

BRIGHTON & HOVE CITY COUNCIL

**SINGLE EQUALITY
SCHEME 2010-2011**

Draft

Contents

Foreword

Section 1 – Introduction to our Equality Scheme	4
Our equality priorities	
• Promoting equality through information	
• Promoting equality through our partnership working	
• Promoting equality through community engagement	
• Promoting equality in our service delivery	
• Promoting equality in employment	
Section 2 - How we developed the Scheme	7
• Our approach to meeting the Equality Duties	
• Our evidence base	
• Stakeholder involvement	
• Involvement of Disabled People	
• Council staff involvement	
• How we have used feedback from our engagement with stakeholders and staff	
• Diversity Peer Challenge	
Section 3 – The Scheme	14
• Equality priorities and key observations	
• Equality Impact Assessments (EIA)	
Training	
Quality assurance, EIA Toolkit, timetable & published EIAs	
• Equalities Monitoring	
• Workforce Profile	
• Responsibility and accountability	
• Publication of our 2010-2011 Equality Scheme and progress reports	
• How to give us feedback about the Scheme	
Section 4 – Our action plan	29
Appendix 1 – The General Duties	42
Appendix 2 – The Specific Duties	43

Appendix 3 – Partnerships	45
Appendix 4 – Current equalities legislation	49
Glossary	52

Draft

Section 1 - Introduction to our Equality Scheme

This two-year equality scheme describes how the council will fulfil its moral, social and legal obligations to put equality at the heart of everything we do.

As a public body the council is required by law to promote equality in the areas of disability, gender and race. In this single Equality Scheme we set out how the council will meet those legal requirements while also addressing other areas of equality, human rights, and the need to promote community cohesion. That is, good relations between people from different backgrounds.

This Equality Scheme complements the council's equality and inclusion policy, "Working Towards an Equal City 2008-11," and updates the action plans attached to that document. The policy can be viewed at:

http://www.brighton-hove.gov.uk/downloads/bhcc/equalities/Equalities_Inclusion_Policy_2008-2011_FINAL.pdf

The Equality Scheme is closely linked to our Corporate Plan 2008-11 in which we undertook to design services around needs, be these city-wide or tailored to the needs of particular communities, families or individuals; providing choice wherever possible.

You can view the Corporate Plan at:

http://www.brighton-hove.gov.uk/downloads/bhcc/performance_team/Corporate_Plan_2008_V310708.pdf

All our services and functions aim to be fair to all groups. However, there are some activities which are specifically designed to have more of an impact on particular groups such as, disabled people, children, Gypsies and Travellers, older people or Black and Minority Ethnic communities.

When deciding how we will use our resources, the concepts of proportionality and relevance apply. So, we focus on activities that are equality-relevant and prioritise them proportionately. In other words, we devote more resources to activity that makes the biggest difference, and/ or addresses the biggest problems.

In developing our scheme we followed our Community Engagement Framework to consult stakeholders, as well as partners and staff. Qualitative as well as quantitative data was used to determine the priorities of the Scheme.

We asked people to think about what they wanted us to achieve, and what they thought we needed to do to make that happen.

Our Equality Priorities

Through listening to stakeholders and reviewing a range of evidence sources (Reducing Inequality Review, staff surveys, Count Me In Too, The Place Survey, Fairness & Freedom, as well as national statistics) we have given due regard to relevance and proportionality, and we have identified the following key priorities for this Scheme.

Promoting equality through information

We will address gaps in our knowledge base to ensure that we are prioritising key equality areas in our work.

We will enhance our monitoring and analysis systems to increase and improve data collection together with our partners.

Promoting equality through our partnership working

We will use our buying power to ensure other organisations provide goods and services that meet users' different needs, and contribute to our equalities aims.

We will work to ensure that there is an improvement in relations across diverse communities, and harassment and hate crimes are dealt with effectively.

We will continue to build on our partnerships in order to provide services which work together to support vulnerable and marginalised people and households.

We will seek out opportunities to build confidence, skills and ability in the community and voluntary sector.

Promoting equality through community engagement

We will consult and involve representative groups, networks and individuals, covering all equality areas and communities of interest, to help inform our future activities.

We will undertake Equality Impact Assessments with a stronger emphasis on working with stakeholders and public sector partners.

Promoting equality in our service delivery

We will continue to improve the accessibility of our services and our facilities including buildings, information, communications, and events.

We will develop and provide services that are relevant and appropriate to individual users.

Promoting equality in employment

We will continue to improve the diversity of our staff to reflect the communities we serve.

We will develop a workplace environment where all our staff feel they are treated with dignity and respect.

We will eliminate the pay gap between men and women.

We will continue to improve ease of access for disabled staff to our buildings and by adjusting employment policies.

We will support our staff to ensure they are confident and skilled in addressing fairness and access when planning and delivering services.

Community Cohesion

Whilst the focus of this Scheme is equality, we recognise that our equality duties and our cohesion agenda complement each other. Both aim to remove disadvantages experienced by groups, and both promote participation in the community and positive engagement between groups.

Section 2 - How we developed the Scheme

Our approach to meeting the Equality Duties

The council has a legal duty to promote equality in relation to disability, gender and race. (See Appendix 1 & 2 for the General Duties & the Specific Duties.)

The Equality Bill announced in 2008, is intended to deliver a modern, single legal framework, providing clearer, streamlined law that is more effective at tackling disadvantage and discrimination. It is likely that the new legislation will extend existing equality duties and, therefore, like many other public bodies, the council has elected to produce a single Equality Scheme which will cover all the equality strands, extending to age, religion or belief and sexual orientation.

During 2007 the council undertook the Reducing Inequality Review to help us understand more about the people in the city, the inequality they experience and the underlying reasons for these inequalities. The research provided us with very detailed information on the city, its communities and its area-by-area characteristics.

This research enabled us to identify groups of people who may need particular help if we are to deliver equality and achieve a truly inclusive city. We have termed these as Social Inclusion Key Groups.

These are:

- Homeless people
- Unemployed people
- People employed on a part-time, temporary or casual basis
- Lone parents
- People with caring responsibilities
- People with mental health needs
- People with substance misuse issues
- People with HIV
- Refugees and asylum seekers
- Ex-offenders and people with unrelated convictions[^]
- People experiencing domestic violence

[^] An unrelated conviction is a minor conviction which has no impact upon the individual's ability to do a particular job or receive a service where access criteria apply. For instance, somebody with a minor driving conviction would not be prevented from working with vulnerable adults.

Our evidence base

In developing our Scheme we have used evidence from a number of sources to assess how we are delivering equality and inclusion within our employment practices, our service delivery and our working practices.

We regularly commission research and have drawn on internal reports, such as housing needs data, and the expertise of our staff in developing this Scheme. We have reflected on national data, as well as specific research undertaken by our partners. An example of this is the "Count Me In Too" work by the University of Brighton and Spectrum. We have used this evidence to inform our Scheme and to develop appropriate targets for improvement.

Stakeholder Involvement

We have built on the feedback we received to our Race, Disability and Gender Equality Schemes, and have listened to many different individuals including staff, organisations and umbrella groups, in order to develop our scheme.

In October/November 2009, working jointly with colleagues from Brighton and Hove City Primary Care Trust and Brighton and Sussex University Hospitals NHS Trust, we carried out a programme of consultation and engagement in order to shape this Scheme. We invited stakeholders to 8 public consultation events, and conducted a public online consultation.

