

SINGLE EQUALITY SCHEME

Cabinet Members: Cllr Clive Eginton, Cabinet Member for Working Environment and Support Services
Responsible Officer: Mrs Jill May, Director for Business Improvement & Operations

Reason for Report: To remind Members of the Council's statutory duties under the Equality Act 2010

RECOMMENDATION(S): That Members recommend to Cabinet that they approve the Single Equality Scheme together with the Equality Objectives for 2022-2023.

Relationship to Corporate Plan: The Equality Objectives reflect Corporate Plan aims under the Community and Corporate priorities. The new proposed equality objective is a specific 2020-224 Corporate Plan aim.

Financial Implications: The Single Equality Scheme does not have any financial implications itself beyond those identified in individual service's equality impact assessments.

Legal Implications: The objectives and the information gathered for them contribute to the Council's compliance with the Equality Act 2010. Failure to adopt Objectives or to collect data to support them could find the Council in breach of the Equality Act 2010.

Risk Assessment: Approving the Single Equality Scheme and Equality Objectives reduces the risk of legal challenge.

Equality Impact Assessment: The adoption and monitoring of Equality Objectives helps to ensure that the needs of all protected groups are taken into account in service delivery.

Impact on Climate Change: No impacts identified for this report.

1.0 Introduction

1.1 The Equality Act 2010 replaced previous anti-discrimination laws with the aim of simplifying the law and removing inconsistencies. The Act places a requirement on public bodies to demonstrate compliance with each part of the Public Sector Equality Duty (PSED).

1.2 Under the Equality Act 2010 local authorities have a duty to have 'due regard' to:
Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;

Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and

Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

- 1.3 Case law over the last few years has clarified that considerations of equality should not only be placed at the centre of policy development but that bodies subject to the Public Sector Equality Duty, of which we are one, must apply this duty to the carrying out of any functions of a public body not just statutory functions.
- 1.4 Local authorities also have specific duties under the Act to publish Equality Information annually and 'Equality Objectives' at least every four years. The Equality Information is available on the Mid Devon District Council website [Equality pages](#).
- 1.5 The Single Equality Scheme is relevant to officers, Members and the wider community and has been reviewed and updated. (Appendix A)
- 1.6 Mid Devon District Council is a member of the Devon Joint Declaration for [Equality](#). The declaration demonstrates our commitment to the achievement of equality and fairness for all people in the county and our district and recognises the importance and benefits of an equal society and will behave in ways that reflect an equal society.
- 1.7 The Council wants to understand the needs and views of our residents and people working in our district and experiences from those using any of our services help us identify priorities and monitor performance with our Corporate Plan. We have a dedicated [web page](#) to access all our consultations and welcome residents to participate.
- 1.8 Whilst we aim to provide high-quality services to all who live or work in the Mid Devon area, we recognise people may wish to complain, or pay a compliment to our officers or give us suggestions on how we could improve a service. Full details are available on our [website](#) using a number of different mediums.

2.0 Progress this year

- 2.1 The two additional Equality Objectives were added in 2021-22, the single equality scheme has been updated to include these objectives.
 1. To continue to concentrate on mental health issues within MDDC and the wider community.
 2. Secure decent digital connectivity for all of Mid Devon (Corporate Plan aim).

Current Objective	Updated Objective
To continue to concentrate on	Regular articles have been posted in the Link newsletter regarding wellbeing and mental health by

Current Objective	Updated Objective
<p>mental health issues within MDDC and the wider community.</p>	<p>the Health & Safety Advisor.</p>
	<p>The Council will focus on how we will support mental health and wellbeing as we travel out of the pandemic to a new 'normal' way of working, and improve both awareness and employment practices to support initiatives.</p>
	<p>A number of officers have been trained as Mental Health 1st aiders and details of them are available on the intranet and noticeboards.</p>
	<p>A number of officers have been trained as workplace coaches to support colleagues with personal or work related concerns.</p>
	<p>Members of the Impact group are trained to be Wellbeing Ambassadors.</p>
	<p>During the pandemic the Council published details of support for our residents. Details of organisations who can support mental health are available on the council's website.</p> <p>Details of community support across the district are available on our website and details of a community support helpline.</p>
	<p>In view of the pandemic, Devon County Council were able to offer a Covid-19 Counselling Service specifically for our BAME communities and details are available on our website.</p>
<p>The Equality Act 2010 (The Act) requires Mid Devon District Council (MDDC), to make 'reasonable adjustments' where a provision, criterion, function, practice, and/or physical or environmental conditions in premises occupied by the Council, place a disabled person at a substantial disadvantage when compared with people who are not disabled.</p> <p>The Council must take reasonable steps to avoid disadvantage being caused to any disabled person in relation to recruitment, retention, promotion, development, retirement and dismissal. A Reasonable Adjustments Policy was approved in October 2021.</p> <p>The Council is committed to raising awareness</p>	

