

the Equality Academy with the latest equality research and news

The essential guide to the public sector equality duty

Public Sector Equality Duty (PSED): the EHRC has published its guidance (right click on image) with a clear lead on the requirements for public bodies and their sub-contractors. The duty requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This will be measured annually through the publication of their Equality Analysis (which replaces EIA's) and details of engagement with people with an interest in the aims of the duty. We have produced a simple Equality Analysis template as part of our new PSED training workshop you can download this from our website along with a précis of this guide.

<http://www.theequalityacademy.com/resources/best-practice-examples>

Firms have been told to more than double the number of women on their boards:



Lord Davies of Abersoch has urged FTSE 350 companies to boost the percentage of women at the board table to 25% by 2015. But he stopped short of imposing quotas, unless voluntary measures fail. The CBI is also calling for its **'comply or explain'** proposal to be added to the UK Corporate Governance Code.

The most recent report from the Cranfield School of Management on female representation in the boardroom found that in 2009 women made up only 12.2% of directors of the FTSE 100 companies. FTSE 250 companies have an even lower proportion of female directors at 7.3%, and nearly half of them do not have any women in the boardroom, yet 57% of graduates are women.

Lord Davies called on chairmen to announce in the next six months their goals "to ensure that more talented and gifted women" get top jobs. He said "Radical change is needed in the mindset of the business community if we are to implement the scale of change that is needed a concerted effort still needs to be made to use female talent, otherwise companies will be missing out on a vast array of talent at their disposal."

<http://nds.coi.gov.uk/content/Detail.aspx?ReleaseID=414901&NewsAreaID=2>

Caste discrimination and harassment in Great Britain: There is provision in the Equality Act 2010 to amend it by Order to include caste discrimination as an aspect of "race". A study by the National Institute of Economic and Social Research finds that there is evidence of caste discrimination and harassment occurring, and that this is most likely in the workplace or in the provision of services, perpetrated by higher caste against lower caste individuals. It argues that extending the definition of race in the Equality Act to include caste would provide explicit protection. *Source: Government Equalities Office*

The Default Retirement Age (DRA) to be phased out in 2011: In practice this means employers will no longer be allowed to dismiss staff just because they have reached the age of 65. The change means that from 6 April, employers will not be able to issue any notifications for compulsory retirement using the DRA procedure.

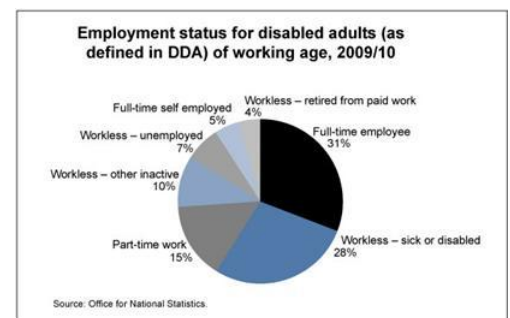


Between 6 April and 1 October, only those people who were told before 6 April, and who are due to retire before 1 October, can be compulsorily retired using DRA. After 1 October, employers will not be able to use DRA to force staff to retire. **Nb.** However, individual employers will still be able to operate a compulsory retirement age "provided that they can objectively justify it".

LGBT History Month: February is the month, go to <http://www.lgbthistorymonth.org.uk/> for all the events in your area and lots of great material and valuable resources. Now also endorsed by both the prime minister and leader of the opposition.



Barriers for disabled people at work: Disabled people are more than twice as likely as non-disabled people (56% compared to 26%) to experience restrictions in the type of work they do or the salary they are paid, according to the first official survey since 1997 of people with disabilities. The survey shows that almost one-fifth of disabled adults (19%) feel so anxious or lacking in confidence that they are unable to work - compared with 4% of the general population. *Source* *ONS:* <http://www.statistics.gov.uk/statbase/Product.asp?vlnk=15386>



In a separate report a Citizens Advice briefing found that seriously ill people are being inappropriately subjected to the Work Capability Assessment, the assessment does not effectively measure fitness for work and its application is producing inappropriate outcomes. The political pressure group Compass estimates that up to half a million people have been wrongly judged fit for work and disallowed incapacity benefit over the past 15 years.

