

Requirements of The Equality Act 2010

What must the School do and by when?

1. In brief, regulations require public authorities including universities to publish:
 - at least annually, information demonstrating compliance with the equality duty. This information must be published 31 January 2012, and
 - at least every four years, one or more specific and measurable equality objective. Equality objectives need to be published by 6 April 2012.

2. The Government Equalities Office published guidance in October 2010. It states that:
 - public bodies must publish information that shows their compliance with the Equality duty. This means that the information they publish must show that they have die regard to the need to;
 - eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act;
 - advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
 - foster good relations between people who share a protected characteristic and people who do not share it.

3. The protected characteristics are:
 - Age
 - Disability
 - Gender reassignment
 - Marriage or civil partnership (but only in respect of eliminating unlawful discrimination)
 - Pregnancy and maternity
 - Race – this includes ethnic or national origins, colour or nationality,
 - religion or belief – this includes lack of belief
 - Sex
 - Sexual orientation

What information needs to be published?

4.1 The information must include information relating to employees who share a protected characteristic and information relating to people who are affected by the public body's policies and practices which includes students. This must be published by 31 January 2012.

When do we need to set equality objectives?

5.1 It is for every public body to decide what equality objectives to set. A public body should take account evidence of equality issues across all of its functions; consider issues affecting people sharing each of the protected characteristics; and think about each of the three aims of the Equality Duty. The number of objectives should be

proportionate to the public body's size; the extent to which its functions affect equality; and the evidence that such objectives are needed. In setting objectives A public body may find it helpful to think about:

- evidence it could use to inform the objectives;
- types of equality issues raised by its staff and customers;
- where the evidence indicates that equality performance is poor
- what objectives could be set to stretch the organisation to perform better on equality issues in key areas;
- whether there is scope to benchmark equality information and objectives against similar public bodies;
- whether to set short term, medium term or long term objectives in different areas, and
- how progress against the objectives will be measured

Where do we need to publish information and objectives?

6.1 Equality information and equality objectives can be published as part of another document, such as the public body/s annual report or business plan. If some information is published periodically throughout a year; public bodies may want to consider how to link to all the relevant information together.

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