Details of both the consultation exercise and the feedback are contained in Appendix 5

We were particularly keen to reach seldom-heard-from groups in order to boost our data and ensure our findings were relevant to diverse groups. To this end, we asked for views at the Older People's Day, the Get Involved Day, the Black and Minority Ethnic Elders' Day, and ran targeted events for men and the BME community. Community and Voluntary Sector groups were also sent the Scheme to comment on.

Involvement of Disabled People

The Disability Equality Duty requires us to do more than simply consult stakeholders and staff. It gives us a duty to involve disabled people in an ongoing and meaningful way in order that we benefit fully from disabled people's views, experiences and ideas. We are also required to set out in our Scheme how exactly we involve disabled people.

Disabled people are involved across the council in a variety of ways and at different levels. Some examples of this:

- The Children & Young People's Trust work closely with Amaze, a local group supporting parents and carers of disabled children and young people.
- Housing officers provide accommodation and support disabled tenants' groups and the publication of their newsletter.
- The Learning Disability Partnership Board provides a safe environment for people to talk about important issues such as health care and housing.

Although progress has been made, we recognise that disabled people are still disadvantaged both by the environment and also by social attitudes, which reflect principally the needs and experiences of non-disabled people. It is social barriers and disabling attitudes that cause 'disability,' not physical limitations of an individual's condition. We were, therefore, anxious to hear from disabled people about the barriers they encounter when using our services.

In 2008, with our PCT partners, we funded the Brighton & Hove Federation of Disabled People to recruit 2 Involvement Officers who would set up a network of disabled people willing to work together with the council, in a variety of ways.

This network, known as the Get Involved Group, hold regular meetings where they set the agenda themselves, request the attendance of individual council officers, discuss issues of concern and make problem-solving recommendations.

Whilst the Group is still forming and developing, we are working together towards them being more diverse and more influential in the decision-making process. Already, the Group have been involved in focus groups and site visits, contributed to Equality Impact Assessments and developed training materials.

As well as the public consultation events, approximately 30 members of the Get Involved Group attended a workshop in order to help us clarify the issues for disabled people across all impairment groups.

As recommended by our Community Engagement Framework, everybody that took part in the consultation exercises was invited to a feedback event in December 2009 to see how their input had shaped the Scheme. This event was also attended by service leads from key areas of interest (Community Safety, Planning, CYPT, HR) to enable participants to ask specific questions.

Staff involvement

We asked staff to reflect on what they saw as the priorities for action in our Equality Scheme, and took into consideration comments received from our union staff representatives and results of our staff survey 2009. (*Awaits demographic breakdown from staff survey*)

As part of our work as an inclusive employer, we support three staff forums:

- Black & Minority Ethnic Workers' Forum
- Disabled Workers' Forum
- Lesbian, Gay, Bisexual & Transgender Workers' Forum

These self-organising groups meet regularly for members to share experiences, provide mutual support, and raise awareness on the effects of discrimination.

Our relationship with these groups is one of a 'continuing conversation' and their representatives attend the Equalities Steering Group and the Human Resources Equalities Group. They regularly contribute to the development of best practice in policy, procedures and service delivery. For instance, members of the Disabled Workers' Forum have been involved in the development of a reasonable adjustments guidance document, and advised on the purchase of IT equipment which will help injured colleagues remain at work.

How we have used feedback from our engagement with stakeholders and staff

We considered all of the responses we received and used these to inform the Equality Scheme and its action plan.

Key messages from stakeholders –

- You want the council to ensure that its work did not favour any particular equality strand/s at the expense of others, and to recognise the impact of multiple disadvantage
- You want us to work only with those organisations that could demonstrate a clear equality commitment to their workforce and service users
- You want a continued commitment to end domestic violence, hate crime, hate crime and bullying – in schools, on transport, at work, in public places
- You want us to further enhance the accessibility of our website, communications and events, as well as access to our leisure facilities, streets and services
- You want us to use our influence with the private sector to improve access to premises (shops, restaurants), services (taxis) and employment opportunities, and raise awareness of equality and inclusion
- You want personalised services – for disabled children in schools, for speakers of other languages, independent living for disabled and older people
- You want us to be more imaginative and flexible around engagement with communities of interest, building skills, confidence and ability wherever possible, and supporting a range of activities to help bring communities together

Key messages from our staff –

- You want a continued commitment to improve how accessible our buildings are
- You want an integrated system to managing reasonable adjustments for disabled workers and those with long-term health conditions
- You want to see us address the culture and attitudes within the organisation in dignity at work policy
- You want us to strengthen our employment monitoring (in particular in relation to disability and development through the organisation)
- You want us to extend our gender pay gap monitoring to cover all the equality strands
- You want more compulsory training for staff, in particular managers, on a range of equality issues

Diversity Peer Challenge 2009

The Peer Challenge was not an inspection, rather an external assessment of the council's own judgement of itself against the Equality Standard benchmark, by colleagues from other councils. They considered written evidence and carried out a series of interviews and meetings with employees and other stakeholders.

The Peer Challenge confirmed that we had fulfilled the criteria for level 3 of the Equality Standard, highlighting numerous positive findings. However, there were clearly areas for improvement which include:

- Many examples of good practice in response to Lesbian Gay Bisexual and Trans issues need to be repeated in other equality areas.
- Equality Impact Assessments need to be consistently applied across directorates.

- A strong and consistent approach to engaging the Interfaith group and local faith communities is needed.
- The policy on 'A' boards and street clutter in public areas needs continued enforcement.
- The provision of translation and interpreting services to customers needs to be more consistent across directorates.
- Issues around sickness management procedure, disability leave and support for job applicants need to be clarified.
- A greater awareness is needed of when and how to provide reasonable adjustments for disabled employees.

The key messages from stakeholders and staff, along with the feedback from the Peer Challenge, have directly influenced the detail of the Scheme described in Section 3.

Section 3 – The Scheme

The race equality, disability equality and gender equality duties apply to all public authorities and are often referred to as the Public Sector Equality Duties. Each duty is in two parts. There are the General Duties (set out in Appendix 1) that tell us we must eliminate unlawful discrimination and promote equal opportunity; and there are the Specific Duties (set out in Appendix 2) to help some public authorities perform the General Duties better.

The Specific Duties require us to publish an Equality Scheme and set out the information that must be included. This section goes further than the minimum requirement by including groups of people not covered by the law.

Promoting equality through information

Key observations: information

- As a consequence of fast changing demographics and other factors including the state of the economy, we need to update our evidence base.

Areas for improvement: information

- Follow on to Reducing Inequality Review to address the gaps that were identified as below.
- We need a clearer picture of disabled people in terms of impairment groups and their particular barriers to inclusion.
- We need to work with the City Inclusion Partnership around 'chronically excluded groups.'
- We need to strengthen our quantitative and qualitative data across all the equality strands.
- Further development and use of the Brighton & Hove Local Information System to cross-reference and map data across the city.

Promoting equality through our partnership working

Key observations: Access

- Stakeholders, especially older and disabled people, and speakers of other languages, find public sector service providers big and complicated and sometimes find it difficult to reach someone who can deal with their issue.
- People need up-to-date information and consistent messages to make informed choices.

