

TYNE & WEAR FIRE AND RESCUE

Equality Act 2010: The public sector equality duty: reducing bureaucracy

In theory the reduction of bureaucracy to any organisation is obviously a good thing, cutting out mandatory processes which are sometimes lengthy and not necessarily outcome based.

The draft regulations highlighted in section 9 appear reasonable. In point 14 the removal of the requirement to publish details of engagement and equality analysis is what potentially concerning as when the need to publish something is removed then often organisations use this as an excuse not to do it at all. Especially in light of the difficult times that we face in the public sector, equality is one of the first areas cut.

In terms although publication is in a sense a complex or monotonous process the purpose which it serves- in essence proving that they work has been done cannot surely be ignored. If there is no requirement to publish, how do you know they have undertaken any consultation and how do you hold them to account on it?

In point 20 in relation to the equality objectives – it may be reasonable to have one overarching objective but only one objective in total seems to be insignificant when the diversity and equality agenda is incredibly complex and wide scoping, perhaps if it is clear that the objective is an overarching/strategic objective and is in addition to any other objectives that may be required in order to meet this.

Point 26 appears to be reasonable