

Treating People as Individuals

West Sussex County Council's
Equality Policy - 2010



CONTENTS

1. Foreword.....	1
2. Introduction.....	2
3. The County Council's Strategic Objectives.....	3
4. The County Council's Values.....	4
5. Engagement.....	5
6. The County Council's Corporate Equality Objectives.....	6
7. The County Council as an Employer.....	7
8. How the Policy Works.....	8
9. The Legal and Governance Frameworks.....	8
10. Conclusions.....	9

APPENDICES

Appendix 1 An Overview of the County Council's Legal Obligations in Relation to Equality and Diversity	10
Appendix 2 Treating People As Individuals - Governance Arrangements.....	15



1 FOREWORD



LOUISE GOLDSMITH
LEADER - WEST SUSSEX
COUNTY COUNCIL

What is this update and what does it do?

Welcome to the 2010 updated and refreshed Single Equality Scheme from West Sussex County Council, known as “Treating People As Individuals”.

“The Treating People As Individuals” policy was first introduced in 2007, together with a number of Equality Action Plans. In this refresh, we look at the evidence on equality and say what we are doing to make life better for customers and staff of the County Council.

We know that we have made real progress over the past three years and this is confirmed not only by our achievement against action plan objectives, but also by new initiatives that we have undertaken since 2007. For example, our action plan set objectives to make 100% of public buildings (which could be made accessible) accessible; and to design and deliver training for staff on the “Treating People As Individuals” policy. We have achieved both of these objectives. In addition, we have organised community events, supporting Black, Asian and Minority Ethnic (BAME) and Lesbian, Gay, Bi-sexual and Transgender (LGBT) History months, as well as organising a public sector diversity conference in 2009.

We also know, however, that there is still work to be done. Certain parts of our community are more likely to live in poverty, be out of work and/or experience prejudice and abuse. We need to ensure that our services are designed and delivered for the benefit of all, including those vulnerable and marginalized communities. We are working hard to ensure that this is the case.

The refresh of the “Treating People As Individuals” policy has provided an opportunity to celebrate what we have achieved, review our current work and identify and assess the challenges that lie ahead.

What are we going to do with the “Treating People As Individuals” Policy?

The policy will be used to ensure that the priorities set in our corporate strategies and plans are proactive in promoting equality. The policy is the cornerstone of our commitment to being a customer-focused organisation.

We recognise the challenges facing all public sector organisations due to the current financial climate. In this context, it is important that we continue to work towards providing services that residents and customers need and want, so that we deliver on our promise to make the most of West Sussex.

RELIGION
AND BELIEF

AGE

RACE

SEXUAL
ORIENTATION

DISABILITY

GENDER
REASSIGNMENT

SEX

PREGNANCY
AND
MATERNITY

MARRIAGE
AND CIVIL
PARTNERSHIP



2 INTRODUCTION

- 2.1 In 2007, the County Council developed and introduced the “Treating People As Individuals” (TPI) policy, which included a single equality scheme, based on the principle that the County Council exists to serve all the people of West Sussex. In addition to the policy, we developed Equality Action Plans, based on consultation with our customers and staff and implemented by individual directorates. Those plans are currently being reviewed and updated.
- 2.2 As the words “equality” and “diversity” are widely used and feature throughout this policy document, it is worth explaining what we mean by them. “Equality” means ensuring a framework that enables opportunity, access, participation and contribution on a fair and equal footing. “Diversity” acknowledges there are differences between people and that the organisation values and respects the variety of backgrounds, perspectives, values, and beliefs.
- 2.3 The County Strategy 2009-2013 (see section 3) outlines how the County Council will improve the ways in which we engage with the whole range of customers and communities to deliver excellent value for money services, when and where they want and need them.
- 2.4 One of the County Council’s aims, expressed in the County Strategy, is to be a truly customer-focussed organisation. The TPI policy has been one of the key drivers in helping move toward this strategic aim.
- 2.5 The County Council has a clear commitment to ensure services deliver the most appropriate combination of quality, value and choice to all, and this commitment is encapsulated in the customer promise:
- “With you, for you**
Making the most of West Sussex”
- 2.6 This promise means that we want to design services, manage services and develop standards with our residents and customers and that we will stand up for them and represent their interests. This shows a clear commitment to ensure services respond to what residents/customers need and want, so they can make the most of West Sussex.
- 2.7 The policy provides the focus for ensuring that in delivering on these priorities, directorates, business units and individual staff understand the County Council’s commitment to being inclusive of all our communities. It also provides the mechanisms for ensuring this commitment is delivered through the business planning process and the targets we have set for improvement.