Areas for improvement: Access

- With partners, we need to ensure that information is easy to access accurate and available when it's needed.
- We need to reduce the number of times a resident has to contact agencies about a single issue.

Key observations: Community Safety Partnership

- People want a 'zero tolerance' approach to domestic violence, hate crime and bullying.
- There is an increasing awareness among local disabled people around the national campaign to end disability hate crime.
- 41% of people living with a limiting long-term illness are less likely to feel safe out in their area after dark, compared with 23% of the general population.
- Perceptions of anti-social behaviour and safety have improved but issues remain for LGBT residents and those from non-Christian religions.
- BME groups (75%) are more likely to think we are working to make the area safer whereas those with a limiting long-term illness (54%) are least likely to think this is the case.
- A majority of trans people have experienced harassment or violence because they were identified as trans.

Areas for improvement: Community Safety Partnership

- Promote the services of the new disability and religious hate crime case worker.
- Explore additional methods/locations for reporting hate crime, especially for disabled people.
- Develop the PREVENT agenda (re violent extremism) through active engagement with local communities.

Key observations: Procurement

- Where services are provided by either the private or third sector, users want the same consideration given to equality and diversity issues.

Areas for improvement: Procurement

- All officers engaged in procurement activity need to understand and apply the relevance of equality and diversity in relation to service provision and the employment practices of our contractors.
- The council's Pre-Qualification Questionnaire now requires significant information from contractors in relation to workforce profile and equality policies and procedures. This needs to be monitored throughout the life of the contract.
- It is now legally possible to 'reserve' contracts for social enterprise where over 50% employees are disabled people. We need to identify contracts where this could be implemented.

Key observations: Community & Voluntary Sector

- The economic and social audit of the third sector in 2008 in Brighton & Hove showed: 1,600 organisations that contribute £96m to the local economy every year.
- The sector is a significant employer in the city, employing about 8000 people.
- Only 43% of its income comes from grants, of which the majority (62%) comes from outside the city.
- The majority of organisations stated that their main activity results in empowering people to improve the quality of their life (34%) and bringing people together (20%).
- The work of our Communities Team around Strategic and Discretionary Grants is seen as vital to helping people become more involved in their communities and take part in regular volunteering, as well as building skills, confidence and ability.

Areas for improvement: Community & Voluntary Sector

- Maintain a regular two-way flow of information with CVS partners ensuring that, where appropriate, information is passed to council colleagues.
- Provide more practical help with fundraising, Annual Grant aid, signposting to other funding streams and ongoing development support. Promote the Grantfinder service.

- Work with the local ChangeUp Consortium which provides a service to help improve communications and knowledge between commissioners of local services, potential bidding organisations and other agencies providing help.

Promoting equality through community engagement

Key observations: engagement

- There is a possibility that some groups will experience 'consultation fatigue' especially where they are involved in Equality Impact Assessments with public sector partners.
- We need to develop innovative and fun engagement activities, in particular with children and young people.
- All engagement events must be fully accessible.

Areas for improvement: engagement

- We need to improve our understanding of groups where data is limited (because the populations are small, rarely monitored or quickly changing) and we need to identify barriers to inclusion encountered by these groups.
- We need to promote community cohesion by helping local communities find local solutions in co-operation with local agencies.
- We need a strong and consistent approach to engaging local faith communities.
- When timetabling Equality Impact Assessments, we need to work closely with public sector partners in order to combine consultation exercises where possible.
- We need to ensure that men, who do not identify with any other group, are consulted.
- We need to provide guidance on open, flexible and accessible engagement events.

Promoting equality in our service delivery

Key observations: Access to information

- Stakeholders wanted us to ensure that all our publications are clear and easy to understand, and use inclusive and straight-forward language.

- Stakeholders, particularly older and disabled people, raised concerns regarding the 'digital divide' and how certain groups would be excluded from the benefits of our website and other technology.
- Stakeholders wanted our website and publications to reflect all communities in the city.

Areas for improvement: Access to information

- Identify clearly the audience we are trying to reach and recognise that different communication approaches are needed to reach different groups, in particular the visually impaired and deaf communities, people with learning disabilities and speakers of other languages.
- We will focus on developing our website and tools for engaging with users to ensure that all communities benefit and that we reach new audiences including those who do not traditionally engage with us.

Key observations: Services easier to access

- We have met our targets for making council buildings open to the public, more accessible. Stakeholders want the relevant information to be available on the website, via the switchboard etc.
- Many disabled adults and children are unable to access the beach, particularly wheelchair users.
- Disabled people report problems travelling around the city – complicated rules relating to Blue Badge parking, inability to pre-book accessible taxis, A boards and street clutter. Accessibility of pavements is also an issue for Older people.

Areas for improvement: Services easier to access

- Removal of street clutter and improved enforcement of A board licensing.
- Improved training for taxi drivers around disability issues.
- Scope for the council to influence the private sector more effectively, in relation to the accessibility of taxis, shop fronts, restaurants etc.
- Improved enforcement around Blue Badge use.

Key observations: Services appropriate to needs – independent living

- Older and disabled people would like more independence and to be involved in decisions about their care.

- The city has a significant ageing population (8.6% of residents are age 75 or over, with 2.6% age 85 or over). One in 10 households has a person with special needs.
- 31% of households in the city have at least one person with a limiting long-term illness.
- Almost 24,000 people identified as carers in the 2001 census. Carers play a vital role in looking after frail or disabled family, partners or friends. This can have an adverse impact on their own health and limit their opportunities.
- Government promised Independent Living Centres by 2010 – (these could be housed in a building, or provided via a website or network but must be user-led.)

Areas for improvement: Services appropriate to needs – independent living

- Promote direct payments, self-directed support.

Key observations: Services appropriate to needs – Gypsies & Travellers

- Life expectancy for Gypsy and Traveller men and women is 10 years lower than the national average.
- In 2003, less than a quarter of Gypsy and Traveller children gained five GCSEs at A-C grades, compared to a national average of over half of all children.
- The UK spends approx £18M a year evicting Gypsies and Travellers from unauthorised sites. Since one council created two authorised sites, it has seen its costs for enforcement drop from £200,000 in the mid-90s to a current yearly average of £5,000.

Areas for improvement: Services appropriate to needs- Gypsies & Travellers

- Permanent Travellers' site.
- Increase awareness of Gypsies & Travellers' needs across the city.

Key observations: Services appropriate to needs – housing

- Many of the city's 36,000 non-decent private sector homes are occupied by vulnerable people, with the oldest and poorest more likely to live in the worst quality housing.
- Disabled people report lengthy waits for Occupational Therapy assessment and works being carried out in a way that does not reflect their particular needs. Eg little appreciation that they are visually impaired or hearing impaired.

- The Housing Needs Survey 2005 & the Strategic Housing Market Assessment 2008 included specific additional research with the LGBT community, BME residents, younger people, older people and Gypsies and Travellers.
- There is an under-supply of housing adaptable for the needs of disabled or ageing residents.
- More than a third of trans people have experienced homelessness.

Areas for improvement: Services appropriate to needs – housing

- Repairs and adaptations need to be provided at a time and in a manner that suits the individual's particular needs.
- Develop a long-term strategy to link health, housing and social care services.
- Provide more Extra-Care housing for older people.
- Full implementation of the Housing Strategy 2009-14 which addresses many of the identified needs.

