

Equality and Diversity Support

Background

The Equality Act 2010 replaced 119 pieces of equality legislation, ensuring consistent and simplified legal protection to nine protected groups.

Public Sector Equality Duty

At the same time, the Public Sector Equality Duty (PSED) was introduced which placed a legal duty on all public sector bodies including local authorities, higher and further education institutions, schools, health bodies, police, fire and transport authorities and third parties who have contracted with public sector bodies to;

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



As part of this, and in order to show compliance with the general duty, all relevant bodies have to;

- Collect Equalities Monitoring Data
- Assess the impact on equality of policies and procedures – many organisations have been taken to judicial review as this assessment has not been undertaken.

Furthermore, there is a specific legal duty on all relevant bodies to;

- Publish equality information including equality monitoring data and equality impact assessments
- Prepare and publish equality objectives and report on performance at least annually



Support Available

- Agencia can provide support to ensure that your organisation complies with the general and specific duties set out in the Equality Act including;
- Audit of current equality compliance position
- Development and implementation of equality impact assessments
- Development and implementation of equality monitoring systems
- Analysis and reporting of equality monitoring data
- Preparation and publication of equality information
- Development and publication of equality objectives
- Learning and Development sessions including The Equality Act 2010, Equality, Perceptions and Stereotypes, Public Sector Equality Duty, Identifying Discrimination in the Workplace, Challenging Behaviour and Cultural Awareness.



If you are interested in learning more about Equality and Diversity Support, please contact Kiran Johnson at kiranjohnson@agenciaconsulting.com, or call the Agencia office on (01482 649900).

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