3 THE COUNTY COUNCIL'S STRATEGIC OBJECTIVES

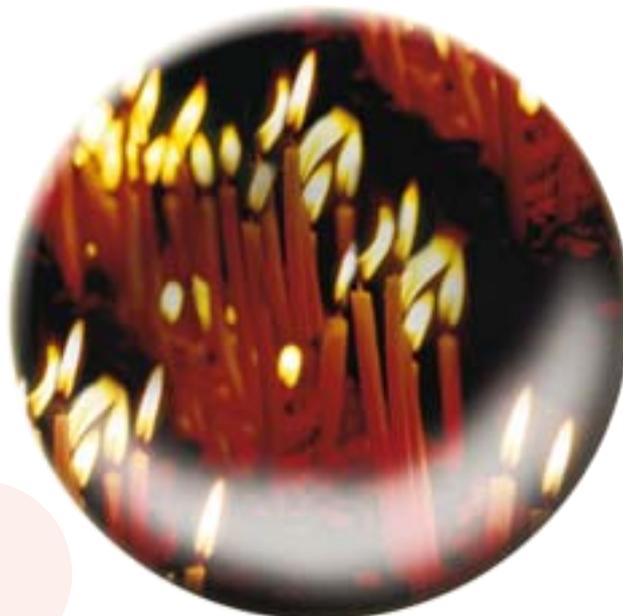
3.1 The County Council has agreed a four year County Strategy. This sets out what the County Council is trying to achieve in the period 2009–13. The County Strategy has four themes:

- **Keeping West Sussex Working:** this is about supporting people and businesses through difficult economic times and laying the foundations for future prosperity.
- **Keeping West Sussex Caring, Learning and Active:** this focuses on improving the quality of life for all, giving young people the best start in life and helping older and vulnerable people to maintain their independence.
- **Keeping West Sussex Sustainable:** this means that we need to look after the environment, reduce congestion, improve our highways and develop sustainable transport. The strategy recognises the need to safeguard natural resources both now and for the future.
- **Keeping West Sussex Safe:** Quite simply we will work to keep the county safe for everyone in their daily lives and help to build a stronger cohesive community.

3.2 The influence of the County Council is much wider than the services it provides directly. The County Council works in partnership with a range of other bodies for example the health service, police, district and borough councils, the voluntary and community sector, businesses and many more. By working together we can do more and achieve more than we can individually.

3.3 We are working to develop our services with the people who use them. Following consultation in August 2010 the West Sussex Association for Disabled People (WSAD) responded that within Adult Services, WSCC has a good track record and a positive attitude towards involving disabled people in service development and provision. The successes of the Direct Payment and Individual Budget schemes highlight this.

3.4 We need, however, to ensure that this experience is repeated across all of our service areas and to learn from others as to what works best in a range of situations.



4 THE COUNTY COUNCIL'S VALUES

- 4.1 The County Council has, through this policy, made a commitment to treat people as individuals. This commitment applies as much to the Council's staff as to its customers. It is underpinned by two important values – providing services to everyone and being a fair place to work.
- 4.2 When the policy was being developed, these values provided the foundation for our commitment to treating people as individuals and they remain valid in 2010.
- 4.3 We have further developed these values through our Promise Behaviours, where one of the 4 behaviours we expect to see all staff demonstrate is that “We build trust with customers and work with them to find the best solutions”. This behaviour is measured against a positive indicator of “I see customers and colleagues as individuals with different needs”.
- 4.4 We introduced a mechanism known as Customer Focus Appraisals (CFA), to ensure that the views of customers are built into the decision making processes of the County Council. The CFA ensures that the likely impact of a decision on customers is taken into account.

