

Equality Act 2010: The public sector Equality Duty: Reducing bureaucracy Policy review paper

| Proposed change to draft regulations | Authority's response |
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| <p>Removal of requirements on public bodies to publish details of the:-</p> <ul style="list-style-type: none"> (1) engagement they have undertaken when determining their policies; (2) engagement they have undertaken when determining their equality objectives; (3) equality analysis they have undertaken in reaching their policy decisions; and (4) information they considered when undertaking such analysis. | <p>The Authority supports the proposals in relation to publishing information. The Authority will, however, continue to scrutinise such information to ensure fairness and equality.</p> |
| <p>Remove the regulation which gives the Secretary of State a power to specify certain matters which public bodies must consider.</p> | <p>The Authority supports the proposal.</p> |
| <p>Change the wording from:</p> <p><i>“Publish sufficient information to demonstrate its compliance...”</i></p> <p style="text-align: center;">to</p> <p><i>“Publish information to demonstrate its compliance...”</i></p> | <p>The Authority supports the proposal, however, considers that guidelines should be issued as to what constitutes <i>‘information’</i>.</p> |
| <p>Remove the requirement to publish evidence of the analysis a public body undertook to establish whether its policies and practices had</p> | <p>The Authority supports the proposal. Publication of any evidence will be a duplication of publication of the equalities objectives and the</p> |

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| <p>furthered the aims set out in section 149(1) of the Act, and remove the requirements to publish details of the information it considered when undertook the analysis.</p> | <p>reasoning behind them, which is also a statutory requirement.</p> |
| <p>Remove the requirement to publish details of the engagement the public authority undertook with persons whom it considered to have an interest in furthering the aims set out in section 149(1) of the Act, and details of the engagement it undertook when developing its equality objectives.</p> | <p>The Authority supports the proposal. Engagement activities, however, in furthering the aims set out in section 149(1) should be still carried out.</p> |
| <p>Amend the requirement from: <i>“Public authorities must prepare and publish objectives”</i> to <i>“Public authorities must prepare and publish one or more objectives”</i></p> | <p>The Authority supports the proposal but would suggest there is a need for more clarity around the meaning of the proposed change – i.e. that the objective(s) should be relevant to the public authority’s equality action plan and also to include the words ‘<i>at least</i>’ before ‘... <i>one or more objectives</i>’.</p> |
| <p>Remove the requirement to set out how progress will be measured.</p> | <p>The Authority feel that although removal of progress measures will decrease the level of bureaucracy, it will lack a framework in which the Authority will be successfully discharging its scrutiny function in measuring the success of any objectives set by the Constabulary.</p> |
| <p>Remove the requirement for public authorities to consider such matters as may be specified by a Minister of the Crown in a written statement to Parliament.</p> | <p>The Authority supports the proposal.</p> |