Current Objective	Updated Objective
	around areas of employment practice which may cause discrimination and lack of equal treatment for example the menopause.
Secure decent digital connectivity for all of Mid Devon (Corporate Plan aim).	<p>Internal Audit completed the audit on safe operations for officers during the Covid-19 emergency which included support for officers.</p> <p>The audit demonstrated the Council had reasonable assurance, generally sound system of governance, risk management and control in place to risk 1 and 2.</p> <p>The findings with risk 3 showed limited assurance, with room to improve in relation to technology supporting working remotely.</p> <ul style="list-style-type: none"> • New Telephone system is due for implementation - March • Broadband upgrade procured – scheduled in spring • Core infrastructure refresh procured and implementation in progress • Hybrid project – future working arrangements review in progress to be completed by 30th September <p>Orion was appointed in 2021 to look into a free-to-use Wi-Fi network for Tiverton and Cullompton town centres and have been progressing slowly with establishing the necessary infrastructure. The Council is due to receive an update very soon.</p>
<p>Overcoming the problems faced by vulnerable individuals caused by rural isolation</p> <p>Overcoming the effects of multiple disadvantage in families with complex needs.</p>	<p>The Council has appointed a Customer Welfare Officer to support customers of Mid Devon by working collaboratively with internal and external partners to keeping the customer at the ‘heart of all we do’ and improve processes and policy.</p> <p>Housing have appointed a Customer Engagement Officer working to support the tenants’ involvement Ensuring their views are taken into account and these inform service delivery. To promote a culture of customer focus and to ensure that the services delivered are responsive to local needs, encouraging feedback and involvement of the views of under-represented and hard to reach groups are taken account.</p>

- 2.2 We said we would publish information on our website about our [pay supplement policy](#) and [gender pay gap](#) reporting,
- 2.3 To enable us to understand the demographic breakdown of our communities, we have accessed data from LG Inform which is a local government association research service, the report provides an overview of the mid-year population estimates for 2020 published by ONS in June each year.
- 2.4 In August 2021 an Access assessment took place which appraised the building of Phoenix House on elements to assess the extent of accessibility to services and facilities in accordance with the definitions of the Equality Act 2010 and the client brief. The audit took into account the needs of people with mobility impairments (including wheelchair users) and sensory impairments.

The audit is only the first stage in the process of identifying, planning and implementing access changes and should only be seen as a snapshot of the position at the time of the report. The findings in the audit will be linked to a wider review of the Fire Strategy for Phoenix House.

- 2.5 During the financial year of 2021/2022 an upgrade of the provision of CCTV in Tiverton took place in the control room situated in the Multi Storey car park, the new system now captures the bus station opposite to the car park. The Tiverton town centre CCTV upgrade is due to commence in the 2022/23 financial year.
- 2.6 The Council has developed an employee consultative group named 'Impact' to engage their views in the development of policies and projects like 'Evolve'.

3.0 Update on request to Community PDG in Motion 564

- 3.1 In February 2021, Cllr Elizabeth Lloyd and Cllr Jo Norton brought Motion 564 to Full Council to encourage a discussion on equality and diversity, and to bring forward ideas on how to ensure the Council represents the residents of Mid Devon. Part of that Motion included a request for the Community PDG:

That the Equality Forum and Community Policy Development Group be tasked with exploring opportunities to increase inclusivity, engagement and representation at Mid Devon District Council, including by identifying hard to reach or underrepresented communities, and considering how best to engage with them.