A more detailed explanation of the CFA process can be found on our website:
www.westsussex.gov.uk
- 4.5 We recognised the need to make all of our managers and front line staff aware of the Treating People As Individuals Policy and we funded a Diversity in Employment project to deliver a number of outcomes to support this. (See Section 7)
- 4.6 Our commitment to the values will be tested as we face up to changing demands and decisions associated with budget pressures on our services, particularly those provided to the more vulnerable members of our communities.



5 ENGAGEMENT

- 5.1 Understanding the views of our residents and customers is vital if we are to continue to serve them properly. The County Council has a long standing commitment to involving its customers and communities in the development of its policies and services. For example, assessing the impact on all communities is a standard requirement in key decisions taken by elected members.
- 5.2 Equally important is the need to engage with staff at all levels in the organisation. This helps to ensure that the policy is meaningful to those staff who are key in ensuring that we do treat people as individuals.
- 5.3 We fund and support three Staff Groups who are actively involved in consultations on corporate and employment policies as well as a range of community based activities to promote services within our communities.
- 5.4 In order to ensure that the policy would continue to reflect these commitments, we carried out an engagement exercise with both customers and staff over the period of May to August 2010.
- 5.5 We reviewed our existing data and information on our diverse communities and identified gaps in our knowledge. We then worked with Equality Works, a leading consultancy in all areas of equality and diversity, who carried out a series of consultation meetings with external clients. We also held a number of internal focus groups. The report of their findings is available from our Customer Insight team.
- 5.6 All of the information that was collected will be analysed and used to support the inclusion of equality objectives in the corporate business planning process. Our corporate objectives are outlined at section 6.
- 5.7 Having set a target, we need to monitor our performance against it and, if this reveals a problem, adjust our approach to ensure the target is either met or revised. This will be undertaken as part of the County Council's corporate Performance Management System, monitored by the Council's Head of Performance.
- 5.8 We have a Corporate Consultation Toolkit, developed in 2007, which includes guidance on how to engage with all of our customers.



6 THE COUNTY COUNCIL'S CORPORATE EQUALITY OBJECTIVES

Our corporate equality objectives were developed through the engagement and consultation process outlined at Section 5, together with the information held by our Customer Insight Team. These were agreed by the Chief Executive's Board on 11 October 2010 and approved by the Leader/Cabinet Member on 21 October 2010. The objectives are to:

- show leadership and commitment in promoting equality and inclusion;
- know our diverse communities and understand their changing needs;
- promote equality, diversity and good practice and ensure that the County Council is recognised by other authorities and agencies as an exemplar of good/exceptional practice;
- ensure that the County Council meets statutory requirements;
- promote equality and diversity objectives through our procurement strategy;
- actively engage our diverse communities in decision making processes to improve the services we provide;
- provide responsive services that meet the needs of our diverse communities and are accessible to all;
- have a workforce which reflects the diversity within our community where everyone is treated with dignity and respect;
- promote participation of under-represented groups in civic and public life; and
- ensure that elected members and staff have the knowledge and confidence to tackle equality and diversity issues and are ambassadors for the equality agenda.



7 THE COUNTY COUNCIL AS AN EMPLOYER

- 7.1 “Being a fair place to work” is at the heart of the County Council’s approach to its employees.
- 7.2 In 2008, the County Council recognised that there was a need to develop a strategic approach to equality and diversity in employment by monitoring, analysing and reporting on the employment cycle. Funding was agreed for a Diversity in Employment Project to deliver this approach.
- 7.3 The project has delivered a number of successful outcomes on time and within budget. These included:
- two e-learning modules on equality and diversity;
 - team workshops for front line staff on the Treating People As Individuals policy;
 - improved data and monitoring information on our workforce;
 - a corporate process and budget for reasonable adaptations in the workplace;
 - upgrading voice activated software to current top specification; and
 - an improved process for funding and supporting reasonable adjustments in the workplace.
- 7.4 The project, which ended in April 2010, has been a key measure in setting the foundation for embedding ‘diversity’ into the County Council’s strategic employment policies and operational practice.
- 7.5 In addition, we have continued to support the work of our three staff groups, Lesbian, Gay, Bi-sexual and Transgender, Disabled and Black Asian and Minority Ethnic. We have been active in our communities through the promotion of events celebrating Black History Month, Pride and International Women’s Day.
- 7.6 In October 2009 we organised a very successful one day conference, Developing Diverse Talent for public sector organisations across the South East of England. This was the first of its kind for the County and based on the evaluations and feedback, the Chief Executive’s Board and the Leader of the Council have agreed that this should become a regular event.



