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The Equality and Human Rights Commission

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Argyll And Bute Council
Wednesday 10 February 2010

The Commission

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- 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

Equality and Human RightsCommission

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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

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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

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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

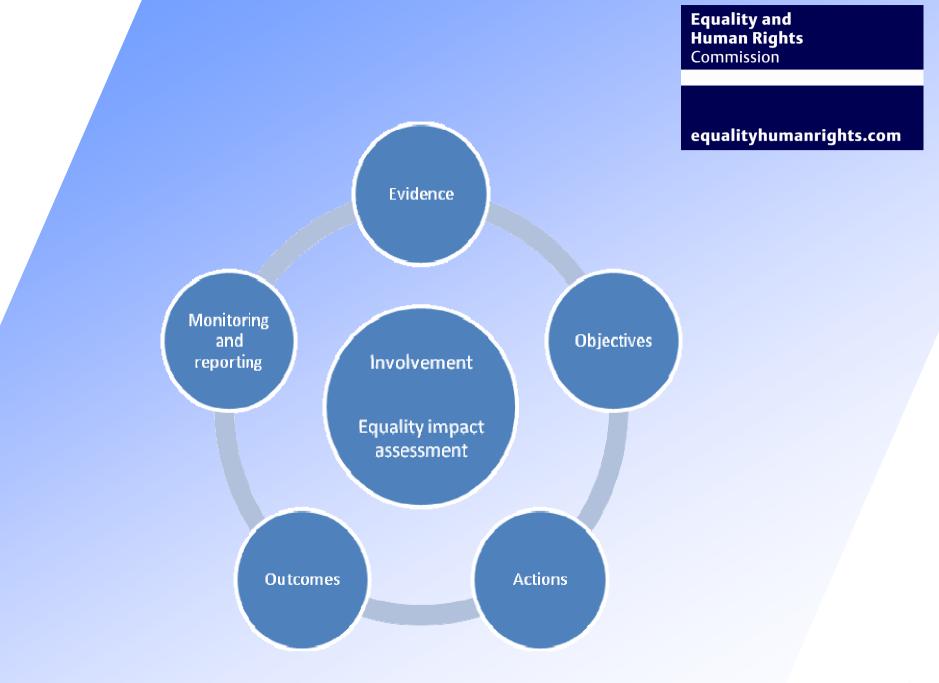
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Public sector equality duty - 2010

- 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



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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'

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Good Relations indicators

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

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EHRC Good Relations focus

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

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