

- 4.1. A core value of Newcastle Community Centre is to include equality as an integral element of its strategies and day to day practice.
- 4.2. There is respect for the dignity and worth of each person.
- 4.3. There is respect for and protection of everyone's rights.
- 4.4. Everyone has a fair and equal opportunity to take part in the social, economic and cultural life of the Community Centre.
- 4.5. People respect each other, respect equality and human rights and understand the value of diversity within the Centre.
- 4.6. No one feels left out.

## 5. Equality and Selection.

- 5.1. Newcastle Community Centre welcomes the widest possible pool of committee members, volunteers, service users and suppliers and ensures that everybody has equality of access to the Centre.
- 5.2. Equality of opportunity will also include accommodating where possible the special needs of individuals to facilitate their participation in all activities.
- 5.3. Selection methods, documentation and all associated publicity material will contain nothing of a discriminatory nature and will encourage applicants from all possible candidates.
- 5.4. Selection will be on merit and those who are successful shall demonstrate their suitability according to pre-determined selection criteria which has to be consistently applied throughout the process.
- 5.5. All aspects of the selection process (job description and person specification, advertising, application forms: short listing: interviewing: pre-employment medical assessment) will be based on the principles of assessing the skills, qualities and attributes of applicants against those which have been determined to be required for effective performance.
- 5.6. All selections will be conducted impartially. Newcastle Community Centre will not make assumptions about the suitability of committee members, volunteers, service users and suppliers based on gender, marital status or any other personal factor not relevant to the requirements of the position.

## 6. Communication.

- 6.1 Newcastle Community Centre will ensure that all members of the community are informed regularly of the organisation's commitment to equality

## 7. Language

- 7.1 Newcastle Community centre will demonstrate its commitment to equality by using non-discriminatory, non-sexist language.

## 8. Review

This policy will be reviewed in three years or sooner if circumstances changed.

Signed:  
Chairperson

Signed  
Secretary

Date

Date

Signed version of policy kept in NCC Centre