8 HOW THE POLICY WORKS

- 8.1 The Treating People As Individuals policy 2010-13 is a refreshed version of the first Treating People As Individuals policy 2007-10. The policy enhances the range of major strategies that engage partners, communities and public services in the county. These are:
- Working together for a better future: The West Sussex Sustainable Community Strategy
 - The West Sussex Corporate Strategy 2009-13.
- 8.2 The policy sets out the strategic direction for equality and diversity in West Sussex County Council over the next three years. It is not intended to provide the detail about specific objectives, these will be found in directorate business and service plans. Instead, it provides a framework against which such objectives can be developed.
- 8.3 The policy takes full account of current statutory requirements and legislation – particularly the 2010 Equality Act. It has been developed with a range of residents, customers and staff as described in section 5.

9 THE LEGAL AND GOVERNANCE FRAMEWORKS

- 9.1 The drivers for the policy are clearly stated in the Introduction – the commitment to treating people as individuals in order to design and deliver services to meet people's needs. There is also a requirement on the County Council to ensure that we comply with our legal obligations and a summary of these is contained in Appendix 1. We are refreshing our policy at a time when the Equality Act 2010 has received Royal Assent and the provisions of which will begin to be enacted from October 2010.
- 9.2 It is important to ensure ownership of the TPI policy at all levels across the County Council. As part of the work of the Equality Lead Officer Group, a governance framework and structure was developed and approved by the Cabinet Member and the Chief Executive's Board. The governance framework allows the County Council to be clear about its approach to equality and diversity, as well as providing arrangements for ensuring that issues can be properly addressed and/or escalated if necessary.
- 9.3 The framework is attached at Appendix 2.



10 CONCLUSION

- 10.1 This refreshed policy is a further step on the County Council's journey to becoming a more customer-focused organisation. It sets out our vision, our values and objectives.
- 10.2 We know that over the past three years we have achieved progress against our action plans, but we are aware of the challenge to maintain this progress against a background of severe financial and organisational pressures.
- 10.3 We know that as all public sector organisations face difficult challenges in maintaining vital services with less funding, those who already experience disadvantage are the people likely to suffer the most through the loss of services. We believe this makes it more important than ever that we continue to Treat People As Individuals and ensure that inequality does not become more prevalent.
- 10.4 We will, therefore, continue to monitor our actions and ensure our policy is kept up to date. We will also formally review it in line with our Corporate Strategy timescales and/or any legislative requirements.
- 10.5 The policy and appendices are published on our web site and can be made available in hard copy on request.
- 10.6 We will also publish annually our achievements against the outcomes identified in our Business Plans.



An Overview of the County Council's Legal Obligations in Relation to Equality and Diversity

Overview and Summary

The County Council has a wide range of legal obligations in relation to Equality and Diversity. These include specific duties imposed by various Equalities legislation (for example as an employer and public authority), general duties and the overarching obligations imposed by the Human Rights Act 1998. These obligations are welcomed.

The County Council is committed to meeting its Equalities obligations and doing so in a way which will make a positive difference to our staff, customers and communities.

We do not view these obligations in a tokenistic, tick box way. Instead, the aim is to view the obligations as levers for change which we can use to deliver better outcomes. This is in line with our overarching policy position on Treating People as Individuals.

This document aims to identify the broad legal obligations placed upon the County Council in relation to Equalities.

The Legal Obligations

Attached at Annexe I is a general and brief summary of the principal legal provisions in relation to Equality and Diversity. The summary is not comprehensive, because of the broad scope of Equalities and Diversity. The legislation is also evolving and so only the principal provisions are covered, including the new Equality Act 2010. This annexe should not be taken as definitive statement of the law on Equalities generally.

Corporate Obligations

In addition to the negative or restrictive obligations (for example obligations which prevent the County Council from discriminating against people) there are also positive obligations on the County Council. These require positive actions to achieve an outcome, for example eliminating unlawful discrimination or promoting equal opportunities.

