

## Appendix 2

### The Equality Bill

The Equality Bill is a historic piece of legislation that contains a range of new rights, powers and obligations to help public authorities and other drive towards equality, including tackling the overarching inequality caused by where you are born and what your parents do for a living.

The Equality Bill strengthens our equality law by:

1. Introducing a new public sector duty to consider **reducing socioeconomic inequalities**;
2. Putting a new integrated **Equality Duty** on public bodies;
3. Using **public procurement** to improve equality;
4. Banning **age discrimination** outside the workplace;
5. Requiring **gender pay** and employment equality publishing;
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6. Extending the scope to use **positive action**;
7. Strengthening the **powers of employment tribunals**;
8. Protecting **carers** from discrimination;
9. Clarifying the protection for **breastfeeding mothers**;
10. Banning discrimination in **private members' clubs**;
11. Strengthening protection from discrimination for **disabled people**; and
12. Protecting people from **dual discrimination** - direct discrimination because of a combination of two protected characteristics.

### What the Equality Bill means for different people and Lincolnshire Police.

#### **Socially and economically disadvantaged**

**Tackling socio-economic disadvantage through an important new duty on key public bodies.** Inequality and disadvantage are not only associated with issues such as gender, age, disability or ethnicity. Overarching and interwoven with these is the persistent inequality that result from someone's family background or where they were born.

The new duty set out in clause one of the Equality Bill will require Government departments, local authorities and key health bodies to consider, in all the strategic decisions they make, how they will tackle the disadvantage some people face because of socio-economic disadvantage.

#### **What does this mean for Lincolnshire Police?**

This will mean that we have to incorporate Socio economic disadvantage into our impact assessment process and show that we have considered socio-economic disadvantage when we are making strategic decisions. This will ultimately mean that we have to raise awareness of the issues around socio-economic deprivation and show we have taken the issues on board.

**“There is a strong link between socio-economic deprivation and crime. All deprived areas have crime levels well above the national average. Households in deprived areas are more than twice as likely to be victims of burglary.**

**There is also a strong link between deprivation and being a perpetrator of crime. Home office research showed that in 2002 67% of prisoners were unemployed in the four weeks before imprisonment, compared with an unemployment rate of around 5% for the general population.” Government Equalities Office Jan 2010**

#### **Women**

**Tackling the pay gap between women and men.** Women are on average paid around 22 per cent less than men but few employers would admit to it being an issue in their workplace. Transparency is the way forward, so the Equality Bill will:

**In the public sector** - require public bodies with 150 or more staff to publish their gender pay gap.

**In the private sector** - enable us to require private and voluntary sector employers with at least 250 employees to publish details of their gender pay gap. We will do this from 2013 if insufficient voluntary progress has been made.

**Ban pay secrecy clauses**, which conceal inequality.

#### **What does this mean for Lincolnshire Police?**

This means that Lincolnshire Police will have to undertake an Equal Pay Audit and address any issues that this may highlight plus evidence that we are considering issues for women when we are making decision that affect them.

**Protecting pregnant women and new mothers from discrimination.** The Equality Bill makes clear that mothers can breastfeed their children without being asked to leave places like cafes and shops, and ensures that schools cannot discriminate against pupils who are pregnant or new mothers.

#### **What does this mean for Lincolnshire Police?**

Officer will just have to be aware of this.

#### **Protecting carers from discrimination.**

The Equality Bill protects people – often women - who are, for example, caring for a disabled child or an older relative. They will be protected by virtue of their link to that person.

#### **What does this mean for Lincolnshire Police?**

This will mean that we have to incorporate carers into our impact assessment process and show that we have considered the needs of carers and have an awareness of the issues for carers and have consulted them when we are making strategic decisions.

It also means making sure our information, services and buildings are accessible and provide facilities for people who are carers.

#### **People from ethnic minorities**

**Making the workplace more diverse.** The Equality Bill helps us tackle the employment gap for people from ethnic minority communities by allowing employers to choose to take positive action to appoint a person from an under-represented or disadvantaged group in order to make their workforce better reflect the community they serve. This is a voluntary measure and will only be allowed if two candidates under consideration are as qualified as each other in terms of competence, aptitude, experience and overall performance during any interview or assessment.

#### **What does this mean for Lincolnshire Police?**

Lincolnshire already has positive action initiatives but this part of the act tells us we can go further if it is deemed appropriate. This does not however mean that we can positively discriminate in favour of any particular group.