- 3.2 In July 2021 the PDG discussed the request and agreed that as the motion had also made a request to Scrutiny Committee to investigate recommendations in the Fawcett Society/LGiU report: 'Does Local Government Work for Women?', the PDG would defer a decision on a way forward until the Scrutiny review was completed.
- 3.3 Scrutiny have now completed a Spotlight Review on this work and it is due to report to the 21 March Scrutiny meeting. This report will make recommendations the Council can take to enable the right conditions to be in place to allow a diverse range of candidates to be empowered and supported to stand for election in the District, and to ensure those candidates are

supported once elected. The PDG may like to consider reviewing those recommendations, and the original request to the PDG from Motion 564, at its June meeting to consider if any further work is required.

4.0 Future work on Equalities

- 4.1 We Need to develop a new Equalities profile for MDDC to understand any changes with the protected characteristics of our residents in the District using the national (Census 2021) and local data releases.
- 4.2 Access to Work is a scheme to support (if eligible) people to get help or stay in work if they have a physical or mental health condition or disability. Further information is available [here](#).
- 4.3 There is a consultation about disability workforce reporting, the closing date of the consultation is 25 March 2022. This consultation is being led by the Disability Unit, in the Cabinet Office and they are focusing on 4 main areas
 - understanding the current landscape
 - benefits and barriers to disability workforce reporting
 - considerations if mandatory disability workforce reporting was implemented
 - alternative approaches

The outcome of the consultation will be published at a later date.

- 4.4 To raise the profile of Equalities, Diversity and Inclusion across the Council by continuing to do Equality Impact Assessments to ensure equalities are embedded in policy developments and changes.
- 4.5 To organise and plan for the Equalities forum to meet throughout the year

Contact for more Information: Mrs Jill May, Director for Business Improvement and Operations, jmay@middevon.gov.uk; Nicola Cuskeran, Interim Corporate Performance Manager, ncuskeran@middevon.gov.uk

Circulation of the Report: Members of Community PDG, Cabinet Members, Leadership Team

Single Equality Scheme

Mid Devon District Council's Single Equality Scheme sets out how we are working to implement the equality duties that are set out in the Equality Act 2010.

Section 149 of the Act imposes a duty on 'public authorities' and other bodies when exercising public functions to have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

These are the three aims of the general equality duty.

What do we mean by equality, diversity and Inclusion?

Equality

This means ensuring that all our workforce, residents and visitors are treated fairly and are given the same, as much as reasonably possible, life chances. One way of achieving it is through provision of equal access to the services and employment opportunities we offer.

However, it is important to understand that equality is not about treating everyone in the same way, as people have different needs that may need to be met by considering individual circumstances.

Therefore, the council takes positive action, wherever possible, to design and deliver services based on the specific needs of a segment of our community, for example, people with disabilities or older people.

Diversity

Diversity is about recognising and championing individual differences of our workforce, residents and visitors. Diversity is closely linked to equality as it is through understanding and valuing differences between the peoples of Mid Devon that equality can be furthered.

Inclusion

Inclusion means that we go beyond legal compliance to create a community and culture where everyone feels that they belong it is safe to be who they are, and they feel valued for being themselves.

1.0 Our Vision

Mid Devon District Council is committed to providing quality services delivered in a fair and equitable way and to promoting good relations between different groups within the community. We value the positive contribution that all our residents bring to the district, and want to work with individuals and groups to continue to improve our services and to promote equality.

2.0 How will we achieve this?

In order to achieve our vision we will:

- Seek to understand the needs of our community
- Know our customers and their specific needs
- Involve the community in changes that might affect them
- Develop services that can respond to the requirements of different residents
- Develop an inclusive working environment
- Ensure equality in procurement and commissioning
- Promote equality through working with others
- Recognise the needs of specific equality groups

3.0 Understanding our community

In order to develop services that meet people's needs we must first of all understand our community. The following gives a brief profile of the district. Most of the data comes from LG Inform Plus - Basic facts about Mid Devon, which includes statistics from the 2011 Census.

An equality profile of Mid Devon

Mid Devon is a rural district lying equidistant between the north and south coasts. It has three principle towns, Tiverton, Cullompton and Crediton, serving an extensive rural hinterland.

Population

The population of Mid Devon in 2020 is around 83,290 this is an increase of 6% since 2013, 49% male and 51% female. Those over 65 make up 23.7% of the population. 27.70% of households have dependent children. 98.6 % of the population in Mid Devon is white compared to 85.4% for the South West as a whole.