Snowy Peaks: More than half (51%) of black, Asian and minority ethnic (BAME) senior managers surveyed believed that they had to work harder than their white colleagues for the same level of recognition, finds research from the Runnymede Trust, while just 12% of white survey respondents agreed. The report makes a number of key recommendations that include: Introducing bias-awareness training in the workplace targeted at senior executives, followed up by support in behaviour change and ensure recruiters are monitoring and reporting on race and gender at all stages of the executive recruitment process. See www.theequalityacademy.com for our guide to fairness in interviewing.

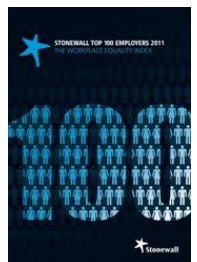
Source: *Snowy peaks: Ethnic diversity at the top* <http://www.runnymedetrust.org/>

NHS treatment of older patients: In a new report the Health Service Ombudsman Ann Abraham says the NHS is failing to treat older people with care, compassion, dignity and respect. The report, *Care and compassion?* is based on the findings of ten independent investigations into complaints about NHS care for people over the age of 65 across England. The Ombudsman’s findings show how ten older patients suffered unnecessary pain, indignity and distress while in the care of the NHS. Her investigations highlight common failures in pain control, discharge arrangements, communication with patients and their relatives and ensuring adequate nutrition. She says: *“The reasonable expectation that an older person or their family may have of dignified, pain-free, end of life care, in clean surroundings in hospital is not being fulfilled”* <http://www.ombudsman.org.uk/>



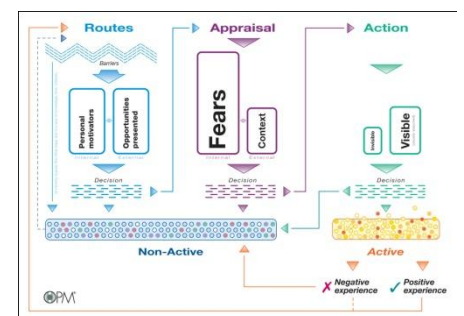
Nb. the provision of the Equality Act re it becoming unlawful to discriminate against adults aged 18 and over because of their age when providing goods, facilities and services and carrying out public function has yet to be confirmed.

Stonewall's top 100 LGBT employers: Stonewall's Employer of the Year for 2011 is the Home Office. The department is recognised for support for lesbian, gay, bisexual and transgender (LGBT) staff through senior leadership and its LGBT network group. It has pushed to increase the number of staff declaring their sexual orientation through a variety of initiatives led by the Permanent Secretary, with, for example, information from monitoring exercises leading to targets being set for LGB representation at the top levels of the organisation. Second on the list is Lloyds Banking Group, third Ernst & Young. (Right click on image to open link and download full report.)




Experiences of and barriers to participation in public and political life for lesbian, gay, bisexual and transgender people:

This research generates new evidence on the nature and levels of involvement by lesbian, gay, bisexual and transgender (LGBT) people in public and political life and the barriers to increased participation. The research critically examines the extent, nature and experience of involvement and participation in public and political life among LGBT groups, including the meaning and effects of being visibly LGB or T. [Right click here](#) for the summary



Black people '26 times more likely' to be stopped and searched: Analysis by the London School of Economics and the Open Society Justice Initiative found that there are 41.6 Section 60 searches for every 1,000 black people, compared with 1.6 for every 1,000 white people – making black people 26.6 times more likely to be stopped and searched. Asians were 6.3 times more likely to be stopped than whites, according to the analysis of Ministry of Justice figures for 2008-09. The figures relate to stop-and-searches under Section 60 of the Criminal Justice which allows police to search anyone in a designated area without specific grounds for suspicion.

The logo for the Open Society Justice Initiative, consisting of the text 'Open Society Justice Initiative' in blue, next to a black and white photograph of several hands clasped together in a supportive gesture.

Cameron speaks on multiculturalism:

Earlier this February David Cameron delivered a speech in Munich attacking 'state multiculturalism' and promoting 'muscular liberalism'.

Nick Griffin of the BNP commented "a further huge leap for our ideas into the political mainstream".

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