

Directorate for People – Children Services - Publication of Equality Analyses 2013 – 2014

What is an equality analysis?

Equality analysis is a requirement of the public sector equality duty under the **Equality Act 2010**. It is a way of considering the effect of decisions, policies, plans and services on different groups protected from discrimination. For example people of differing age and gender.

As a result of completing analyses, it is sought to remove or reduce any risks of adverse outcomes identified on: employees, service users or other people who share protected characteristics.

Completing equality analyses involves using a range of information some of which is the result of consultation and engagement activity with protected groups and others. This assists understanding of the actual effect or the potential effect of implementing a change to a plan, policy or other decision. It can help to identify practical steps to tackle any negative impacts and to advance equality of opportunity and foster good relations between people.

Below is a cross section of equality analyses at initial and final stage completed within this Directorate to support its business decision-making function.

It supports the Directorate`s understanding of public sector organisations` s duty to make equality analyses accessible to the public under the Equality Act 2010, General Equality Duty.

The General Equality Duty consists of three aims (sometimes referred to as arms). It is a legal obligation to be fulfilled by public services and those to whom they sub-contract a service.

Compliance should result in better informed decision-making, business planning, policy development and better policy outcomes. Overall compliance can lead to more appropriate, effective, responsive and cost effective services, for users, staff and the wider community.

Public Authorities subject to the General Equality Duty must, in the exercise of their functions have due regard to the need to:

- [Eliminate unlawful discrimination](#), harassment and victimisation and other conduct prohibited by the Act.
- [Advance equality of opportunity](#) between people who share a protected characteristic and those who do not.
- [Foster good relations](#) between people who share a protected characteristic and those who do not.

Home to School Transport			11.07.2013
Hospital Social Work Service			21.01.2013
Professional Support Service (PSS)			20.03.2013
Remodelling and Integration of Preventative and Targeted Services			23.03.2013
School Admissions and Pupil Placements Service Review			09.01.2013
School and Governor Support Service Review			07.03.2013
SEN Parent Partnership			19.08.2013
Teenage Pregnancy			20.02.2013

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