

Equality policy

Camden has an ambitious equality agenda to address the needs of people who have traditionally been disadvantaged or treated less favourably based on their race, sex, disability, age, gender reassignment, marriage and civil partnership, pregnancy and maternity, sexual orientation or religion/belief. We are committed to ensuring that:

- our services give satisfaction to all
- our policies and procedures don't have any unintended adverse impacts
- our workforce is representative at all levels

Our objectives

As a backdrop to the ground-breaking work carried out to examine inequality in Camden via the equality taskforce, the Equality Act 2010 placed a legal obligation on all local authorities to publish equality objectives and monitor those objectives on a yearly basis.

Our objectives, published in April 2012, are:

- protect the social mix of the borough, supporting all our communities to get on well together;
- improve the economic chances for Camden's most disadvantaged groups;
- prioritise support to those most in need, informed by a greater understanding of our communities;
- ensure all residents have access to the help they need to resolve their problem;
- increase the opportunity for all Camden residents to fulfil their potential and participate in the renewal of the borough; and
- promote staff development and career progression across the organisation to ensure equality of promotion prospects.

Equality Act 2010

In April 2010 the Equality Act replaced previous anti-discrimination laws with a single act to make the law simpler.

The act covers nine equality groups (called 'protected characteristics'), which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment.

The protected characteristics are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion and belief;
- sex; and
- sexual orientation.

The Equality Act sets out the different ways in which it is unlawful to treat someone, such as direct and indirect discrimination, harassment, victimisation and failing to make a reasonable adjustment for a disabled person.

Public Sector Equality Duty

The Public Sector Equality Duty is a part of the Equality Act which requires public bodies such as Camden to consider all individuals when deciding policy, delivering services, and as an employer.

It requires public bodies to have had 'due regard' to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

The Equality Act explains that having 'due regard' involves:

- removing or minimising disadvantages suffered by people due to their protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Public bodies have specific obligations to publish equality information and to set equality objectives. The specific requirement that public bodies must publish information is to demonstrate that they have consciously thought about the Public Sector Equality Duty as part of the process of decision-making.

Equality information

As a public body we have to publish information to show how we are complying with the Public Sector Equality Duty. You can access this information either on our main website, or on Camden Data (a website where we hold all of our performance information and statistics). Examples of the type of data we hold include:

- 2011 Census Key Statistics and Quick Statistics: summary profiles for Camden and Camden wards
- 2011 Census Key Statistics and Quick Statistics: first analysis of the Census data published in December 2012

Monitoring and reviewing

Camden ACL service will monitor and review equality and diversity at:

- Termly contract monitoring meetings
- OTLs
- Termly Service wide review meetings and
- Termly In house review meetings
- Learning walks
- Learner support documentation checks

Other legislation

Human Rights Act 1998

The Human Rights Act incorporates provisions from the European Convention on Human Rights into UK Law. The Act does not provide a stand-alone right not to be discriminated against. Article 14 of the convention, however, enshrines the right to enjoy any of the other Convention rights and freedoms without discrimination on any grounds such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status. More information can be obtained from the Liberty website: www.liberty-human-rights.org.uk.

Gender Recognition Act 2004

The Act created full legal recognition for a transgender person in their new gender. Further information can be obtained from the Department of Constitutional Affairs website: www.justice.gov.uk (Department of Constitutional Affairs website).

Civil Partnership Act 2005

The Act allows same sex couples to legally register their relationship. Further information can be obtained from the Government's Women and Equality Unit: Women and equality unit website.

Marriage (Same Sex Couples) Act 2013

The Marriage (Same Sex Couples) Act 2013 is a Bill to make provision for the marriage of same sex couples in England and Wales. The first ceremonies will take place on 29 March 2014.

For more on various Equality related policies, please refer to this webpage :

<https://lbcamden.sharepoint.com/sites/intranet/search/Pages/intranet.aspx?k=equality%20policy&q=1033>