

# RUNNYMEDE BOROUGH COUNCIL EQUALITY POLICY

## **The Equality Act 2010**

Under the Equality Act 2010 (the Act), it is illegal to discriminate against another on the basis of that persons' age, disability, sex, race (which includes a person's colour, ethnicity or nationality), religion or beliefs and sexual orientation. In addition, it is illegal to discriminate on the basis that a person is married or in a civil partnership, is pregnant or has undergone or seeking to undergo gender reassignment.

## **The Public Sector Equality Duties**

The Act also imposes a 'general duty' and two 'specific duties' upon all public authorities, including Runnymede Borough Council.

The general duty requires that wherever the Council exercises any of its public functions, it must have due regard to the need to:

- Eliminate unlawful discrimination;
- Advance equality of opportunity; and
- Foster good relations between people of different backgrounds.

In order to ensure that it properly adheres to this general duty, the Council and its various service departments have adopted a practice of carrying out equality screening and / or equality impact assessments prior to the relevant service department undertaking any particular action or decision which will potentially have a disproportionate impact on a particular group or sector of the community. Accordingly the Council has begun incorporating its duties under the Act into its relevant services areas, and will continue to do so.

The Council's document templates for the equality screening and equality impact assessment exercises can be viewed on the Council's website here:

<http://www.runnymede.gov.uk/portal/site/runnymede/menuitem.3af6fa224b292168c4a81c10af8ca028/>

The specific duties require the Council to:

- (i) publish equality data / statistics relating to both, its employees and the people it serves (residents of the Borough of Runnymede); and
- (ii) publish 'Equality Objectives'.

The Council's published statistics of its staff and residents can be viewed here:

<http://www.runnymede.gov.uk/portal/site/runnymede/menuitem.053f3359a8f21168c4a81c10af8ca028/>

whilst its Equality Objectives can be viewed here:

[INSERT LINK]

## **Vision and Review**

The Council is conscious that individuals and groups can experience a range of barriers or disadvantages that prevent them from enjoying the same quality of life as others. The Council

is committed to ensuring that its services are available to, and accessible by, all members and sectors of the community.

The Council will monitor its conformity with the Act and performance generally in respect of equality issues on an ongoing basis through the following measures:

- by measuring its success in meeting its published Equality Objectives;
- through feedback, comments and complaints received by its residents / service users;  
and
- by endeavouring to undertake its own regular reviews of its services.