

The South Essex Community Hub



Equalities Information and Objectives (public sector equality duty) statement for publication

Under specific duties, local authorities and proprietors are required to draw up and publish equality objectives every four years and annually publish information demonstrating how they are meeting the aims of the general public sector equality duty.

Status of Policy: Statutory

Policy adopted by - The Management Committee

Frequency of review: Every four years and publish information annually

Date of most recent review: Sept 2016

Date of next review: Sept 2017

EQUALITIES INFORMATION

We recognise the Public Sector Equality Duty 2011 and its three aims under the general duty for Community Organisations:

- 1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.** By removing or minimising disadvantages suffered by people due to their protected characteristics.
- 2. Advance equality of opportunity between people who share a protected characteristic and those who do not.** By taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- 3. Foster good relations between people who share a protected characteristic and those who do not.** By encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The South Essex Community Hub (SECH) has considered how well we currently achieve these aims with regard to the eight protected equality groups:

race, disability, sex, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation

In compiling this equality information we have:

- Identified evidence already collected by SECH of equality within policies and practice and identified gaps.
- Examined how SECH engages with the protected groups, identifying where practice could be improved.
- Analysed our effectiveness in terms of equality.

The following people were involved in the identification of evidence and the compiling of objectives:

- The Chair of the Management Committee, The Project Coordinator and members of the committee

Additional Information is available in the on the Hub Website.

1. The Project Coordinator has special responsibility for matters relating to Equalities
2. The Equality Link Committee member has a watching brief for matters relating to Equalities.
3. The Committee of SECH will annually review how well we are achieving these aims under the Equality Act and parents and people accessing our services will be asked for their feedback.

This policy was approved by the Management Committee of South Essex Community Hub in September 2016