

Our duties

The Equality Act 2010 prescribes a number of aims that as a local authority we must pay due regard in relation to the protected characteristics of age, disability, gender, gender re-assignment, marriage and civil partnership, maternity and pregnancy, race, religion and belief, sexual orientation.

This requirement is known as the General Equality Duty. The Act also identifies some specific duties that are designed to help us meet the equality duty, known as the Specific Equality Duties

The General Equality Duty states, ‘...that the council in the exercise of our functions, must 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.

The Brown Principles

Our aim is for an integrated proportionate approach to meeting our equality and diversity duties. This means we include analysis of the impacts of our decision within our documents. These can include, although are not limited to, strategies, policies, cabinet reports, scrutiny reports, procurement specifications and service procedures. You will see our values through out the council, the way we do things and how we respond and treat our service users.

In all cases we adhere to 6 key decision-making principles

- **Knowledge** – Those making decisions are informed regarding their duties and this is brought to their attention at appropriate times.
- **Timeliness** – Equality is integrated from the beginning of a process or its initial stages and is continually considered
- **Real Consideration** – Rigorous and documented decision making has taken place. An appropriate audit trail is available.
- **Sufficient Information** – For those making decisions there is enough information to be fully informed and it is brought to their attention.
- **Responsibility** – Approval that considerations have been equitable takes place at the decision making level. It is not possible to delegate this responsibility. For example, contracting a third party will means both the council and the third party have the duty placed on them.
- **Review and Record Keeping** – There are adequate assurance steps to ensure that the intended consequences or impacts have taken place and future unidentified impacts can be dealt with and are recorded.

In all circumstance we will follow the principles shown above.