The areas in which positive duties are most advanced are race, disability, gender and age. These general duties are often backed up by a specific duty to produce a scheme setting out the County Council's approach to the general duty including an action plan. These action plans will include an obligation to undertake impact assessments i.e. to consider the impact services, policies or practices have on specific groups and identify any barriers to access, or inequality in terms of outcome. The County Council has produced a Corporate Equality Scheme which, in addition to covering Race, Disability and Gender, also covers sexual orientation, age and faith.

Human Rights

The Human Rights Act 1998 does not create new rights for citizens. However it does allow citizens to enforce their existing rights under the European Convention on Human Rights in the domestic Courts in the UK. It also makes it unlawful for a public authority like the County Council to act to breach an individual's rights under the Convention.

The Convention confers a number of rights including the right to life, to freedom from detention, respect for privacy, and enjoyment of property and so on. The provision of services and decisions about the County Council's powers and duties may well engage an individual's Convention rights. Article 14 provides that, in respecting these rights, public Authorities may not discriminate on any ground including those specified, such as age or race. This list is not exhaustive, and so discrimination on grounds which are not specified will also be unlawful. However, Article 14 only applies to the enjoyment of rights under the Convention. It does not provide an overarching Convention right not to be discriminated against.

Legal Obligations in relation to Equalities and Diversity

This paper will provide brief guidance on some of the principal legal obligations arising under the following strands of Equality:

- Disability;
- Race;
- Gender;
- Religion / Faith;
- Sexual Orientation; and
- Age.

There is much current Primary legislation (Statute) and Secondary legislation (Regulation or Statutory Instruments), which govern behaviour in these areas of Equality.

This paper has only covered the strands of Equality in brief. From October 2010, the law on Equalities has been streamlined under the new Equality Act 2010.

A. Disability

1. The Disability Discrimination Act 1995 (DDA) makes it unlawful to discriminate against disabled people in employment, the provision of goods or services and the buying or letting of land, and premises.
2. A person has a disability if they are someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. This was the definition as at August 2010. From October 1st 2010, there is no longer a requirement that an impairment affects certain listed capacities (such as mobility, sight, hearing). Instead, there is a more general requirement that the impairment must be long-term and have an impact on a person's ability to carry out normal day-to-day activities.
3. The DDA also places a positive duty on public sector authorities to promote disability equality and requires the same to maintain a Disability Equality Scheme.
4. The DDA requires treatment of disabled people in the workplace in a way that either makes reasonable adjustments for them to maintain working and/or does not treat them less favourably.

B. Race

5. The Race Relations Act 1976 (as amended) (RRA) makes

it unlawful to treat a person less favourably than others on racial grounds. This means on grounds of race, colour, nationality (including citizenship) and national or ethnic origin.

6. The RRA provides protection in the fields of employment, education, training, housing and the provision of goods, facilities and services.
7. It also places a general duty to:
 - Eliminate unlawful discrimination;
 - Promote equality of opportunity; and
 - Encourage good relations between persons of different racial groups.
8. This general duty is supported by specific duties such as; to publish a Race Equality Scheme, which must be updated every 3 years.

C. Gender

9. The Equal Pay Act 1970 (EPA) gives an individual a right to the same contractual pay and benefits as a person of the opposite sex in the same employment, where the man and the woman are doing like work, or work rated as equivalent under a job evaluation, or work that it is of equal value.

The employer will not be required to provide the same pay and benefits if it can prove that the difference in pay or benefits is genuinely due to a reason other than one related to sex.

10. The Sex Discrimination Act 1975 (as amended) (SDA) prohibits sex discrimination against individuals in the areas of employment, education, and the provision of goods, facilities and services and in the disposal or management of premises. It also prohibits discrimination in employment against marriage, civil partnerships, pregnancy, maternity and those intending to undergo, or who are undergoing, or who have undergone gender reassignment. This covers less favourable treatment due to an employee's absence for the gender re-assignment treatment. The Equality Act 2010 now also prohibits discrimination on the grounds of gender reassignment to remove any requirement for the person to be under medical supervision.

Legal Obligations in relation to Equalities and Diversity

11. The Equality Act 2006 created general and specific duties on public authorities to promote equality of opportunity between women and men ('the gender duty'), and prohibit sex discrimination in the exercise of public functions.