Mid Devon

Metric type	Mid Devon	Mean for All English district local authorities	Mean for All local authorities in South West
	2020		
	People		
All persons aged 0 to 17 ↕	17,212 ↕	23,531 ↕	37,097 ↕
All persons aged 18 to 24	5,319	8,503	15,309
All persons aged 25 to 34	8,233	13,267	22,231
All persons aged 35 to 44	9,100	13,592	21,525
All persons aged 45 to 54	11,674	15,912	24,987
All persons aged 55 to 64	11,992	15,434	25,146
All persons aged 65 and over	19,760	25,092	42,343
Total population	83,290	115,332	188,638

The key issues for the population of Mid Devon are:

Economy

Mid Devon is an area of low unemployment (1%), but jobs tend to be poorly paid and low skilled. There are a high proportion of part-time and self-employed workers. Over a third of the resident population commutes out of the District for work, particularly from the Crediton and Cullompton areas. In 2020 the overall employment rate for those aged 16-64 was 81.3% compared to the Devon average figure of 80.1%.

Housing

37.3% of Mid Devon households live in housing owned outright and another 31.8% in houses owned with a mortgage or loan. Mid Devon has a higher score than the English area for barriers to Housing and services. The situation is considerably worse in the rural areas of the District. Mid Devon compares poorly for the index of deprivation concerning barriers to housing and services. There is also an increasingly aging population who require support to live in their own homes, and suitably adapted accommodation when they are unable to manage on their own.

Crime

Mid Devon is an area of low crime. The incidence of all major crime (theft, burglary, violent crime) is well below national averages. However concerns about crime and anti-social behaviour remain high particularly amongst the most vulnerable.

Education

Most Mid Devon schools perform well against national averages, in 2017 69.9% of pupils achieved 5 GCSE or equivalent at grades A* - C including English and Maths 56.3% for England as a whole. However the proportion of people of working age who lack any qualifications is higher than the Devon average at 22.7%

Access

In a rural district access to vital services can be a significant problem for some people, particularly those on low income. Over half of rural parishes do not have a post office, and access to scheduled public transport is a problem in many areas, including the edges of market towns. Despite regional programmes to increase speeds, broadband speeds remain low in many rural areas limiting the growth of home-based businesses and increasing the digital divide.

Health

The residents of Mid Devon are generally healthier than the rest of the population. Life expectancy is higher than the national average both for men and women, and mortality rates for all major diseases are lower. However there is a growing proportion of over 75s who will put increasing demands on health and social care services, and a number of people with physical, sensory and learning disabilities whose needs, and those of their carers, must be met. 1% of residents report being in very bad health and another 3.6% in bad health.

Multiple disadvantage

Although Mid Devon generally rates well in national statistics, small parts of Tiverton, Cullompton and Crediton do disproportionately badly for income, education, skills and training when compared to other areas nationally. However Mid Devon overall is ranked 78 out of all 188 districts. Similarly some people in Mid Devon, because of their condition or circumstances, are more vulnerable to disadvantage and poor health outcomes than the rest of the population. This may be due to their age, gender, physical, sensory or learning disability, mental illness, sexuality, race, religion or social circumstances. There are a variety of organisations that provide support to these individuals and their families, including education and training providers, health and social care agencies, employers, voluntary sector organisations.

