

Meeting the Equality Act 2010 and Section 149, the Public Sector Equality Duty

1.0 General Duty

1.1 A public authority or those who exercises public functions (e.g. our contracted partners who deliver our services) must, in the exercise of its functions, have due regard to

- Eliminate discrimination, harassment, victimisation
- Advance equality of opportunity
- Foster good relations

1.2 This means we need to understand the effect of their policies and practices on equality, this will involve looking at evidence, engaging with people, staff, service users and others and considering the effect of what they do on the whole community

1.3 Having due regard to the need to advance equality of opportunity involves:

- Removing or minimising disadvantages suffered by persons
- Taking steps to meet the needs of persons that are different from others
- Encouraging people to participate in public life or other activity in which participation is disproportionately low.

1.4. Having due regard to the need to foster good relations involves the need to:

- Tackle prejudice
- Promote understanding.

1.5. The steps involved in meeting the needs of disabled persons involve in particular:

- Steps to take account of disabled persons' disabilities (reasonable adjustments).

1.6 Compliance with the duties may involve treating some persons more favourably than others

1.7. The relevant protected characteristics (pc) are:

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| • Age | • Religion or Belief (or no belief) |
| • Disability | • Sex |
| • Gender reassignment | • Sexual orientation |
| • Pregnancy and maternity | • Marriage & Civil Partnership (only in relation to eliminating discrimination). |
| • Race (includes ethnic or national origins, colour or nationality) | |

2.0 Specific Duties

- Publish equality objectives every four years
- Publish information annually to demonstrate compliance with the General Duty
- Publish information relating to employees who share a protected characteristic and others affected by our policies and practices (such as service users).
- Publish information in a way that is accessible to the public.