



Government
Equalities Office

Putting equality at the heart of government

The Equality Act 2010: What public bodies must do to make things fairer

Tell us what you think



EasyRead of
“Equality Act 2010: The public sector
Equality Duty: Promoting equality
through transparency: A consultation”



August 2010

Before you start



This survey has some ideas which are hard to understand.

You might want to have someone to support you to read it.



Need an accessible format?

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By email:

specificduties@geo.gsi.gov.uk



By post:

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accessible formats
Government Equalities Office
Zone J10
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Bressenden Place
London, SW1E 5DU**



By telephone:

0303 444 3041





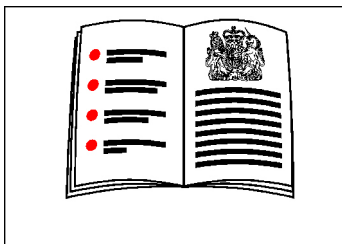
We want to know what you think

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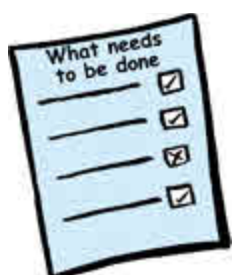
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We want to know what you think



This survey is about some new rules that the Government is planning.



There is a new law about making things fairer and more equal in Britain. It is called the Equality Act 2010.

The new rules will tell public bodies what they need to do to make things fairer and more equal in Britain.



We want your help to get these new rules right.



If you already know what the Equality Act 2010 is about, then go to page 4.

About the Equality Act 2010



The laws we have now about treating everyone fairly and equally have been made better. The **Equality Act 2010** is how the Government has done this.

It makes our laws about treating people fairly and equally simpler. It also makes them stronger in many ways.



Equality means giving everyone the same chances no matter how different they are. This can mean sometimes giving some people extra help.

What the new law does



The Equality Act 2010 makes **public bodies** think about how they can do things in a fairer and more equal way.



The Government is planning new rules to help public bodies do this well.



Examples of public bodies are Government departments, local councils, NHS hospitals and social services.



Equality Duty

A **Duty** is what the law says a person or an organisation must do.

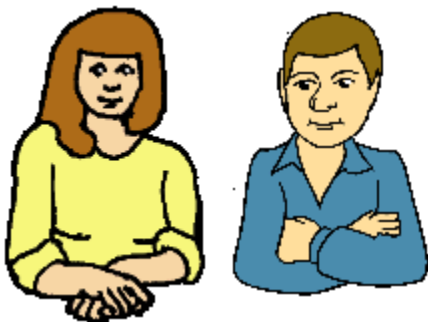


The Equality Act brings in a new Duty called the Equality Duty.

At the moment public bodies need to think about treating these people fairly and equally:



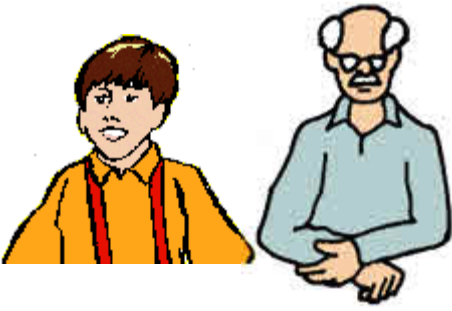
- people of different races



- men and women



- disabled people.

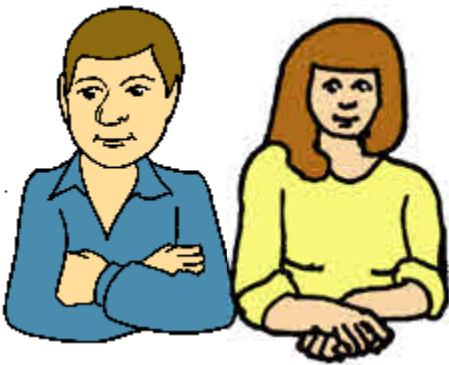


The new Duty tells public bodies to think about these people as well:

- people of different ages



- gay, lesbian, straight and bisexual people



- transsexual people



- people of different religions or belief



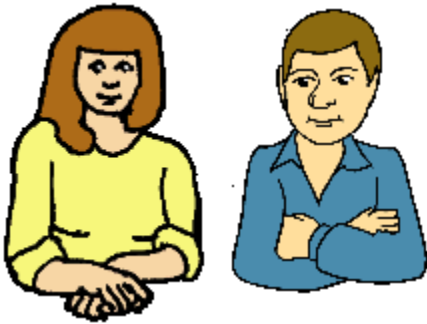
- pregnant women

- mothers who have just had a baby.