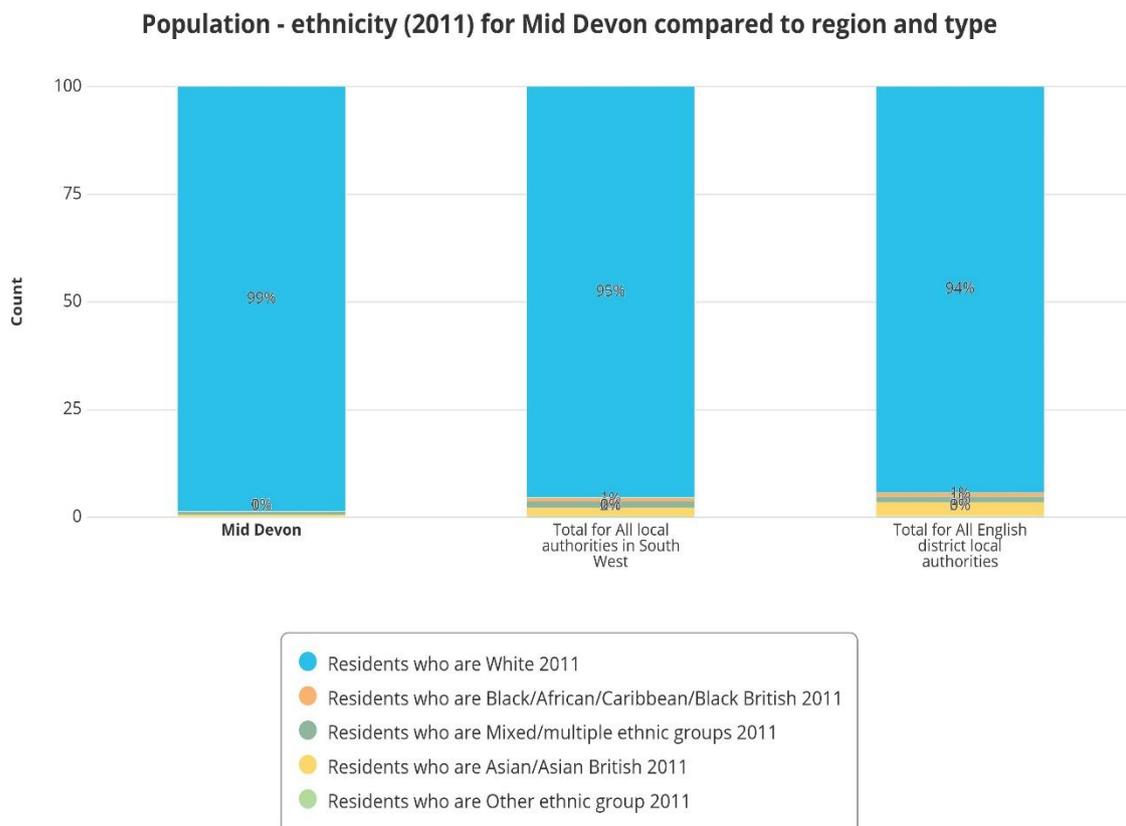
Equality Priorities

From this profile the Council recognises that there are five main equality priorities for the district:

1. Meeting the needs of an aging population
2. Overcoming the problems faced by vulnerable individuals caused by rural isolation
3. Overcoming the effects of multiple disadvantage in families with complex needs.
4. To continue to concentrate on mental health issues within MDDC and the wider community.
5. Secure decent digital connectivity for all of Mid Devon (Corporate Plan aim).

4.0 Knowing our customers – equality monitoring

Mid Devon District Council believe that it is important to know who uses our services. By comparing this with what we know about the community as a whole, we can see if there are any groups who are under-represented, highlighting where there may be barriers to overcome.



Powered by LG Inform

In Mid Devon in 2011 the percentage of the population who identified themselves as white was 98.6%, the percentage who identified as Asian or Asian British was 0.6%, the percentage who identified as black or black British was 0.1%, those who

identified as mixed race made up 0.6% per cent of the population and those who identified as other ethnic group made up 0.1% per cent of the population.

We monitor the complaints we receive to identify whether any equality issues are believed to have contributed to the complaint or problem. This is done by asking the customer a few optional questions when they call in to make a complaint.

The equality information collected can be used to:

- review service delivery
- compare our performance over time
- assist in the development of services in line with people's needs
- monitor the impact of any service changes.

In line with current legislation we will publish relevant equality information, this information includes:

- an equality profile of the district and
- workforce information.

5.0 Involving the community

As part of our commitment to good consultation, the Communications and Engagement Strategy and Action Plan were reviewed and approved during 2018/19. The Council is keen to make sure that people from different equality groups take part in consultation, and will try to find the most appropriate way to consult with them according to their needs.

Mid Devon District Council will:

- work with groups representing the interests of people from different equality groups to get feedback on proposed service changes particularly relevant to them
- develop and support forms of consultation that are appropriate to the communication needs of different groups within the community
- monitor and assess the consultation methods used and where necessary adapt them to meet the needs of different participants
- publish the results of these consultations and feed them back into our decision-making processes in an open and responsible way.

