

Appendix 1

The General and Specific Equality Duties

The general equality duty is set out in the Equality Act 2010 (the Act). In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Having due regard for advancing equality 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.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Enactment of the equality duty is underpinned by a set of specific duties, which apply to all the public authorities that are listed in Schedule 1 to the regulations. This covers most public authorities including Manchester City Council. In summary, the specific duties require the Council to:

Publish information

Publish, at least annually, sufficient information to demonstrate its compliance with the general equality duty across its functions. This information must include, in particular, information on the effect that its policies and practices have had on people who share a relevant protected characteristic. The Council adopts its Equality Impact Assessment framework as a corporate standard approach to capturing this type of information.

Prepare and publish equality objectives

From April 2012, prepare and publish objectives that it reasonably thinks it should achieve to meet one or more aims of the general equality duty, and details of the engagement that it undertook in developing its objectives, with people whom it considers to have an interest in furthering the aims of the general equality duty. These objectives should be refreshed at least every four years from the date of publishing.