

## **Equality Act 2010: The public sector Equality Duty: Reducing bureaucracy policy review paper**

### **LB Ealing response**

We welcome the focus of the new draft regulations in reducing unnecessary burdens and bureaucracy, while emphasising the need to deliver positive outcomes in improving equality, reducing discrimination and harassment, and enabling people from different backgrounds to get on well together.

We support a focus on measuring achievements and proof of outcomes, rather than simply the procedures and processes in place to drive these. The emphasis on reduced burdens will enable us to focus on delivering real equality improvements rather than simply the processes behind our approach to equality, and support the delivery of effective and value for money approaches.

We will continue to focus on the robust collection and analysis of information on our progress around equalities, and ensure the effective engagement local people in understanding our communities and their needs, despite the removal of the explicit requirements to publish information on these areas, and we believe that the removal of explicit duties to do so will not reduce the quality to which this is carried out.

Ealing is committed to promoting equality for all and reducing inequalities in line with the aims of the Equality Duty – to eliminate discrimination, advance equality of opportunity and foster good relations - for our employees and residents. We value the acceptance that different areas will wish to adopt different localised approaches to such aims, and will be working to develop local objectives with our partners that fit our local strategic goals and equalities priorities.

We feel that while explicit detailed duties may have been removed or amended, and that guidance on these areas may therefore not be produced, there may still be a benefit of sharing information and publicising where areas have developed particularly effective approaches to equalities, to enable others to learn from good practice. We would welcome the opportunity to feed into such sharing of information and learning to deliver continuous improvements in areas relating to equality.