Under the new Duty, public bodies must think about how they can get rid of **discrimination, harassment and victimisation**.

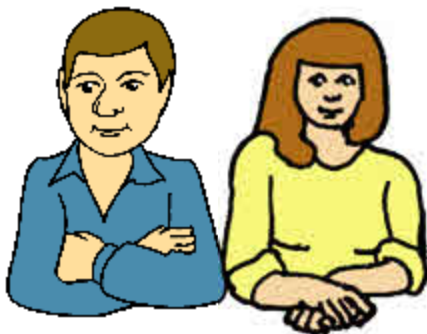
Discrimination means treating you unfairly because:



- you are a woman or a man



- you are married or a civil partner



- you are transsexual



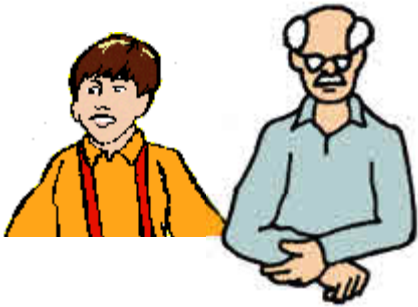
- you have a disability



- you are gay, lesbian, straight or bisexual



- you are pregnant or have just had a baby



- of your age



- of your race



- of your religion or belief.



Harassment means calling you names or talking about you in a nasty way.



Victimisation means treating you unfairly or badly because you complained about discrimination or harassment.



Public bodies must think about how to give different people equal chances.



They must also think about how to help different people from different groups to get on with each other.



We need your help to get the new Duty right

There are many public bodies and they do different things. They include:



- Government departments and their agencies



- local councils



- schools



- hospitals and NHS services



- police



- fire and rescue.





They will all have to do what the new Duty says.



Many public bodies will need help to do this well.



To help them to do the new duty well, we have written a list of **new rules** that public bodies have to follow called **specific duties**.



Most public bodies will need to follow them. We would like to know what you think of them.



How to answer this survey



This booklet has 2 parts.

Part 1 is the survey about the things we want to ask you about.

Part 2 is at the end of this booklet. This has all our questions and space for you to write your answers.



You should read Part 1 and Part 2.



You do not have to answer all the questions. You may want to answer just the ones you feel strongly about.



You only need to send us your answers.
You can send them in different ways.



By email:

specificduties@geo.gsi.gov.uk

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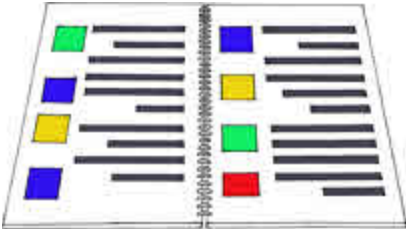
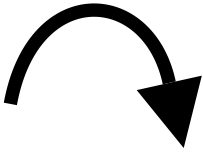
November 2010						
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Please make sure we get your answers by

Wednesday, 10 November 2010.



Thank you for taking the time to help us.



The survey starts on the next page.
Remember to read it together with the
questions at the end of this booklet.

Part 1

Public bodies



To help public bodies do the new Duty well the Government would like most public bodies to follow some new rules.



We have made a list of the public bodies that need to follow the new rules.

When we made the list, we asked these questions:



- Does the public body have lots of people working for it or are many people affected by what it does?



- Does the public body do things that involve people who are often treated unfairly? (We mean the people listed on page 4 and 5).



- Does the public body work with people who use services? For example, do they give care, support or speak for people?



- Is the public body big enough to do what the new rules say?



If the answer is yes to most of these questions, then the public body will need to follow the new rules.



Question 1:

**Do you think we are putting the right kind of public bodies on the list?
Please tell us why.**



The next questions are about the certain things we want public bodies to do.

We will say what the things are, then ask you some questions about them.

Being open about what they do



We think public bodies should tell people what they are going to do about making things fairer and more equal.



The new rules will make public bodies show people what information they looked at about the people listed on pages 4 and 5 before they decided what to do to make things fairer.



The new rules will make them tell people about how good they have been at making things fairer.



Being open about all this will make it easier for people to check that public bodies are doing the right things.



It will help people to see how well public bodies are doing.

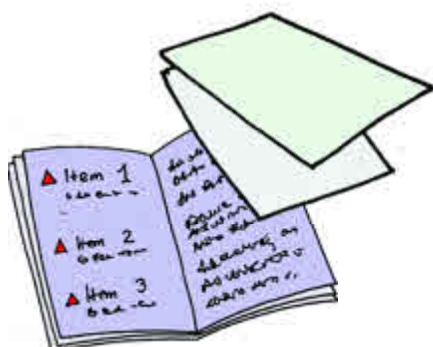


It will be easier for people to tell public bodies where they need to do things better.



How public bodies should be 'open'

The new rules will make public bodies show the **data** they have on equality.



Data means things like facts, information, graphs and numbers that people can use to show different things.

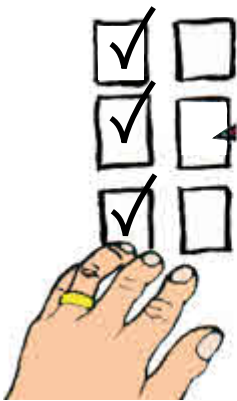


Some examples of data include:

- results of any checks made on their services



- what people tell them about their services



- facts about any problems

- answers given in surveys



- numbers of staff

- how much staff get paid



- numbers of complaints.

Being open about their services



We think public bodies should show people the data they used to plan, buy and check the services they offer.



The new rules will make them do this at least every year.



They should make the data easy to find and use.

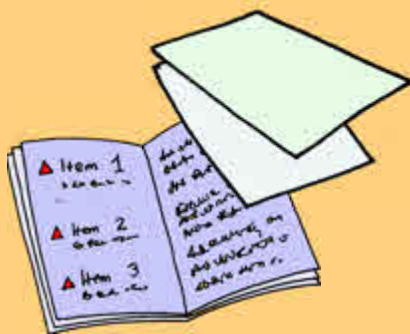


This will help people check that things are getting better and that people are being treated more fairly and equally.



It will help people see whether the public body thought about the needs of the people listed on pages 4 and 5.

Question 2:

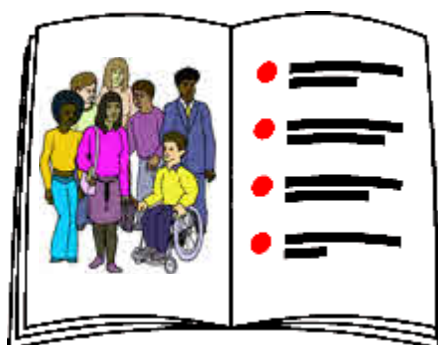


If public bodies have to show the data they used to plan, buy and check the services they offer, will this help make things fairer and more equal? Please tell us why.

Being open about the people that work for them



People who work for public bodies might not be getting fair chances at work without anyone knowing it.



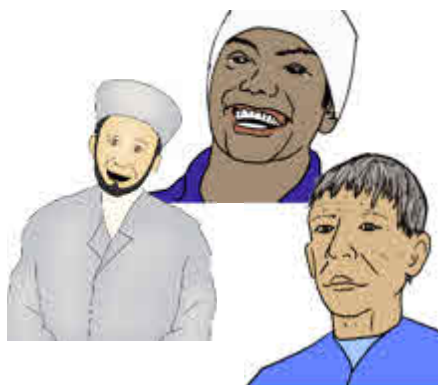
We think large public bodies should show people data about their staff that will help people to know if they are getting fair chances.



The new rules will make public bodies with 150 or more staff do this at least every year.

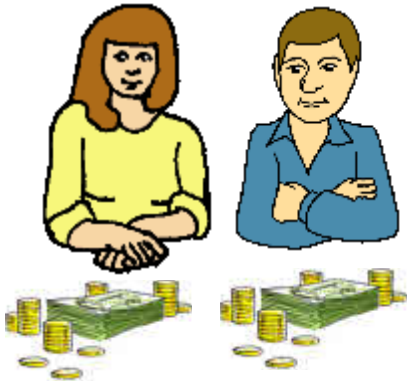
The data could include things like:

- how many of their staff are from different races





- how many of their staff are disabled



- any difference in pay between men and women.



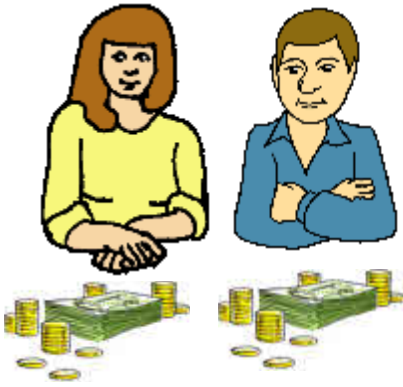
There should be enough data for people to see if staff are being treated fairly and equally.



If public bodies tell people this information, it will help people see if they are treating their staff fairly and equally.



It will also show people if things are being done to make things fairer and more equal, and if things are getting better.

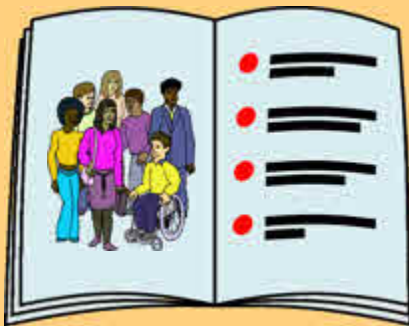


People will be able to check things like:

- do men and women get paid the same



- do the people listed on pages 4 and 5 have the same chance at getting the top jobs.



Question 3:

If public bodies have to show people data about their staff, will this help make things fairer and more equal? Please tell us why.

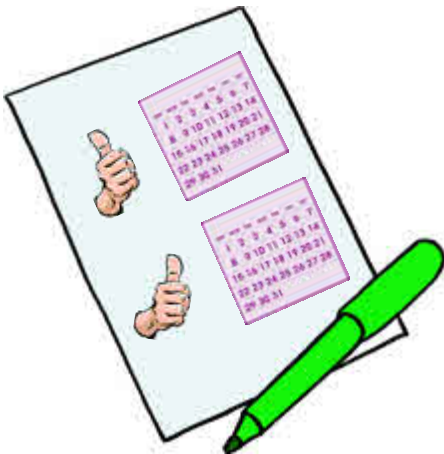
Being open about where things could be made better



We think public bodies should tell people where they think their services and workplaces could be made fairer and more equal.



The new rules will make public bodies tell people what they are going to change to do this.



They will have to say how much they want things to get better and by when.

4 Years						
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29	30	31				

Public bodies will have to do this at least every 4 years.

How might this work



For example, a council might notice that not many Chinese people are using its Meals-on-Wheels service.

The Council might say:



- we will look at why Chinese people are not using Meals-on-Wheels

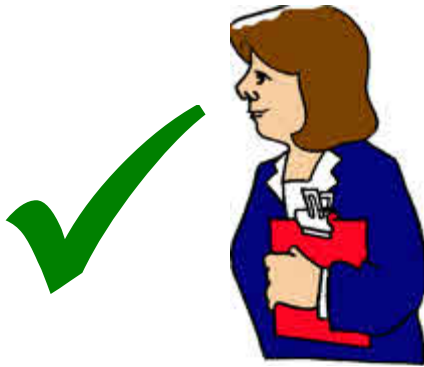


- we want 10 times as many Chinese people using Meals-on-Wheels by next year.

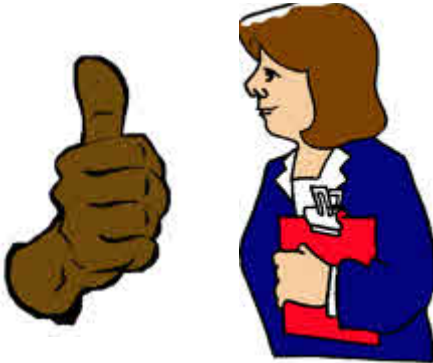
If public bodies tell everyone what needs to get better, what changes they will make, and by when, people will be able to:



- check the public body has used the right data to decide what needs to be made better



- check they have decided to do the right things



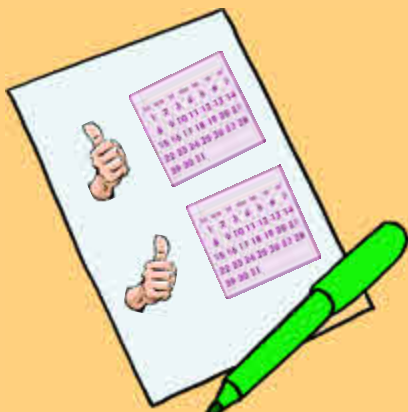
- check if things are getting better



- tell public bodies they are doing well or badly



- tell public bodies they should be looking at other data or doing other things to make things better.



Question 4:

**Will making public bodies say what they will make better and by when help?
Please tell us why.**



Question 5:

These new rules will tell public bodies what we want them to do. Do you think that we have got these rules right? Please tell us why.



This is the end of the survey.

Please write your answers on the last 3 pages of this booklet.



Need help?

If you have any questions about this survey, please contact:

Harshbir Sangha



Telephone:

0303 444 3041



Email:

harshbir.sangha@geo.gsi.gov.uk

Part 2

Questions and your answers



These next pages have all the questions and space for you to write your answers.

You do not have to answer all the questions. You may want to answer just the ones you feel strongly about.

You only need to send us your answers. You can send them in these ways.



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Please make sure we get your answers by **Wednesday, 10 November 2010.**



Thanks you for taking the time to help us.

The survey starts on page 31.

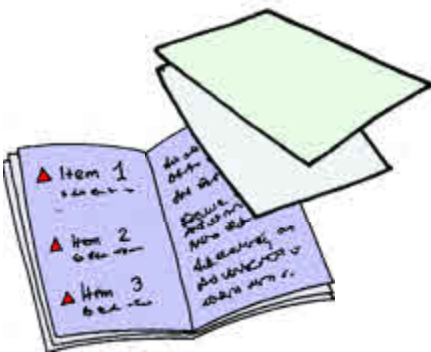


Question 1

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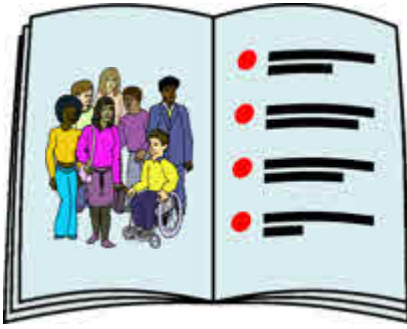
Please tell us why.

Question 2



If public bodies have to show the data they used to plan, buy and check the services they offer, will this help make things fairer and more equal?

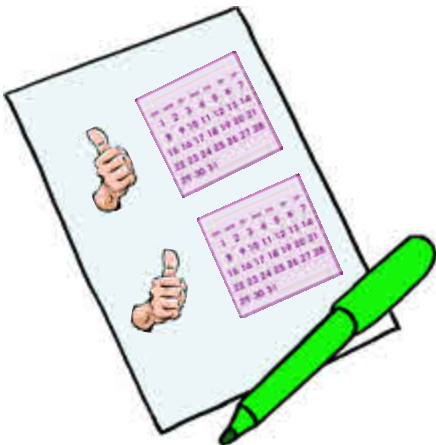
Please tell us why.



Question 3

If public bodies have to show people data about their staff, will this help make things fairer and more equal?

Please tell us why.



Question 4

Will making public bodies say what they will make better and by when help?

Please tell us why.



Question 5

These new rules will tell public bodies what we want them to do. Do you think that we have got these rules right?

Please tell us why.

This is the end of the survey.

Credits




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