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To: Specific Duties

Subject: Specific Duties - Policy review

Equality objectives

There is a potentially missed opportunity here if a decision is taken to make a change to this particular piece of the public sector equality duty, it is important to hold public sector bodies to account especially in the current climate, It is right that the public body should set its own equality objectives but there should be some monitoring of this from a national perspective. most public sector organisations need guidance and an absence of this would lead to no action and very little change. Giving public sector organisations so much time in which to produce Equality Objectives and specifying that they only need to produce one, maybe counter to any positive action that may arise from that organisation. we are all aware of where changes need to take place to bring about a real new approach to equality of opportunity but this needs to be legislated and monitored The law is key to any real change and if the level of accountability is removed or dampened down in anyway it will not be effective.

Whilst it is important to remove the bureaucracy, we must ensure that the accountability and responsibility is still held not just locally but centrally

if the hope is to have members of the public hold the organisation to account the information has to be accessible and people have to feel that they are able to challenge.

whilst the legislation is much easier to follow and understand it must be mandatory to bring about real change.