

Subject: Equality Act 2010

Status: For Publication

Report to: Standards Committee

Date: 2nd November 2010

Report of: Director of Business

Portfolio

Holder: Finance and Resources

Key Decision: No

1. PURPOSE OF REPORT

1.1 To inform Members of the implementation of the Equality Act 2010 which came into force on 1st October 2010.

2. CORPORATE PRIORITIES

2.1 The matters discussed in this report impact directly on the following corporate priorities:-

- Delivering quality Services to our customers
- Encouraging healthy and respectful communities

3. RISK ASSESSMENT IMPLICATIONS

3.1 All the issues raised and the recommendation(s) in this report involve risk considerations as set out below:

- There is a risk that the Council may be subject to litigation if the Act is not properly implemented.

4. BACKGROUND AND OPTIONS

4.1 The Equality Act 2010 replaces the existing anti-discrimination laws and replaces them with a single Act. The Act includes a new concept of dual discrimination, an extended public sector Equality Duty and a prohibition on age discrimination in services and public functions.

4.2 The Act is intended to protect people from discrimination on the basis of 'protected characteristics which are:

- Disability

- Gender reassignment
- Pregnancy and maternity
- Race (includes ethnic or national origins, colour and nationality)
- Religion or belief
- Sex
- Sexual orientation

4.3 The Council is implementing this act and has circulated two guides to staff; 'Equality Act 2010: What do I need to Know? A Summary Guide for Public Sector Organisations' ([Appendix A](#)) and 'Equality Act 2010: What do I need to know? A Summary Guide to your Rights' ([Appendix B](#)).

4.4 In order to ensure that the Council's commitment to the Equality Act is publicised, information is available on the Council's website for members of the public to access.

COMMENTS FROM STATUTORY OFFICERS:

5. SECTION 151 OFFICER

5.1 The correct implementation and interpretation of the Equality Act 2010 will reduce the Council's exposure to financial penalties.

6. MONITORING OFFICER

6.1 Any legal implications are commented upon in the body of the report.

7. HEAD OF PEOPLE AND POLICY (ON BEHALF OF THE HEAD OF PAID SERVICE)

7.1 The Council is committed to ensuring that the Council adheres to the Act.

8. CONCLUSION

8.1 The Council is committed to the Equality Act 2010 and this is being implemented across the organisation.

9. RECOMMENDATION(S)

9.1 That Members note the implementation of the Equality Act 2010.

10. CONSULTATION CARRIED OUT

10.1 Internal Policy Group, Managers.

11. COMMUNITY IMPACT ASSESSMENT

Is a Community Impact Assessment required No

Is a Community Impact Assessment attached No

12. BIODIVERSITY IMPACT ASSESSMENT

Is a Biodiversity Impact Assessment required No

Is a Biodiversity Impact Assessment attached No

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Background Papers	
Document	Place of Inspection
The Equality Act 2010	http://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga_20100015_en.pdf
Factsheet on the Council's Website	http://www.rossendale.gov.uk/site/scripts/download_info.php?downloadID=858&fileID=3375
Information from the Equality and Human Rights Commission	http://www.equalityhumanrights.com/legal-and-policy/equality-act/