Key observations: Long-term unemployed

- 13,000 people on Incapacity Benefit and up to 17,000 on Job Seekers Allowance in the city.
- Those with low skills are being squeezed out of the labour market locally.
- Disabled groups face significant barriers to employment in the city.
- Those with mental health issues face additional barriers with approximately 50% of people on Incapacity Benefit or Employment & Support Allowance, in comparison to 40% in other small cities.

Areas for improvement: Long-term unemployed

- Further develop the Local Employment Programme to provide employment opportunities for local unemployed people
- Use of the "Future Jobs Fund" from the Department of Work & Pensions to fund work placements for young (18-24 year old) unemployed people.

Promoting equality in employment

Key observations: Pay

- The council has undertaken a review of all pay scales and grades across the organisation – our 'Single Status' project. Over 97% of

colleagues who received an equal pay settlement offer have now accepted their offer.

- The current national average UK gender pay gap according to the Office for National Statistics is 17.1%. The council is still working to implement Single Status and address its pay gap.

Areas for improvement: Pay

- Whilst our work on Single Status should help to minimise the gender pay gap, we also need to ensure flexible working is available at all levels within the council.

Key observations: Training

- The take-up across directorates of equalities-related training is inconsistent.
- We have trained over 200 managers to do Equality Impact Assessments.

Areas for improvement: Training

- We need to enable all staff and managers to be competent in relation to equalities, diversity and inclusion through a range of development opportunities.
- We will publish training data showing who applies for, and who attends all training in relation to race, disability and gender.
- We will continue to provide an updated and improved EIA workshop for managers.

Key observations: Disabled staff

- Disabled staff wanted us to provide an integrated approach to support them when implementing and managing reasonable adjustments.

Areas for improvement: Disabled staff

- We need to improve line managers' capabilities in supporting disabled staff.
- More efficient and timely management of reasonable adjustments.

Key observations: Dignity and respect

- Our staff want to be valued and treated with dignity and respect.

Areas for improvement: Dignity and respect

- Promotion and implementation of our new Dignity at Work policy.

Key observations: Workforce profile & staff forums

- BME staff retention has been raised as an issue.
- Current forum members have requested more time and resources.

Areas for improvement: Workforce profile & staff forums

- We need to learn lessons from exit interviews – in particular with BME workers.
- Review the contribution made by the staff forums and clarify their role.

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Equality Impact Assessment (EIA)

In response to stakeholder and staff feedback on our previous equality schemes, our EIA toolkit was completely revised in December 2008. We wanted managers to focus on improved outcomes for people rather than the process of EIA.

Our 10-step EIA toolkit and guidance is designed to help us identify possible negative impact on different groups in an organised way. It also offers an opportunity to consider how our activities may help to further develop equality and good relations between groups. In addition, our process reduces the risk of indirect and/or direct discrimination.

EIAs are a major part of a wider approach to decision-making based on evidence where the principles of monitoring, EIA and engagement, lead to policies and services that are user-focused and based on sound evidence. However, continuous monitoring of EIAs in 2008/9 has indicated the need for significant improvement around giving evidence of outcomes and collecting information.

The existing public sector equality duties require us to check how all our existing and proposed activities and policies affect people from different groups and communities in respect of disability, gender and race equality. We have mapped our functions, policies and practices across the council, assessed them for their relevance to disability, gender and race equality, and published a 3-year (2008-2010) timetable for EIA.

We have gone further than the law requires by extending our EIAs to include all the equality strands (age, religion or belief, sexual orientation), and relevant social inclusion groups.

We are in the process of amending our EIA toolkit to cover community cohesion. In future, EIAs will be used to develop policies that build strong and positive relationships between people from different backgrounds.

We continue to review all our activities and update the timetable on a regular basis, ensuring that we continue to assess each activity's relevance to the general equality duties. Services which have a direct impact on a particular group may be the subject of EIA more frequently than 3 years.

You can see more about how we carry out EIAs on our website:

<http://www.brighton-hove.gov.uk/index.cfm?request=c1200096>

You can follow the link to our timetable for the completion of EIAs and see summaries of completed EIAs.

EIA Training

We provide specific training on EIAs to our staff.

Key members of staff involved in the EIA process are trained to understand:

- What is an EIA and why we do them
- The benefits of EIAs
- Basic legal requirements for an EIA
- The process and how to use our EIA toolkit
- The roles and responsibilities of staff with respect to EIA
- Evidence gathering and consultation prior to EIA

Since the publication of the revised toolkit we have trained over 200 members of staff across all directorates. We will continue to review our training provision as well as our overall EIA process to ensure that it meets our needs and is updated to reflect changes in legislation and feedback from staff and stakeholders.

Awareness training has been made available to elected Members of the Council setting out the EIA process and how that links to their legal duties.

Quality assuring our impact assessments

Directors are responsible for signing-off EIAs relevant to their area of responsibility.

Before an EIA is signed-off and a summary report published on our website, it is reviewed by directorates' equality groups chaired by their equality lead, who is also a member of the council's Equality Steering Group (ESG).

The Equalities Steering Group, chaired by the Director of Strategy & Governance, monitors and reviews the overall process, including the EIA timetable.

The flowchart on page ? shows how this process operates and provides the model for equalities performance management within the council and other partnerships.

A quarterly EIA progress report is prepared for the council's senior management team – Directors and the Chief Executive.

In addition, all EIAs are reviewed by the Equalities & Inclusion Team in order to identify best practice and to check for any emerging patterns which suggest that we need to revise a policy or procedure.

Equalities Monitoring

To meet our statutory duties we need suitable systems in place to collect relevant information. This allows us to assess our activities to see how they affect different groups. We can then see any negative impact on a particular group or identify an opportunity to promote equality, and make improvements in response.

Our Equalities Monitoring Guidelines were updated in 2009 in line with good practice recommended by the Equality & Human Rights Commission and the Information Commissioner. However, we are keen to develop these further and took the opportunity of the engagement events for this scheme to consult on making our monitoring more effective

We will continue to gather information to establish:

- Which groups are not/using our services
- The needs of service users
- How to reach under-represented groups
- How satisfied different groups are with our services
- How to use our resources better
- The make-up of our workforce
- How personnel practices affect different groups
- Understand the causes of any pay gap

Training on using the Equalities Monitoring Guidelines will be included in the Equalities Impact Assessment workshops.

Workforce Profile

In accordance with the public sector equality duties we publish our workforce profile in relation to race, disability and gender and this can be seen at:

http://www.brighton-hove.gov.uk/downloads/bhcc/Workforce_Equalities_Data_April_07_-_March_08.pdf

Our published data covers applicants, recruiting, staff in post, promotion, grievances, and disciplinary procedures. However, we have more work to do around monitoring applications for training and those in receipt of training. We anticipate that our new Human Resources' software will help us provide this information.

We will continue to leave previous years' data on the website in order to show progress made. As our data collection continues to improve, we intend to extend the information available.

Responsibility and Accountability

The council is ultimately responsible for delivering the General and Specific Duties set out in the Equality Scheme, and a comprehensive equalities report on progress is produced yearly to Cabinet.

