

West Dunbartonshire Council Equality Scheme 2009-12

Appendix B: General and Specific Duties for Race, Disability and Gender Equality

The table summarises the general and specific equality duties which relate to local authorities from the Race Relations (Amendment) Act 2000, the Disability Discrimination Act 2005 and the Equality Act 2006.

General Duties		
Race	Disability	Gender
<p>Eliminate unlawful racial discrimination;</p> <p>Promote equality of opportunity</p> <p>Promote good relations between people of different racial groups.</p>	<p>Promote equality of opportunity for disabled people</p> <p>Eliminate unlawful discrimination</p> <p>Eliminate disability-related harassment</p> <p>Promote positive attitudes towards disabled people</p> <p>Encourage participation by disabled people in public life</p> <p>Take steps to meet disabled peoples needs, even if this requires more favourable treatment</p>	<p>Eliminate unlawful sex discrimination and harassment</p> <p>Promote equality of opportunity between men and women</p>

Specific Duties		
Race	Disability	Gender
Publish Race Equality Scheme showing how general & specific duties will be fulfilled.	Publish a Disability Equality Scheme showing how general & specific duties will be fulfilled	Publish a Gender Equality Scheme showing how the general and specific duties will be fulfilled
The Scheme has to state all functions, policies, or proposed policies assessed as relevant to performance of the general duty.	Involve disabled people in the development of the Scheme.	Consult employees, service users and others (including unions) with an interest in the Scheme.
<p>The Scheme should state the arrangements for:</p> <ul style="list-style-type: none"> • assessing & consulting on likely impact of proposed policies on promotion of race equality • monitoring policies for adverse impact on race equality • publishing results of monitoring, assessments & consultation • ensuring public access to information & services • training staff on the general duties 	<p>The Scheme has to state:</p> <ul style="list-style-type: none"> • how disabled people were involved in its development • methods of assessing the impact of current / proposed policies & practices on disability equality • arrangements for gathering information on the effect of policies & practices on disabled people; particularly recruitment, development & retention ; educational opportunities & achievements of disabled pupils; & how services take account of disability • arrangements for using information gathered to assist performance of the general duty & the review of the steps to fulfill it 	<p>The Scheme has to:</p> <ul style="list-style-type: none"> • take into account information gathered under the duties on the effect of policies and practices on men and women • set out the overall objectives identified as necessary for performance of the general & specific duties; particularly the need for objectives addressing the causes of the gender pay gap.

Race	Disability	Gender
<p>Employers have to monitor by reference to race & annually publish the numbers of staff in post and applicants for employment, training and promotion, the numbers who receive training, are impacted by performance assessment procedures, involved in grievance or subjected to disciplinary procedures & numbers leaving employment.</p>	<p>Within three years of the publication of its Scheme a public authority must:</p> <ul style="list-style-type: none"> • take the steps which it has set out in the Scheme towards fulfillment of the general duty • put into effect the arrangements it has set out for gathering and using information • set out the steps proposed to meet the general duty 	<p>The Scheme should set out the actions the public authority has taken or intends to take to:</p> <ul style="list-style-type: none"> • gather information on the effect of its policies & practices on men & women, in particular the extent to which they promote employment equality & the extent to which services provided take account of the needs of men & women. • make use of information to perform its general & specific duties & in particular review the actions taken to fulfill them & in preparing future Schemes • assess the impact or likely impact of current or proposed policies & practices on equality between women and men • consult relevant employees, service user and others (including trade unions) • achieve the fulfillment of the objectives set out in the scheme

Race	Disability	Gender
<p>Specified educational bodies must:</p> <ul style="list-style-type: none"> • prepare a race equality policy. • have arrangements in place to fulfill the specific duties <p>The specific duties in relation to schools are to:</p> <ul style="list-style-type: none"> • assess & monitor the impact of policies, including the race equality policy on pupils, staff & parents of different racial groups, particularly in relation to achievement • take reasonable steps to annually publish the results of that monitoring 		<p>Within three years, a public authority must put into effect the actions it has set out in the Scheme on:</p> <ul style="list-style-type: none"> • gathering information; • making use of that information; & on • achieving the objectives set out in the Scheme

Race	Disability	Gender
	Publish annually a report on: <ul style="list-style-type: none"> • Steps taken to fulfill the general duty • Results of information gathering • Use made of information 	Public authorities must publish an annual report on the actions taken towards fulfillment of the objectives set out in the Scheme.
Review the assessment of relevant functions, policies & proposed policies every three years.	Review & publish a revised Scheme within three years.	Review & publish a revised Scheme within three years.