D. Religion and Faith

12. The Equality Act 2006 made discrimination unlawful on the grounds of religion or belief, in the provision of goods, facilities and services, education, the use and disposal of premises, and the exercise of public functions. It has been unlawful to discriminate on such grounds before this however; in the workplace, under the Employment Equality (Religion or Belief) Regulations 2003.

E. Sexual Orientation

13. The Equality Act 2006 made it unlawful (subject to certain exemptions) to discriminate on the grounds of sexual orientation in the areas of the provision of goods, facilities and services; the disposal and management of premises; education and the exercise of public functions. The Employment Equality (Sexual Orientation) Regulations 2003 had previously made discrimination on the grounds of sexual orientation unlawful in relation to employment and education.

F. Age

14. The Employment Equality (Age) Regulations 2006 cover all employees and workers of any age, protecting them from age discrimination. All aspects of employment are protected including, recruitment, employment terms and conditions, promotions, transfers, dismissals and training. There is currently a default retirement age of 65 years – this is however intended to be phased out by October 2011.

G. Human Rights

15. The Human Rights Act 1998 incorporates into UK law the European Convention on Human Rights, making civil and political rights enforceable by the Courts. The Convention is made up of Articles, of which Articles 2 to 12 and 14 are incorporated into UK law.

16. The HRA requires public authorities to act in a way that does not breach, or infringe an individual's Convention Rights. The term public authority includes bodies such as; the Police, Local Authorities, the Courts and Government Departments and Agencies.

Equality Act 2010

Introduction

“The Equality Act 2010 (EA) is intended to provide a legislative framework to protect the rights of individuals and advance equality of opportunity for all; to update, simplify and strengthen the previous legislation; and to deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society” – Statement from the Government Equalities Office website.

The EA came into force from October 2010, but implementation will be staggered and so not all provisions will be introduced at the same time. The expected plan for introduction includes that the main parts of the EA relating to employment, equal pay and services, education (further, higher and schools), public functions and associations will come into force in October 2010.

The public sector equality duty will commence from April 2011, along with the combined, or dual, discrimination provisions.

Protected Characteristics

The new EA sets out 'protected characteristics', similar to what we know now in practice as 'strands' of equality; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Individuals are protected from discrimination on these grounds.

Types of Discrimination

Anti-discrimination law has always prevented direct discrimination, indirect discrimination, harassment and victimisation, but the EA will extend the types of discrimination to include all of the following;

Legal Obligations in relation to Equalities and Diversity

Associative Discrimination

This is direct discrimination against an individual because they associate with someone who has a protected characteristic.

Discrimination by Perception

This is direct discrimination against an individual because others think they possess a particular protected characteristic.

Direct Discrimination

Someone is treated less favourably than another person because they possess a protected characteristic.

Indirect Discrimination

This is where there is a provision, criterion or practice that applies to everyone, but disadvantages a group of people who possess a particular protected characteristic.

Harassment

This is unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or creating a hostile, intimidating degrading, humiliating or offensive environment for the person. Employees can now complain of behaviour they find offensive even if it is not directed against them. This includes harassment based on association or perception.

Harassment by a third party

Employers are potentially liable for the harassment of their staff by people they don't employ, where this happens on more than 3 occasions – if it is in the course of their employment. These provisions are extended to cover all characteristics except for pregnancy and maternity, and marriage and civil partnership.

Victimisation

Someone is subjected to detriment because they have done, or it is believed they have done, or may do a protected act (i.e. bringing proceedings under the EA, giving evidence in connection with the same, or making an allegation that someone has contravened the EA).

There will also be combined, or dual, discrimination, which means that a person has suffered unfavourable treatment, because of a combination of two protected characteristics

and further, special provisions dealing with pregnancy and maternity type discrimination.

It will allow claims to be brought in relation to two protected characteristics and will apply only to direct discrimination on the grounds of age, disability, gender re-assignment, race, religion or belief, sex and sexual orientation. It is anticipated that this provision will come into effect in April 2011 at the earliest.

Other EA changes

The EA will also contain a number of changes regarding the definitions of characteristics (such as in disability, race and gender reassignment), there will also be defences of occupational requirements and genuine material factor in Equal Pay disputes (these are similar to current provisions).

