



Equality Act 2010



The UK Government's Equality Act 2010 provides a legal framework to protect the rights of individuals and advance equality of opportunity for all. Public sector organisations are required to eradicate discrimination, harassment and victimisation; promote equality of opportunity, and to foster good relations.

The **nine characteristics** protected by the Act are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Race
- Religion or beliefs
- Sex
- Sexual orientation.

Long Term



In the long term, the work we are undertaking at Cardiff and Vale University Health Board will protect people who either have or are associated with people with protected characteristics from discrimination, harassment and victimisation. This means that are patients, carers and families as well as our staff will be treated fairly, regardless of who they are or where they live.

Prevention



The Act introduces several new measures to promote equality and prevent or reduce inequality, these include:

- requiring public bodies with more than 150 staff to publish gender pay gap information – publishing the percentage difference between men and women's average hourly pay,
- protecting carers from discrimination; and
- strengthening protection from discrimination for disabled people.

Integration



We have developed a Strategic Equality Delivery Plan and associated Delivery Plan which puts forward actions that are relevant to meeting the duties under the Equality Act 2010, the Human Rights Act 1998 as well as the Welsh Language Act and the Welsh Language (Wales) Measure 2011 and the Well-being of Future Generations Act 2015.

Collaboration



Through our work with colleagues at Public Health Wales we have revised the Equality Health Impact Assessment to assist our staff to systematically consider equality issues to ensure that they meet the public sector equality duty in the development and delivery of their policies, practices and services.

Involvement



Completing the Health Equality Impact Assessment requires involvement from staff and other organisations to ensure that the service users voice is heard and considered. There is also a requirement to publish the results of impact assessment and for the listed authority to 'consider relevant evidence relating to persons who share a relevant protected characteristic'. Therefore the importance of evidence received from equality groups has been made more explicit.

If you would like to know more about the implementation of the Equality Act, please contact; Keithley Wilkinson, Equality Manager.

