



# WELCOME

“Effective Engagement with Positive Outcomes”

27 October 2011

Elgin Town Hall

**Don Toonen**

Equal Opportunities Officer

The Moray Council

# Public Sector Duties

- Eliminate discrimination
- Promote equality of opportunity
- Foster good relations between protected groups

# Protected groups

- Disability
- Age
- Race
- Sex
- Religion or belief
- Pregnancy or maternity
- Sexual orientation
- Gender Reassignment

# Public Sector Equality Duties

- Consider impact of all activities on the various protected groups
- Evidence based
- In consultation with groups that may be affected
- Be able to demonstrate this
- Decision, implementation and monitoring

# Equality impact assessment

- What are the positive and negative impacts
- Can the negative impacts be mitigated
- Are decision makers aware of impacts and mitigating actions
- Can the decision be justified
- Can all this be demonstrated

# What is the impact?

Protected group  Policy/activity	Disability	Age	Race	Sex	Religion or belief	Sexual orientation	Gender reassignment	Pregnancy and maternity
A company accepts job applications through on-line forms only								
Health trust introduces mobile units for breast cancer screening								
A local authority decides to cease maintenance of headstones that have been untended for at least 5 years								
A local swimming pool offers free swimming every Friday to people who have reached state pension age								

✓ = Positive impact

✗ = Negative impact

? = We need more information

Blank = no impact

- Impact doesn't mean that activity can't go ahead
- It can help refine the activity
- Absence of evidence is not evidence of absence





# Summary

- Involve those affected if decisions are likely to affect them
- Involve them at an early stage, especially if it concerns difficult decisions
- Clear and relevant information
- Improvement comes with practice



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