Positive Actions

The EA will contain two positive action provisions – the first of which is to allow proportionate action to be taken to address disadvantage, or under representation, or to meet the particular needs of those who share a protected characteristic. This will allow local authorities to continue to use the positive action steps already in place under current positive duties. The second provision is allowing the use of positive action on a case by case basis when recruiting and promoting; ie selection from an under represented group if there is more than one suitable candidate to choose from.

Public Sector Duties

A single equality duty will be created for all of the protected characteristics, except for marriage and civil partnership. This new duty will place a proactive requirement on public bodies to have regard, in the exercise of their functions, to the need to;

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is unlawful under the EA;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

ANNEXE I

Legal Obligations in relation to Equalities and Diversity

The duty is not just to measure the impact of policies and services, but to consider in advance how they can ensure that everyone can appropriately use and access public services. There will be a further specific duty to achieve this; the equality reporting duty – for public sector employers to report specific workforce equality data.

Link to Local Government Employers Advisory Bulletin 566 June 2010 on The Equality Act 2010 – A Guide for Local Authority Employers

<http://www.lge.gov.uk/lge/core/page.do?pagelId=119651>

Equalities Legislation at a Glance

This link provides a round-up of all the equality and diversity legislation that public bodies must be aware of, plus external links to the full legal texts;

<http://www.idea.gov.uk/idk/core/page.do?pagelId=5145524>

The Office of Public Sector information contains a comprehensive list of all Statutes and Regulations generally;

<http://www.opsi.gov.uk/>

General Information on Equalities Issues

The Equality and Human Rights Commission (EHRC) have issued Codes of Practice for consultation to assist with various equalities issues arising. For example; sex discrimination, equal pay, gender equality, race equality in employment, racial equality in housing, employment and occupation and various disability codes for schools and education bodies, trade organisations and qualification bodies, and for access to services and transport. There are no statutory codes on sexual orientation, religion or belief and age discrimination.

The EHRC also has comprehensive website of the legislative framework, individuals' rights and guidance documents.

The Codes can be found at:

<http://www.equalityhumanrights.com/legal-and-policy/equality-act-codes-of-practice/>

The general EHRC website address is:

<http://www.equalityhumanrights.com/>

The Government Equalities Office (GEO) has responsibility for equality strategy and legislation. It is also the place to monitor the implementation of the Equalities Act 2010.

