Valuing and Recognizing Diversity and Difference

Annette Nelson
Equality and Diversity Adviser
Single Equality Act

• The Act replaces all existing equality law
• Most of the new law is based on previous equalities legislation
• The majority of the Act came into force on October 2010
• A key part of the Act is the public sector Equality Duty which came into force in April 2011.
Aims of The New Equality Duty

• Eliminate unlawful discrimination, harassment and victimisation

• Advance Equality of opportunity between people who share a protected characteristic and those who do not

• Foster good relations between people who share a protected characteristic and those who do not.
Who has responsibilities?

- The Act applies to all organisations that provide a service to the public sector
- It also applies to anyone who sells goods or provides facilities.
What the Act protects against

- **Direct discrimination** - treating a person worse than someone else because of a protected characteristic
- **Indirect discrimination** - putting in place rule or a way of doing something that disadvantages someone with a protected characteristic
- **Harassment** - unwanted conduct which is hostile, degrading, humiliating or offensive
- **Victimisation** – treating someone unfavourably because they have or might take action under the new Equality Act or be supporting someone who is doing so.
The Equality Duty

The Duty covers the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

Trafford CYPS brings together council and health services to improve outcomes for children, young people, their families and schools.
Implementing the Equality Duty

• Public bodies need to consider how they will meet the three aims of the duty
• Decision makers need to ensure that they base their actions on relevant data/information
• When setting Equality priorities it is important to ensure that they are properly monitored and reviewed re impact
• Public bodies are responsible for any third party which exercise functions on their behalf comply with the Duty.
Who needs to be aware of the Duty

- **Board members** - strategic direction, reviewing performance ensuring good governance
- **Senior managers** - overseeing design, delivery and quality effectiveness of the organisation’s functions
- **H.R. staff** - building equality considerations in employment policies and procedures
- **Policy makers** - building equality considerations in all stages of the policy making process.
Who needs to be aware of the Duty

- **Communications staff** - how they ensure equality information is available and accessible
- **Front line staff** - how they use equality considerations in the delivery of services to the public
- **Procurement and commissioning staff** - how they build equality considerations in the organisation’s relationships with suppliers
- **Equality and diversity staff** - how they raise awareness and build capacity about the Equality Duty within the organisation and how the staff to deliver on their responsibilities
Who needs to be aware of the Duty

- **Board members** - strategic direction, reviewing performance ensuring good governance
- **Senior managers** - overseeing design, delivery and quality effectiveness of the organisation’s functions
- **H.R. staff** - building equality considerations in employment policies and procedures
- **Policy makers** - building equality considerations in all stages of the policy making process
Key points for service providers

• Anyone who accesses your goods, facilities and services are protected from discrimination in relation to the “protected characteristics”

• As a matter of good practice and good business everyone accessing your services should be treated fairly
Key points for service providers

- The organisation is responsible for how its’ staff behave towards clients and service users.
- Staff should be told how to behave so that they do not discriminate against people because of a protected characteristic.
- It is important that everyone who works for you knows how the law applies to them.
Equality Monitoring

1. How is Equalities monitored in your organisation?
2. What information do you collect?
3. How is information used?
4. How do you evidence compliance/good practice?