

3 THE EQUALITY ACT 2010 – PUBLIC SECTOR EQUALITY DUTIES (AN40-2013)

As a public body, the Licensing Board is subject to the public sector equality duties set out in the Equality Act 2010. Since the Board is a separate legal entity from the Council, the Board requires to produce its own equality strategy detailing how it intends to meet these duties and how it will measure progress towards this.

The duties are to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

“Protected characteristics” under the Act are - age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation.

A draft strategy is attached (Appendix 8). It is recommended that the Clerk consult with interested parties and report back to the next meeting of the Board. The final strategy must be in place by 30th April, 2013. The Board thereafter must review the strategy every four years and report every two years as to how it is progressing towards meeting the equality outcomes contained therein.