<http://www.equalities.gov.uk/>

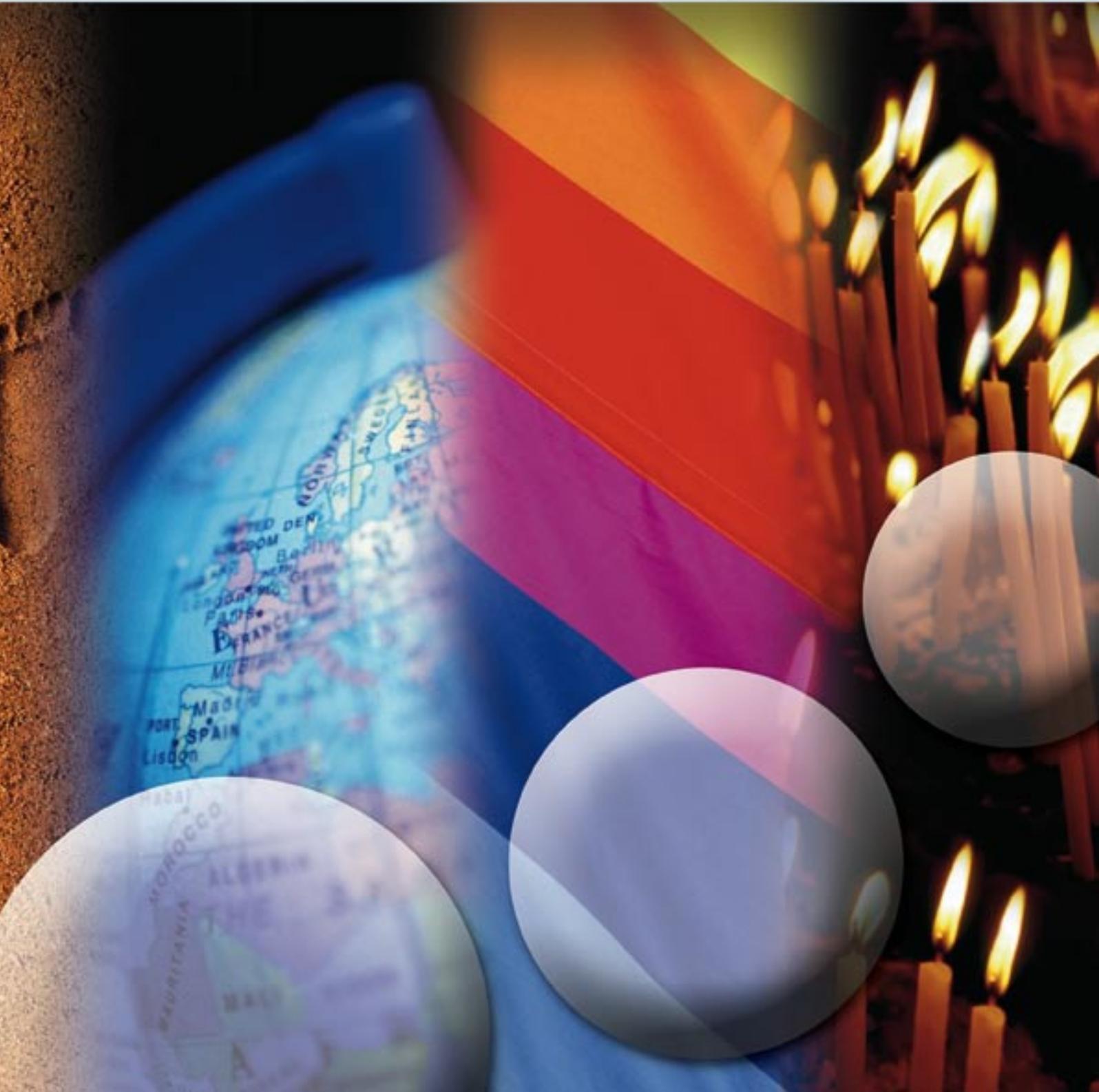
APPENDIX 2

Governance Arrangements

Level	Responsibilities	Who
Members & Cabinet	Overall responsibility for ensuring that service provision and otherwise engaging with people is, where reasonably possible, tailored to the needs of the individual customer.	Leader of the County Council
All the County Council's Select Committees	Examine and review decisions and actions of the Cabinet and Cabinet Members.	Policy and Resources Select Committee
Chief Executive's Board	Responsible for ensuring the Corporate frameworks are in place to deliver the policy, together with the resources needed to achieve positive outcomes for all customers	Chief Executive, Executive Director Communities Executive Director Customers and Change
Equalities Lead Officer Group (ELOG)	Provide strategic support to members and the Chief Executive's Board in setting equalities values and priorities. Monitor and report on assessments and reviews of policy/service. Ensure corporate decisions are implemented at directorate level.	SMG Lead Officer for E&D. Directorate Lead officers, Staff Group Reps and TU rep.
Business Unit Managers	Take responsibility for raising awareness of the Treating People as Individuals Policy and act in compliance with the policy. Delivering policies, plans and guidance on tackling inequality and making the most of diversity. Contribute to CFA's by generating ideas and providing information that supports a successful assessment and better outcomes for individual customers. Refer issues that need Board/Member input via Directorate Lead Officer to Equalities Lead Officer Group.	Members & Cabinet

Governance Arrangements

Level	Responsibilities	Who
Head of Performance	<p>Corporate responsibility for monitoring performance against targets, ensuring that if problems occur, approaches are adjusted to enable targets to be met.</p> <p>Providing expert advice on the equalities aspect of service-planning</p>	Head of Performance and Business Improvement
All Staff – front line and back office	Be aware of the Council's policy and ensure compliance with all relevant provisions.	Senior and Operational Managers



ACKNOWLEDGEMENTS

WSSC would like to thank all the people who have been involved in the refresh of this policy

For information on this or any other re document please contact: Laurence Cr or Email laurence.crossan@westsussex.gov.uk



If you would like this policy document in other formats, such as audio, large print or in a different language, please call us on 01243 382649.

www.westsussex.gov.uk

WS740 10.10