Customer feedback

Mid Devon District Council positively welcomes feedback. We want to ensure residents' views, whether positive or negative, are noted and their concerns are addressed. We are aware that the Council's formal feedback process may be inaccessible to those sections of the community who have difficulties in accessing services. The Council encourages helper organisations to act as advocates for a complainant if necessary.

6.0 Developing responsive services

A primary factor in making a service accessible is providing information and advice in a usable and convenient format.

We seek to ensure that all users:

- know about the relevant services they might need
- are given support where necessary i.e. with completing forms
- are confident about using and contacting a service and, if necessary, complaining about it.

We will do this by:

- communicating clearly both internally and externally
- providing information in plain English
- making as many services as internet accessible as possible
- offering information in different formats on request
- providing interpretation and translation services where possible
- ensuring that buildings that are open to the public, including leisure and community facilities, can be accessed and used by all residents
- making sure that our employees are trained and supported to deliver the highest possible levels of customer service in line with this policy.

Changing services and policies

Mid Devon District Council has a responsibility to assess the likely impact on residents and employees of policies or services it is proposing to change or introduce before they are adopted. This is to make sure that any changes do not disproportionately affect any particular group, and any adverse impacts can be reduced as much as possible.

Policies, in particular, are frequently adapted or replaced to reflect changes in the legal, social and political environment. Our objective is to build equality and diversity into the policy making process and to make that process clear, open and inclusive.

The Council undertakes detailed Equality Impact Assessments on those changes most likely to impact on the wellbeing of certain individuals or groups. The impact assessment process asks how the service or policy affects the different groups in the community. Each Equality Impact Assessment includes an action plan for describing what actions can be taken to mitigate any negative impacts identified. The template includes the consideration of rurality which is identified as a specific problem in Mid Devon.

7.0 Developing an inclusive working environment

The Council considers equality and diversity in all aspects of employment, from advertising vacancies, recruitment and selection, terms and conditions of employment, training and personal development, to reasons for ending employment.

We will promote equality in recruitment by:

- advertising jobs as widely as possible
- providing job details and accepting job applications in alternative formats on request as appropriate to the needs of the applicant
- monitoring recruitment processes and taking action as a result of the findings
- acknowledging that recruitment and selection decisions should be based upon objective, measurable and reasonable selection criteria
- asking only for the skills and qualities actually needed to do the job
- commitment to equality in employment and in service delivery will be reinforced in staff induction programmes for new staff
- training managers on how to recruit in a non-discriminatory way, making sure that all job applicants, whether redeployment candidates, existing employees or people who do not currently work for the District Council, demonstrate that they are qualified, motivated and competent to do the job.

We will promote equality in disciplinary procedures by:

- regularly reviewing our disciplinary and grievance procedures to ensure an appropriate mechanism is in place to deal with bullying and harassment at work.

We will promote equality in pay and conditions by:

- using a pay structure that makes sure employees are rewarded fairly and equitably.

We publish information on our website about our pay policy and gender pay gap.

We will promote equality in training and development by:

- providing training programmes for staff to raise awareness of equality issues and assist them in applying equality principles to their role within the Council
- recognising and supporting the potential of all employees by offering opportunities for training and personal development
- monitoring employee development to make sure that training and development opportunities continue to be open to all employees.

8.0 Ensuring equality in procurement and commissioning

Mid Devon District Council is a major purchaser of services. Every year we spend over £5 million with businesses so that we can deliver our services. We recognise that our spending power gives us the chance to influence how others work and to promote equality. We will:

- require any company or business that wishes to be one of our contractors or suppliers to demonstrate appropriate consideration in their policies on equality in relation to employment and service delivery
- seek to encourage any company, business or individual wishing to provide goods or services to Mid Devon District Council, to contribute to our policy by implementing fair practices in employment and training
- review our own policies and practices and where necessary make changes to them to ensure they do not discriminate or place unfair requirements on small businesses from Mid Devon
- cease issuing contracts to, purchasing from or commissioning any contractor, business or organisation, where we believe they fail to comply with our values in relation to equality and diversity
- follow good practice by having a procurement strategy that gives a clear commitment to equality of opportunity and to tackling discrimination and disadvantage.