Our Chief Executive has overall responsibility for making sure that we carry out the actions in this scheme. However, actions have been allocated to the relevant Directors across the council and they are responsible for carrying these out and reporting on progress. In addition, we have identified responsible officers for each point in the action plan.

Our Equalities & Inclusion Team, which is part of the Directorate of Strategy & Governance, will monitor progress of the Scheme and report regularly to the Equalities Steering Group.

Progress will also be reported through the council's achievements measured against the Equality Framework for Local Government.

Publication of our 2010-11 Single Equality Scheme and progress reports

This 2010-2011 scheme is available on our website and will be reviewed annually. The annual report will be made available on the council's website.

The Equalities Steering Group will ensure that progress reports are made at key milestones and that the scheme is continually updated. Progress reports will be made available to the City Inclusion Partnership for the Brighton & Hove Strategic Partnership and its family of Partnerships.

A summary of this document will be made available in alternative formats on request.

DRAFT

How to give us feedback about the Scheme

We welcome feedback on any aspect of our equality scheme and more generally on our approach to equality and inclusion. You can contact us at equalities@brighton-hove.gov.uk

Members of the public who feel that they have experienced unlawful discrimination in the way they have been treated by the council may make a complaint through the corporate complaints procedure. The council promises to take all complaints seriously, and will not tolerate any form of discriminatory behaviour. The council will also monitor complaints to see whether we are meeting our equality duties.

The Members' Code of Conduct deals with complaints about the conduct of elected Members. Members who experience unlawful discrimination can alert the council through the grievance procedure.

The council has a two-stage corporate complaints procedure which is free to use. You can make your complaint known to us by contacting our Standards & Complaints team in the following ways:

Visit www.brighton-hove.gov.uk/complaints

e-mail to complaints@brighton-hove.gov.uk

Freephone: 0500 291229

Minicom: 01273 291070

Use the Complaints, Comments & Compliments form or write to us at:

Brighton & Hove City Council
Standards and Complaints
FREEPOST SEA 2560
Brighton BN1 1ZW
(no stamp needed)

Office opening hours: Monday to Friday 9 am - 5 pm

Section 4 – The Action Plan

We have certain legal obligations under the three equality duties to promote equality in the areas of race, disability and gender. These are the General Duties. (See Appendix for comparison of the duties.) Each of the actions in our plan relates to one or more specific parts of an equality duty, as well as responding to stakeholder and staff feedback.

The Race Equality Duty gives us the following responsibilities:

- Eliminate unlawful discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

The Disability Equality Duty gives us the following responsibilities:

- Eliminate unlawful discrimination
- Eliminate harassment targeted at disabled people
- Promote equality of opportunity between disabled people and others
- Take steps to take account of disabled people's disabilities, even where that involves treating them more favourably than others
- Promote positive attitudes towards disabled people
- Encourage participation by disabled people in public life

The Gender Equality Duty gives us the following responsibilities:

- Eliminate unlawful sex discrimination
- Eliminate harassment
- Promote equality of opportunity between men and women

The requirements to eliminate unlawful sex discrimination and harassment also include discrimination and harassment on the basis of gender reassignment

Draft

<i>Intended outcomes</i>	<i>Example Actions</i>	<i>Equality groups</i>	<i>Timing</i>	<i>Lead team</i>	<i>How will we know we have achieved</i>	<i>Evidence</i>
Implement, monitor & comprehensively review the single equality scheme		All	Annual reviews in Jan 2011 and 2012	E&I		Annual review & progress reports
A robust and transparent EIA process that leads to evidenced and appropriate actions	Review of EIA toolkit & include guidance on community cohesion	All	Mar 2010	E&I	Evidence of public consultation / involvement	Toolkit, timetable and completed EIA summary reports published
	EIA workshops for managers		Dec 2010	E&I	EIAs completed on time, incorporated in service plans and leading to positive outcomes	Service Plans & monitoring Nos. of managers trained
Promoting equality through information						
An up-to-date evidence base that covers all equality areas, fills gaps in existing evidence and is used to inform our ongoing work	Reducing Inequality Review follow up work	All	Dec 2011	Research & Analysis	Data obtained to address identified gaps in RIR1	Reports and data on BHLIS
	Consider research proposal with Uni. Of Brighton & Federation of Disabled People to identify barriers to inclusion	D	Mar 2010	E&I	Clear picture of barriers experienced by all – esp. people with mental illness or learning disabilities	Research Report or alternative data sourced
	Develop BHLIS	All	ongoing	Research & Analysis	Analysis needs of BHLIS partnership met	Increased use of BHLIS

Consistent monitoring systems across the council and improved analysis & use of captured data	Monitoring training inc. in EIA workshops for staff	All	Dec 2010	E&I	Staff understand & use monitoring guidelines effectively	Nos. trained
	Develop understanding of the diversity of our communities and disability impairment groups	All D	Ongoing	E&I	Greater awareness of diversity within equality strands	Evidence of data being used in EIAs Relevant data re minority communities including disabled people
	Regular review at ESG & with communities	All	Ongoing	ESG		
	Support the City Inclusion Partnership's work on making monitoring more consistent	All	ongoing	E&I / ESG		Statutory sector agencies have consistent approach to monitoring
Promoting equality through our partnership working						
Through procurement, (inc. social enterprise) achieve a diverse supply chain which effectively & appropriately delivers our equality agenda	Monitoring arrangements to assess whether contractors are compliant with our PQQ which makes clear to our current and future contractors our equality requirements	All	ongoing	Procurement	Our equalities agenda is delivered to service users We influence employment practices in the private & 3 rd sectors	Service users feedback Contract monitoring

Procurement officers across the organisation confident & skilled around the equalities duties	Develop and deliver training programme for all procurement officers to ensure they know, and implement our equalities duties in awarding contracts for functions, goods and services	All	Dec 2010	F&R	Greater understanding of how procurement can be used to influence contractors etc	Nos. trained
Increased capacity within the community and voluntary sector	Strategic Grants programme 2010/13 total £1.244M Practical help with fundraising, Annual Grant aid, signposting to other corporate funding streams and ongoing development support GRANT finder service	All	Dec 2010 Ongoing	Communities Team	Grants used in support of Council priorities	Grants allocated Nos. of organisations helped
New post for Preventing Violent extremism work	Undertake Community Needs Analysis of Muslim people in the city	All esp. R R&B	June 2010	Community Safety	Added impetus and capacity to build resilience to violent extremism	Report is produced and influences action
Increased number of hate crime incidents reported, and cases of domestic violence supported	Raise awareness of how issues / incidents can be reported (esp. disability & trans)	R SO D T	Dec 2010	Community Safety	Year on year increase in promotional activities around hate crime issues, incidents, reporting	

	Ensure consistent response to women, children and young people experiencing domestic violence	G A			Victims have more confidence in system	Decrease in repeat incidents
Increase school staff confidence in discussing controversial issues and in challenging extremist narratives	Audit tool for schools	A R R&B	Dec 2010	CYPT	Schools promoting community cohesion	Audit tool being used
Promoting equality through community engagement						
People from all equality strands more involved in policy development, challenge mechanisms and developing future priorities	Promotion & development of the Consult Portal	All	Jan 2010	Communities	Increased awareness of engagement & participation opportunities	Website hits
	Contd. support of the Get Involved Group (Federation of Disabled People)	D	Aug 2010	E&I		Annual review of SLA
	Encourage a range of methods to engage & respond to stakeholders (CEF)	All		Communities	Greater satisfaction – more able to influence	NI LAA
	Develop accessible training programme in support of CEF	All		Communities		Nos. trained
Improve engagement activity that enhances lives, provides opportunity for all & drives up quality	Support priority actions in Community Engagement Framework	All	Ongoing	ESG to monitor & disseminate information	Increased numbers of people involved	Place Survey LAA

Get Involved Campaign	Continuing conversations with community groups to ensure 2-way flow of information (CVSF Your Space, AGMs, universities etc)	All	Ongoing			
			Aug '10			
Develop cohesive, integrated and stronger communities	Community Cohesion Framework to be monitored via Interplan	All		Equalities & Inclusion		Action Plan in place
	People's Day event to celebrate diverse cultures & faiths	All	October		Develop shared values thro' interaction & increase understanding of faith; positive perspectives / profiling of faith groups	Event held & well attended
	Co-ordinated approach to promoting international and national celebrations – Olympics, International Day of Disabled People	All				Variety of events promoted and held with good attendance
Promoting equality in our service delivery						
Our buildings are accessible to disabled people as	Improve access to council buildings open to the public	D A	Dec 2010	F&R	Customer satisfaction & fewer requests for	75% of audited buildings more accessible to

far as is reasonably possible	Continue a rolling programme of access improvement works				alternative arrangements to be made	disabled people Audit assessments
Communications & information accessible to all, (inc. websites) and reflect positive images across all equality strands	<p>Improve communications (BSL, minicom, phones, type-talk, interpreting etc) & information (EasyRead, translations, etc)</p> <p>Ensure our websites are accessible esp. to speakers of other languages, the deaf community, people with learning disabilities and visual impairments</p> <p>Evaluate technology & address gaps as appropriate</p>	D R&E R	ongoing	Comms	Customer satisfaction	<p>Fewer complaints</p> <p>Easy Read & translated documents available</p>
Better access to services	<p>Improve public spaces with better signposting</p> <p>Removal of street clutter & more effective enforcement – A boards etc</p>					Fewer complaints

	<p>Availability of wheelchair accessible taxis</p> <p>Disabled children & adults have access to the beach</p> <p>Better enforcement around Blue Badge use & parking across dropped kerbs</p>					
<p>Customers receive services appropriate to their needs inc. Independent Living</p>	<p>Deliver actions in the LGBT and BME Housing Strategies</p> <p>Extra Care for physically disabled people at Vernon Gdns</p> <p>Improve access to minor / major adaptations</p> <p>Promote self-directed support</p>		<p>Mar 2011</p> <p>Dec 2010</p>		<p>EIAs</p> <p>Older disabled people with complex needs in housing</p>	<p>Less complaints</p> <p>Improved customer satisfaction</p> <p>Accommodation opens</p> <p>Achieved in 4 weeks / 27 weeks</p> <p>18% of all people receiving community based services 31.1.10 and 30% by 31.1.11</p>
Gypsies & Travellers	Address the needs of transient groups by providing accommodation for gypsies and				Decent and permanent accommodation (with warden) for gypsies and	13-pitch travellers' site opened

	<p>travellers, on a permanent travellers' site</p> <p>Increase awareness of gypsies' & travellers' needs across all service areas</p>				<p>travellers</p> <p>Greater responsiveness to their needs & fewer complaints</p>	
	<p>Our libraries provide services appropriate to needs</p> <p>Increase and diversify participation in cultural and sporting activities</p> <p>More people/children are involved in sport and physical activity</p>				<p>More popular and better used</p> <p>People from all areas participating</p> <p>Higher numbers of participants</p>	Monitoring
More people get into work and reduce dependency on benefits	<p>Improve access to work & learning for tenants in social housing</p> <p>Continued support of LEADER</p>				<p>Fewer working age people are on out of work benefits</p> <p>More disabled people and people with mental health problems are in long-term paid work</p>	<p>NI79</p> <p>Employment statistics</p>
Improved services for children at risk and with special needs or disability	Targeted mental health in schools (TaMHS national programme pilot site)					

Package of measures to support NEETS falling into poverty					More young people in employment and training Reduction in teenage conceptions	Employment statistics
Promoting equality in employment						
Workforce profile reflects the community as far as possible	Monitor changes resulting from Single Status Extend workforce monitoring to identify potential areas for action	All	Apr '10 & yearly	HR	The pay gap between men and women decreases The workforce becomes more representative	Annual figures published on website - to include (first) gender then all equality strands
Consistent, effective approach for all staff forums	Review of staff forums' role and activities	D R LGBT		HR		
Staff understand their role and objectives around the equality duties & wider equality legislation inc. community cohesion	Refresh equalities training offer & explore feasibility of further mandatory training Update equalities training for longer serving managers to refresh & increase knowledge & skills All housing staff to receive training in responding to the diversity of residents (Road Shows & briefings)	All esp. R D G	Dec 2010	L&D L&D	Staff confident and skilled to address equalities issues	PDPs Nos. trained

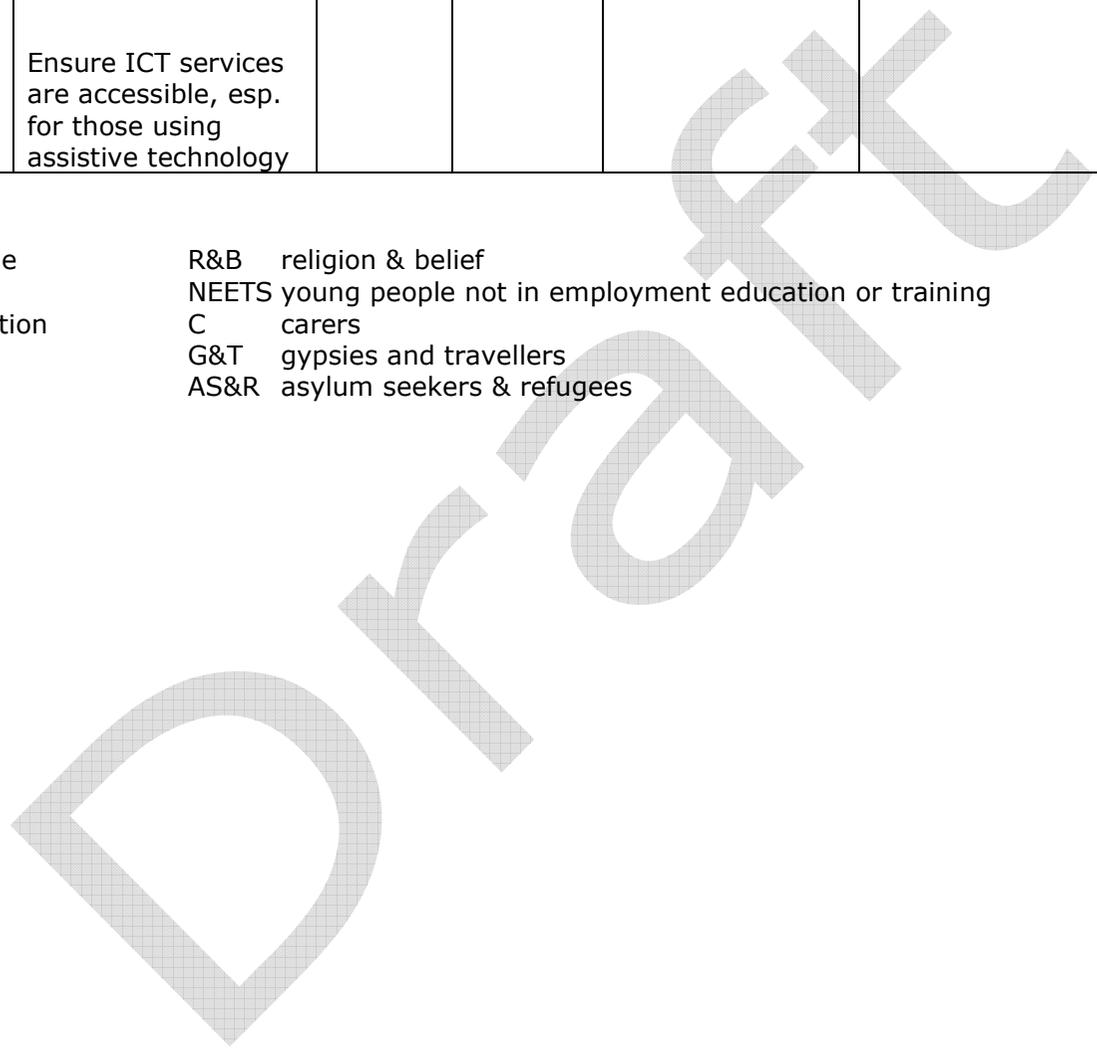
	Improve & update information available on the Wave	All	ongoing	E&I		
Equality and diversity is successfully promoted	Develop a database of promotional material to celebrate equality and diversity which includes the use of positive images. Develop internal Equality Communication Plan	All	ongoing	Communications E&I		
Staff are treated with dignity and respect	Develop, launch & promote Dignity at Work policy	All		Head of HR	Increased staff satisfaction	Staff survey
Maintain rating in Stonewall Index	Collate evidence of good practice	SO	?	E&I		Place on Index
Disabled staff are fully supported in all areas of their employment	Develop guidance on implementing and managing reasonable adjustments Review attendance management policy Provide a bank of IT-related equipment for loan to disabled			Human Resources	Adjustments for disabled staff are assessed and addressed quickly and accurately Positive feedback from the Disabled Workers Forum	Council-wide record of reasonable adjustments

	workers					
	Ensure ICT services are accessible, esp. for those using assistive technology					

KEY:

D disabled people
R race
SO sexual orientation
G gender
A age

R&B religion & belief
NEETS young people not in employment education or training
C carers
G&T gypsies and travellers
AS&R asylum seekers & refugees



Appendix 1 **The general duties** require public bodies to show 'due regard' as follows:

Gender Equality Duty	Disability Equality Duty	Race Equality Duty
<p>Due regard to the need to:</p> <p>Eliminate unlawful discrimination and harassment</p> <p>Promote equality of opportunity between men & women</p>	<p>Due regard to the need to:</p> <p>Promote equality of opportunity between disabled people and other people</p> <p>Eliminate discrimination that is unlawful under the Disability Discrimination Act 1995</p> <p>Eliminate harassment of disabled people that is related to their disabilities</p> <p>Take steps to take account of disabled people's disabilities, even where that means treating disabled people more favourably than other people</p> <p>Promote positive attitudes towards disabled people</p> <p>Encourage participation by disabled people in public life</p>	<p>Due regard to the need to:</p> <p>Eliminate unlawful racial discrimination</p> <p>Promote equality of opportunity</p> <p>Promote good relations between people of different racial groups</p>

Appendix 2

As well as our General Duties we also have **Specific Duties** as shown ...

Gender	Disability	Race
<p>Produce a Gender Equality Scheme (GES) setting out our objectives to enable us to meet the General Duty.</p> <p>Consider the need to have an objective to address the causes of any unequal pay for men/ women staff, related to their sex.</p> <p>The GES must set out the actions taken/to be taken to...</p> <p>.....Gather information on the effect of policies and practices on men/women, in particular the extent to which they promote equality between male/female staff, and the extent to which services/functions take account of the needs of men/ women.</p> <p>.....Make use of that information to meet the Duty, and review the effectiveness of the GES and the actions taken.</p>	<p>Involve disabled people in development of Disability Equality Scheme (DES) which demonstrates how we intend to fulfil General and Specific Duties.</p> <p>Include statement of...</p> <p>.....How disabled people have been involved.</p> <p>.....The methods for impact assessment.</p> <p>.....Steps towards fulfilling the General Duty (an action plan).</p> <p>.....Arrangements for gathering info in relation to employment and functions.</p> <p>.....Arrangements for putting the info gathered to use, in particular, reviewing the effectiveness of the action plan and in preparing subsequent DES.</p> <p>Monitor data on recruitment, retention & development</p>	<p>Publish Race Equality Scheme (RES) setting out functions and policies that are relevant to the General Duty on race and arrangements for...</p> <p>.....Assessing and consulting on the likely impact of proposed policies, on the promotion of race equality.</p> <p>.....Monitoring policies for any adverse impact on the promotion of race equality.</p> <p>.....Publishing the results of such assessments, consultation and monitoring.</p> <p>.....Ensuring public access to information and services.</p> <p>.....Training staff in connection with the duties imposed by the RED.</p>

<p>.....Assess the impact of policies and practices on men/women, and use the results to inform actions.</p> <p>.....Consult employees, service users, trade unions and other stakeholders.</p> <p>Put the GES and the actions into effect within 3 years and report annually.</p> <p>The GES must be reviewed and a revised scheme published within 3 years.</p> <p>Publish an equal pay policy statement and report on this every 3 years.</p>	<p>Within 3 years take the steps in the action plan, and put into effect the arrangements for gathering and making use of information.</p> <p>Annual report containing a summary of steps taken and results of information gathering and the use to which it has been put.</p>	<p>Monitor by reference to racial group, staff in post and applicants for employment, training and promotion. Monitor numbers who receive training, benefit, or suffer detriment from performance assessment reviews, are involved in grievance procedures, are the subject of disciplinary procedures or cease employment.</p>
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Appendix 3 Partnerships

The council is involved in a considerable number of partnerships which vary enormously in terms of size, remit and membership. Partnership working has become central to our work and is an important way for us to deliver much of our policy programme.

All *public authorities* within these partnerships are responsible for ensuring that the functions and policies of the partnership meet the equality duties.

We encourage our *non-public sector* partners to take account of the duty to promote equality and ensure that all members of the partnership are aware of our responsibilities.

Key Partnerships in the City:

- Brighton & Hove Strategic Partnership
- Stronger Communities Partnership
- City Inclusion Partnership
- Children and Young People's Trust Partnership
- Learning Disability Partnership Board
- Crime & Disorder Reduction Partnership
- Healthy City Partnership
- Public Service Board
- Learning Partnership
- Advice Services Strategy Group

In order that our equalities and inclusion message does not become diluted, we ensure that all the partnerships' strategic plans include diversity-related objectives.

The chart on page ? shows how our equalities and inclusion work is linked with three important partnerships – the Strategic Partnership, the City Inclusion Partnership and the Stronger Communities Partnership.