#### **Protecting disabled people from discrimination in the recruitment process.**

The Bill makes it unlawful for employers to ask job applicants questions about disability or health before making a job offer, except in specified circumstances. This will prevent employers screening potential employees to avoid recruiting disabled people.

### **What does this mean for Lincolnshire Police?**

This will not require change to Lincolnshire Polices recruitment practices as health questions are asked once an applicant has been offered the role and has no barring on the selection process.

### **People with religious or philosophical beliefs**

**Putting a new duty on public bodies.** The Equality Bill puts a duty on public bodies to consider the needs of people with different religious and philosophical beliefs when designing and delivering services.

**Protecting people from discrimination.** The Bill carries forward existing laws protecting everyone from discrimination because of religion or philosophical belief, or lack of religion or belief. These protections are not just for minority groups - they extend to Christians, Muslims, Jews, Hindus and members of other religions, as well as humanists and atheists.

### **What does this mean for Lincolnshire Police?**

This will mean that we have to incorporate people with religious or philosophical beliefs into our impact assessment process and show that we have considered the needs of people with religious or philosophical beliefs and have an awareness of the issues for people with or without religious or philosophical beliefs when we are making strategic decisions.

For example:

- Providing a quiet room for prays or meditation at stations and making sure staff and officers are aware of it.
- Meeting religious community members at times which are suitable for them (for Muslims not meeting on Fridays)

### **People of all ages**

**Outlawing unjustifiable age discrimination.** In 2006 the Government banned age discrimination in the workplace. The Equality Bill extends this protection beyond the workplace by outlawing unjustifiable age discrimination against people aged 18 and over where goods are bought and services provided, such as in shops, hospitals, and when buying financial products. Beneficial age-based treatment such as free bus passes for over-60s will still continue, and discounts for pensioners and age related group holidays will still be allowed.

**Placing a new duty on public bodies to take account of peoples' age.** The Bill places a legal duty on public bodies to consider the needs of people of all ages when designing and delivering services. This will ensure that public bodies consider the needs of children, teenagers and younger and older adults.

### **What does this mean for Lincolnshire Police?**

This will mean that we have to incorporate age into our impact assessment process and show that we have considered the needs of children and young people plus older people and have an awareness of the issues for different age groups plus have consulted them when we are making decisions that affect them.

For example making sure publicity and information about our services or initiatives are in formats that people can access.

### **Lesbian, Gay and Bisexual People (LGB)**

**Introducing a new duty to take account of the needs of lesbian, gay and bisexual (LGB) people.** The new Equality Duty means that public bodies will need to think about the needs of LGB people when designing and delivering services. This could mean a health

centre running a promotional campaign to encourage more lesbians to attend clinics for cervical smear tests, or a school working with parents to tackle homophobia in their school.

### **What does this mean for Lincolnshire Police?**

This will mean that we have to incorporate sexual orientation into our impact assessment process and showing that we have considered the needs of Lesbian, Gay and Bisexual people and consulted them when we are making strategic decisions.

For example it would be important to involve LGB members of the community in the development of a policy around training for officers.

### **Transsexual people**

The new Equality Duty will require public bodies to advance equality of opportunity for transsexual people. This could mean a local authority noticing that there are no support groups for people undergoing gender reassignment in their area, and deciding to fund a charity to help reach out to the transsexual community.

**Revising the definition of 'gender reassignment'** to make it clear that a trans person does not have to be under medical supervision to be protected from discrimination and harassment.

**Protecting people who face discrimination because of their association with transsexual people**, for example, as their partner.

### **What does this mean for Lincolnshire Police?**

This will mean that we have to incorporate Transgender into our impact assessment process and showing that we have considered the needs of Transgender community and their partners and consulted them when we are making decisions that affect them.

### **Everyone**

**Providing ground-breaking new protection from discrimination because of a combination of two protected characteristics (dual discrimination).** For example, because you are a black woman or a Muslim man.

**Requiring public bodies to consider using public procurement as a way to improve equality**, for example, by including requirements about apprenticeships or traineeships being offered to people from under-represented groups as part of the contract conditions.

**Providing new protection if you experience discrimination because you are wrongly thought to have a protected characteristic**, for example, a male job applicant who is rejected because the employer wrongly thinks he is a woman, because he has name which is commonly used as a woman's name, would be able to claim for sex discrimination.

**Extending the power of employment tribunals** to make recommendations in discrimination cases that benefit the wider workforce as well as the individual claimant, to help employers improve their equality performance.