9.0 Promoting equality through working with others

The Council recognises that it cannot meet its equality responsibilities without working closely with other public bodies, community groups and individuals.

Mid Devon District Council will:

- use our standing in the area to help shape public opinion to promote understanding between different sections of the community
- work with other public, private, voluntary and community groups in Mid Devon to ensure that equality and diversity policies and plans similar to our own are adopted and implemented more widely
- share information, experience and examples of good practice on equality through links with other public, private, voluntary and community organisations in the region
- promote equality and diversity within partnership working and in our dealings with the media
- involve people from different equality groups in influencing our work and progress on equality
- learn from the equality and diversity policies and plans of other local authorities and organisations.

10.0 Meeting the needs of specific equality groups

The Council is aware that certain groups within society are particularly vulnerable to discrimination because of age, disability, gender, marital status, race, belief or

sexual orientation. In order to eliminate discrimination and promote equality we recognise the need to work with representatives who can advocate on behalf of particular equality groups in order to develop services that meet their specific requirements.

We also recognise that people are individuals, and that although they may be included within a particular equality group they also have individual needs that may differ from the rest of the group. We are committed to dealing with every resident as an individual with their own particular needs.

11.0 Monitoring

Monitoring Impact and Acting on Results

Mid Devon District Council recognises that monitoring is an important way of assessing the effects of policies in practice and is a vital part of any strategy to promote equality.

Monitoring will help us check whether our policies, operations and organisational culture are discriminating against some groups and individuals. This will help us find out why and how discrimination takes place. Where we see that any of our policies or procedures have a negative impact we will investigate the reasons for this and revise them accordingly.

Publishing Results

If Mid Devon District Council is to be successful and keep public confidence, we need not only to promote equality but also to be seen to be doing so. The Council will therefore publish the results of its monitoring, assessment and consultation activities.

12.0 Concerns

If there are any concerns about any matter regarding equality of opportunity or discrimination is suspected, you are referred to the following related policies:

- Whistleblowing Policy
- Dignity at Work and
- Grievance Policy

- Appendix 3 for definitions of types of discrimination

Appendices

Appendix 1 Summary of Equalities Legislation

Mid Devon District Council Equality Strategy complies with the following Equal Opportunities Legislation, Codes of Practice and recommendations:

- Equality Act 2010
- The Human Rights Act 1998
- The Protection from Harassment Act 1997
- Racial and Religious Hatred Act 2006
- Sex Discrimination (Gender Reassignment) Regulations 1999
- The Macpherson Recommendations, Stephen Lawrence Inquiry
- Special Educational Needs and Disability Regulations 2014
- Equal Opportunities Commission and Commission for Racial Equality Codes of Practices
- The Work and Families Act 2006

Appendix 2 Protected Characteristics

We understand we have a duty to promote equality and eradicate discrimination in relation to the nine protected characteristics outlined in the Equality Act 2010.

- Age
- Disability (including people with learning disabilities, people with a mental illness, and people living with HIV and/or AIDS)
- Gender reassignment
- Marital status, family circumstances, or caring responsibilities
- Pregnant women and mothers with young children (under 5's)
- Race, including nationality, national or ethnic origin, being a traveller or gypsy
- Religion or belief
- Sex
- Sexual orientation

Appendix 3 Definitions

Direct discrimination

Direct discrimination occurs when a person treats another less favourably because of a protected characteristic (age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origins), religion or belief, sex or sexual orientation).

For example, someone is not offered a promotion because they are a woman and the job is given to a less qualified man.

This also covers less favourable treatment because of an association with someone with a protected characteristic or less favourable treatment because of a belief that someone has a certain protected characteristic whether or not it is true.

Indirect discrimination

Indirect discrimination occurs where a provision, criterion or practice is applied, which cannot be justified as necessary for the job and is not a proportionate means of achieving a legitimate aim, which is discriminatory in relation to a protected characteristic.

Victimisation

Victimisation occurs when a person is treated unfairly because they made or supported a complaint to do with a 'protected characteristic', or someone thinks they did.

Bullying

Bullying may be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient.

Harassment

Harassment as defined in the Equality Act 2010 is: Unwanted conduct related to a relevant protected characteristic (age, disability, gender reassignment, race (including colour, nationality, and ethnic or national origins), religion or belief, sex and sexual orientation), which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual