



To cover:

- Context - EHRC and duties
- Getting it right - key things EHRC are looking for
- EHRC's role

About us

- EHRC - from 1st October 2008
- Roles and responsibilities of previous equality commissions- CRE, DRC and EOC plus sexual orientation, religion and belief, age and human rights
- Our Vision: *A society built on fairness and respect. People confident in all aspects of their diversity.*

The duties - some context

- Three duties - race, disability, gender
- Similar in spirit and intention
- Some different requirements - reflect nature of discrimination & learning from previous duties
- Commissioning
- Single Equality Bill - harmonisation of duties

The benefits of taking action

- Services meet real needs not 'one-size-fits-all'
- More effective/efficient use of public funds thru targeting of resources
- Help meet priorities in national operating framework : health inequalities/patient satisfaction
- Framework for tackling persistent areas of inequality

General Duty

To pay due regard to the need to:

- Eliminate unlawful discrimination and harassment (inc transsexual people)
- To promote equality of opportunity between men and women

Specific Duties

- Set and implement gender equality objectives, published in a scheme and action plan
- Gender pay gap objectives
- In order to set those objectives:
 - gather and use information on how your work affects gender equality
 - consult relevant stakeholders
- Gender impact assessment of all policies and practices - new and existing
- Report annually and review/revise every three years

What EHRC is looking for

Taking Action

- Most important part of the duties
- Are there measurable, time-bound, outcome focused actions? (appropriate balance bet process & outcomes)
- Clear gender priorities and objectives - tangible improvements for men and women?
- Do plans prioritise most significant issues?
- Are there major issues missing?

What EHRC is looking for

Evidence/Information

- Way of demonstrating 'due regard' - i.e. are your efforts focusing on most relevant issues?
- How good is the evidence base - does it reflect general duties, is it disaggregated?
- If there are gaps what steps are being taken to address them?
- How have you used evidence?

What EHRC is looking for

Consultation

- Is there evidence that all relevant stakeholders consulted - including Trade Unions?
- Looking for consultation that includes both men, women
- Is there info re how/who you intend to consult on an ongoing basis?
- Is there a clear link bet consultation and choice of objectives?

What EHRC is looking for

Impact Assessments

- Start early!
- Not just about adverse impact - but are there missed opportunities to do more to promote equality?
- Not prescriptive **BUT** need to ensure you can identify issues for men and women but also particular groups of men and women
- Need to make sure you can identify issues for transsexual people as well

Role of EHRC

- Helpline - generic advice
- Code of Practice & Guidance - EHRC website
- Enforcement;
 - Compliance notices re general and specific duties
 - Judicial review (not just EHRC)
- Strategic - key issues and sectors
- Health and Social Care a priority

Further Information

www.equalityhumanrights.com