

Equality and
Human Rights
Commission

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The Equality and Human Rights Commission

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Argyll And Bute Council

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The Commission

- Remit to eliminate discrimination, reduce inequality, support good relations, promote and protect human rights
- 7 “protected characteristics”
 - Race, disability, gender, gender reassignment, sexual orientation, faith or belief, age.
- Works alongside Scottish Human Rights Commission

2009/12 our overarching strategy

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- Effective legislative and regulatory frameworks
- Fairer Britain - life chances and access to services
- Building a society without prejudice
- High quality information, advice and guidance
- Authoritative and responsive organisation

Current priorities in Scotland

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- Equality Bill
- Helpline, casework and transfer of expertise
- Public sector duties
- Independent Living
- Better workplaces
- Scoping persistent inequalities
- Stimulating and contributing to debates

PSD Projects

- “Capturing the Gains”
- Guidance on Financial decisions
- Section 31 assessment of Scottish Government equality impact assessment practice
- “Counting the Cost” - budget cuts and services

Equality Bill

- Will replace and harmonise existing equalities legislation
- Most aspects come into force in Autumn 2010 /11

Key aspects:

- New single public sector equality duty
- Socio-economic duty
- Tribunal powers to make recommendations
- Extend positive action
- Equal Pay provision for private sector

Public sector equality duty - 2010

- Eliminate discrimination, harassment, victimisation
 - or other prohibited conduct under Act
- Advance equality of opportunity
 - Remove or minimise disadvantage
 - Meet specific needs
 - Encourage participation in public life

Foster good relations

- Tackle prejudice
- Promote understanding



Good relations definition

- *‘a systematic, coherent and evidence based approach to tackling prejudice, promoting positive relationships and improving attitudes of institutions, individuals and communities in relation to people with protected characteristics’*

Good Relations indicators

- more positive interactions across different groups
- better attitudes to others
- increased participation and influence
- increased personal security
- a sense of belonging

EHRC Good Relations focus

- Scottish Gypsy Travellers
- Migrant integration
- Domestic Abuse/ violence against women
- PA harassment powers
- Disability related harassment

Contacting us

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