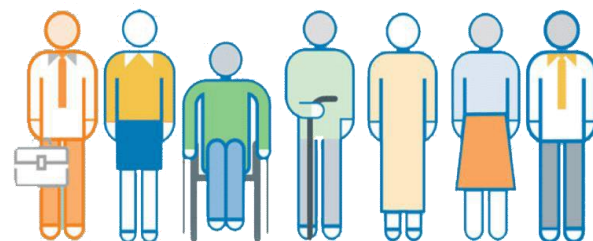


# Member Briefing on the Public Sector Equality Duty

21 November 2017



# What is the Public Sector Equality Duty?

Public authorities must, in exercise of their functions, have **due regard** to the need to:

- **eliminate discrimination, harassment and victimisation**
- **advance equality of opportunity** between those who share a protected characteristic and those who do not
- **foster good relations** between those who share a protected characteristic and those who do not



# What is 'due regard'?

*“In making decisions and in its other day-to-day activities a body subject to the duty must consciously consider the need to do the things set out in the general equality duty: eliminate discrimination, advance equality of opportunity and foster good relations...the greater the relevance and potential impact, the higher the regard required by the duty.”*

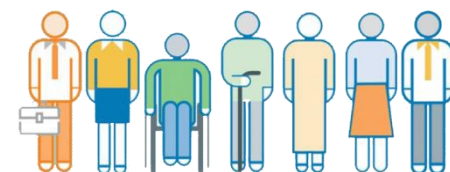
[Technical Guidance on the Public Sector Equality Duty for England para. 2.19 and 2.20](#)

# How do Officers demonstrate due regard?

All Officers are asked to disclose whether there are any implications relating to equality and inclusion under 'Corporate Implications' in Committee reports.

Officers can complete an Equality Analysis to **assess the equalities implications of a proposal on service users**

The [Equality Duty toolkit](#) outlines the full guidance and sets out exactly what needs to be identified in a report to committee



# When do Members demonstrate due regard in Committee?

In scrutinising proposals for decisions that affect people (i.e. City residents, service users, workers, tourists):

- When implementing or commissioning a new service
- When a service is terminated or reduced in particular areas
- When there are changes to the way a service is delivered e.g. moving to online access only
- Change of eligibility criteria, rules or practice for a service

