

Equality Officer

Role Description

Role Purpose

The Equality Officer leads Dorset NEU's work on equality, diversity, and inclusion. The role ensures that the voices and experiences of members with protected characteristics are represented, promotes the NEU's equality priorities locally, and helps build workplaces across Dorset that are fair, safe and inclusive.

Key Responsibilities

1. Equality Leadership within Dorset NEU

- Act as Dorset NEU's lead representative on equality issues, ensuring equality considerations shape district discussions, decisions, and campaigns.
- Champion the interests of members with protected characteristics under the Equality Act 2010 within all Dorset NEU activity.
- Ensure equality is a standing consideration during meetings, planning, and policy responses.

2. Promoting Inclusive Practice Across Dorset Workplaces

- Promote NEU national guidance on equality, anti-racism, LGBTQ+ inclusion, disability equality, gender equity, migration and refugee rights, and wider anti-discrimination work.
- Support initiatives and conversations that help schools and colleges across Dorset adopt inclusive and safe policies.
- Encourage reps and members to challenge discrimination, bullying and harassment.

3. Equality Networks & Local Activity

- Support or establish Dorset-based equality networks (e.g., Black educators, LGBT+ members, disabled members, women members).
- Help organise local equality events, training, awareness campaigns, and CPD opportunities.
- Promote participation in NEU national equality conferences and regional activities.

4. Communication & Engagement

- Keep Dorset members informed of equality updates, opportunities, and resources.
- Encourage members to raise concerns relating to discrimination or inequality and ensure they know how to access support.
- Work with workplace reps to embed equality in day-to-day union activity and local organising.

5. Monitoring & Reporting

- Monitor local issues relating to discrimination, under-representation, or inequality in Dorset workplaces.

- Provide equality updates at Dorset NEU meetings, highlighting priorities, concerns, and opportunities for action.
- Use data and member feedback to help identify areas where focused equality organising is needed.

6. Collaboration

- Work closely with the Dorset NEU District Secretary, other District Officers, Branch Secretaries, and the Regional Equality Officer.
- Collaborate with workplace reps, organising teams, and relevant community groups where appropriate.
- Ensure equality principles influence Dorset NEU's campaigns, recruitment work, and broader union engagement.

Skills & Attributes

- Strong understanding of equality, diversity, and inclusion principles.
- Familiarity with the Equality Act 2010 (or willingness to learn).
- Empathy and ability to represent and amplify marginalised voices.
- Clear communication skills and confidence in working collaboratively.
- Commitment to NEU values of fairness, equality, and collective action.

Time Commitment

- Attendance at Dorset NEU meetings.
- Regular engagement with members and equality networks.
- Participation in NEU equality training and relevant regional or national events.