The Brighton & Hove Strategic Partnership is a local partnership of agencies, organisations and communities who work together to improve the quality of life in the city.

You can view their website at: <http://www.2020community.org/>

City Inclusion Partnership (CIP)

The CIP sits under the Brighton & Hove Strategic Partnership and works to promote equality, prevent discrimination and enable people in the city to access services which meet their needs appropriately.

CIP supports its mainly public sector members, to share information, link practice, and through this improve services. The Partnership works to make services better, fairer and easier to access.

The partners work together to make their approach to equality more consistent and to reduce inequality in the city.

The CIP maintains close links with the Stronger Communities Partnership and the Equality Coalition.

CIP Members

Brighton & Hove City Council
Brighton & Sussex University Hospitals NHS Trust
East Sussex Fire & Rescue Service
East Sussex Probation Service
NHS Brighton & Hove
South Downs Health NHS Trust
South East Coast Ambulance Service
Stronger Communities Partnership
Sussex Partnership Trust
Sussex Police
University of Brighton

The Stronger Communities Partnership also sits under the Brighton and Hove Strategic Partnership and its aim is to bring together organisations and communities so that they can have a meaningful voice on the Strategic Partnership and its wider family of partnerships.

Its three key areas of work are representation, communicating and involving, and building capacity.

'Representation' by increasing awareness, skills and knowledge linked to public services and local democracy in targeted neighbourhoods and communities of interest.

'Communicating and involving' by promoting wider community engagement, focusing on communities which are furthest to reach, reducing isolation and prejudice, building self-confidence and understanding whilst recognising separateness and retaining identity

'Building Capacity' by increasing the capacity for engagement at varying levels, strengthening the SCP and working with partners to develop a local strategy which underpins the role of the community and voluntary sector.

Another important and emerging element within this structure is the Equality Coalition. The Community & Voluntary Sector Forum is currently working in partnership with the Federation of Disabled People to support this network of community and voluntary sector groups and organisations that are taking forward the SCP's Equality Plan.

The Coalition aims to:

- Address issues raised about how equality-focused groups can work better together
- Provide a voice for, and strengthen the role of voluntary and community sector equality groups and organisations in the city

APPENDIX 4

Current equalities legislation

The Autism Act 2009

Awaits UK Autism Strategy and guidance from Secretary of State.

The Gender Recognition Act 2004

The purpose of this Act is to provide transgender people with legal recognition in their acquired gender. Legal recognition (eg new birth certificate in their acquired gender; able to marry someone of the opposite gender to their acquired gender etc.)

The Civil Partnership Act 2004

This Act creates a legal relationship of civil partnership, which people of the same-sex can form by signing a registration document. It also provides same-sex couples who form a civil partnership with parity of treatment in a wide range of legal matters with those opposite-sex couples who enter into a civil marriage.

Employment Equality (Religion or Belief) Regulations 2003

These regulations outlaw discrimination in employment and vocational training on the grounds of religion or belief. The regulations apply to discrimination on grounds of religion, religious belief, non-belief, or similar philosophical belief.

Employment Equality (Sexual Orientation) Regulations 2003

These regulations outlaw discrimination in employment and vocational training on the grounds of sexual orientation. The regulations protect everybody (gay, lesbian, bi-sexual, heterosexual) from discrimination.

Sex Discrimination (Gender Reassignment) Regulations 1999

These regulations are a measure to prevent discrimination against transgender people in pay and treatment in employment and vocational training. They effectively insert into the Sex Discrimination Act a provision to extend the Act, insofar as it refers to employment and vocational training, to include discrimination on gender reassignment grounds.

The Human Rights Act 1998

Introduced in 2000, this legislation gives further effect in the UK to rights contained in the European Convention of Human Rights. This Act:

- makes it unlawful for a public body to breach Convention rights, unless an Act of Parliament meant it could not have acted differently
- allows cases to be dealt with in a UK court or tribunal; and
- requires all UK legislation to be given a meaning that complies with the Convention rights, if that is possible.



The Disability Discrimination Act 1995

This Act prohibits discrimination against disabled people in the areas of employment, the provision of goods, facilities, services and premises, and education; and provides for regulations to improve access to public transport to be made.

The Disability Discrimination Act 2005

This Act makes substantial amendments to the Disability Discrimination Act 1995. The 2005 Act places a general duty on public authorities to promote disability equality.

The Race Relations Act 1976 (as amended by the Race Relations (Amendment) Act 2000)

The Race Relations Act (RRA) makes it unlawful to treat a person less favourably than another on racial grounds. These cover grounds of race, colour, nationality (including citizenship), and national or ethnic origin. The Race Relations (Amendment) Act outlawed discrimination in all public functions not previously covered by the RRA, with only limited exceptions. It also placed a general duty on specified public authorities to promote race equality and good race relations.

The Sex Discrimination Act (as amended) 1975

This Act (which applies to women and men of any age, including children) prohibits sex discrimination against individuals in the areas of employment, education, and in the provision of goods, facilities and services and in the disposal or management of premises.

The Employment Equality (Age) Regulations 2006

The Regulations:

- ban age discrimination in recruitment, promotion and training
- ban unjustified retirement ages of below 65
- remove the current age limit for unfair dismissal and redundancy rights

They also introduce rights for employees to request working beyond retirement age and a duty on employers to consider that request. There are further provisions designed to help individuals plan better for retirement, and be confident that "retirement" is not being used as cover for unfair dismissal.

The Equal Pay Act (as amended) 1970

This Act gives an individual a right to the same contractual pay and benefits as a person of the opposite sex in the same employment, where the man and the woman are doing: like work; equivalent work; or work that is proved to be of equal value.

The Equality Act 2006

The Act's main provisions include:

- the creation of the Commission for Equality and Human Rights (CEHR) The purpose and functions of the CEHR are defined in the Act.
- making discrimination unlawful on the grounds of religion and belief in the provision of goods, facilities and services, education, the use and disposal of premises, and the exercise of public functions.
- placing a duty on public authorities to promote equality of opportunity between women and men ('the gender duty'), and prohibit sex discrimination in the exercise of public functions.

APPENDIX 5: Consultation and Feedback for Single Equality Scheme:

Dates of consultation:

- Saturday 3rd October – public consultation
- Monday 5th October – public consultation
- Tuesday 20th October – BME Elders Day
- Thursday 29th October – public consultation
- Tuesday 10th November – BMECP, Federation of Disabled People, men’s groups
- Thursday 19th November – Older People’s Day

Feedback session:

- Wednesday 2nd December

CVS groups sent packs for comment, by equalities strand

Age

Age Concern
Cultures Club
BME Elders Day
Older People’s Day
Allsorts LGBT Youth Project

Disability

FED – specific session
MIND

Ethnicity

BMECP
MOSAIC
BMEYPP
BME Elders Day

Gender

Thinking Men
Men’s Eating Disorder Group
RISE
Women’s Centre
OASIS
Survivors Network

Sexual Orientation

LGBT Switchboard
Spectrum (newsletter)
MINDOUT
Allsorts LGBT Youth Project

Religion and Belief

Interfaith Contact Group
Healthcare Faith Forum

Generic & Other

Equalities Coalition
CVSF (to staff and mailout)
Refugee Forum
Carers Centre
Friends, Families and Travellers
Stronger Communities Partnership