

4 THE EQUALITY ACT 2010 - PUBLIC SECTOR EQUALITY DUTIES (AN53-2013)

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.

At its meeting on 21st March 2013, the Board agreed to issue a draft strategy for consultation. Only one response had been received at the time of issue of this agenda and any other responses will be reported verbally. The final strategy must be in place by 30th April 2013. The Board thereafter must review the strategy every 4 years and report every 2 years as to how it is progressing towards meeting the equality outcomes contained therein. Subject to the contents of any further responses received after the agenda has been issued, it is recommended that the attached scheme is approved by the Board (Appendix 5). The only major change to the original draft is a recommendation that the progress reports be annual. Although the statutory minimum period is 2 years, there is nothing to prevent the reports being at shorter intervals and this was suggested in the response received. The statistical details in Appendix 2 to the strategy will be completed after the Board’s approval is obtained to make them as up-to-date as possible.