Equality and Diversity Forum

The Equality Act 2010: Strengthening your Organisation's Performance

Amanda Ariss
Equality and Diversity Forum

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What I'll cover today

- EDF
- Our view of 2010 Equality Act
- Helping organisations improve
  - New requirements supporting better practice
  - Handling cuts
  - Responding to new policy directions
- How EDF can help

Equality and Diversity Forum

The Equality and Diversity Forum is a network of national organisations committed to progress on age, disability, gender, gender identity, race, religion and belief, sexual orientation and broader equality and human rights issues.

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What EDF does

Aims:

- Promote dialogue and trust
- Build capacity through information
- Enable joint action

Activities:

- Monthly meetings
- Fortnightly free e-newsletter
- Website resource bank – www.edf.org.uk
- Research and publications
- Policy influencing
- Events
- Secretariat for all party parliamentary equalities group

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Overall view of Equality Act

- Strongly welcome it - new & improved provisions
- Some missed opportunities and risks e.g. equal pay
- Effective implementation vital to realising benefits – we want to see whole package
- Challenging context
- Law is important but only one lever

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Improving organisational performance: support for better practice

- Positive action
  - Same framework for employment & services
  - Consistent approach across equality groups
  - Simpler test
- Clearer, more consistent law
  - Easier to get it right first time
  - Reflects multi-faceted reality of people's lives

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New requirements supporting better practice

- Public sector equality duty
  - A framework that requires public bodies to take account of difference and disadvantage
  - General duty is key – and requires action
  - Clear that procurement is covered
  - Clear it’s not about treating everyone the same

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New requirements supporting better practice

- Association and perception
  - About treating people with dignity and respect
  - Essential to think about equality for carers
- Dual discrimination
- Ending age discrimination in service provision

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Improving organisational performance: framework for difficult decisions

- Public sector equality duty applies to decisions about spending
- Doesn’t prevent cuts
- Does require organisations to assess impact of planned cuts and mitigate it
- Public bodies who don’t do this can be challenged

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Improving organisational performance

- Responding to new policy directions
  - Understanding communities is key to successful localism
  - Involving equality groups in policy development is part of Big Society
  - Making the most of available talent helps economic recovery

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How EDF can help

Already published…

- With GEO, quick start guides for NGOs
- Regular updates via EDF e-newsletter (subscribe at www.edf.org.uk)

Coming soon …

- Further quick start guides
- Guide for NGOs on using the Act
- Links from website to sources of guidance