

A short guide to the equality duties for social care service users

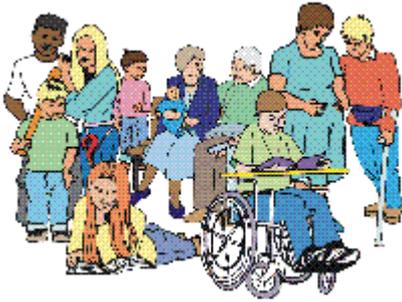


EasyRead version



What are equality duties?

Equality duties are laws about treating people fairly and equally.



The equality duties say that **public authorities** must work hard to make things fairer and more equal.



Public authorities are places like schools, hospitals and councils.



They must do this for:

- people from different races and cultures



- disabled people



- men and women



- transsexual people

Transsexual people are people who are born as one sex and want to live as the other sex.



When people are treated unfairly it is called **discrimination**.

Discrimination means treating someone worse than other people for some reason.



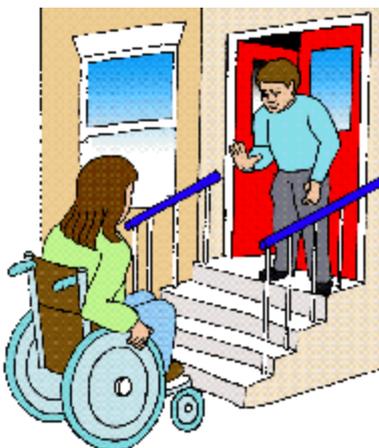
When people from different races and cultures are treated badly because of the colour of their skin or they come from another country, this is called racial discrimination.



For example when someone will not sit next to another person because they are black.



When disabled people are treated badly because of their disability, this is called disability discrimination.



For example when someone using a wheelchair cannot get to a meeting because the building has steps they cannot get up.



When men and women are treated differently this is called sex discrimination.

For example when a woman is paid less money than a man for doing the same job.



A person can fit into 2 of these groups, for example someone who is disabled **and** comes from another country.

What do the equality duties say?



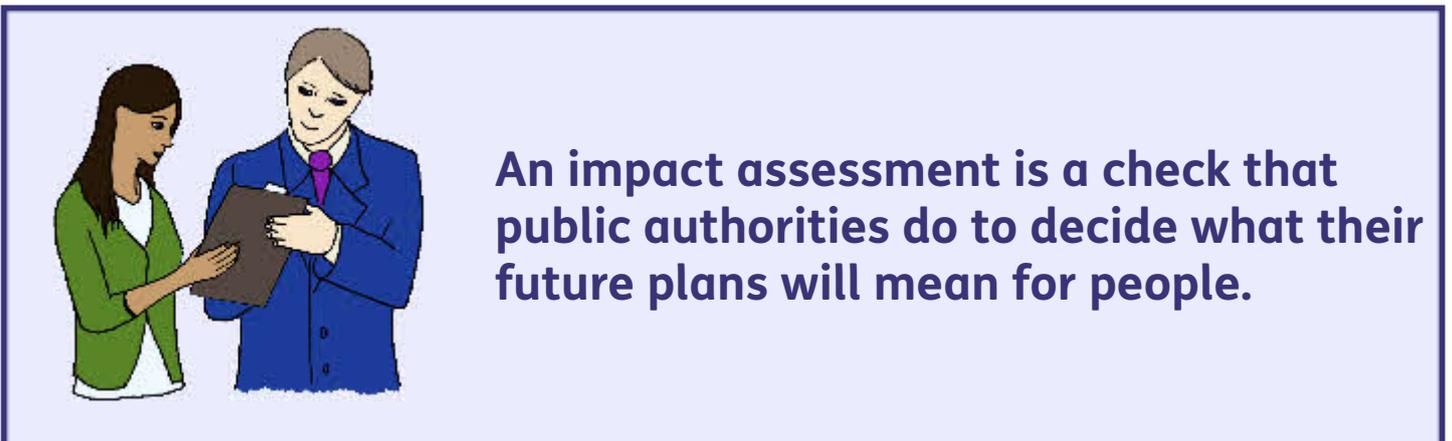
The equality duties say that public authorities must work hard to make sure everyone has the same chances.



This means that public authorities need to think about how they can make things more equal as well as making sure there is no discrimination.



The race equality duty says that people from different races and cultures must be able to have a say when public authorities do an **impact assessment**.



An **impact assessment** is a check that public authorities do to decide what their future plans will mean for people.



The race equality duty also says that public authorities must check that everyone who works for them is treated equally.



The disability equality duty says that disabled people must be involved in helping to make the authority's equality scheme better.



An equality scheme is an authority's plans to make things fairer and more equal.



The gender equality duty says that men and women must be able to have their say about how an authority's equality scheme is doing.

Equality scheme



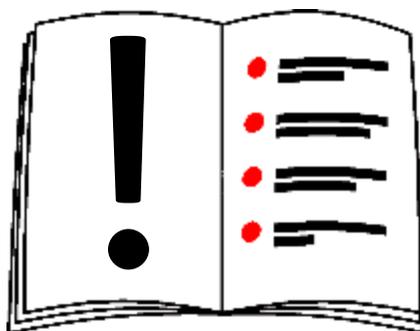
Councils must also follow the equality duties and make it easy for everyone to have a say about new care and support services.



Councils also have to write an **equality scheme**.



An equality scheme is a plan to show how public authorities will make a difference to people's lives.



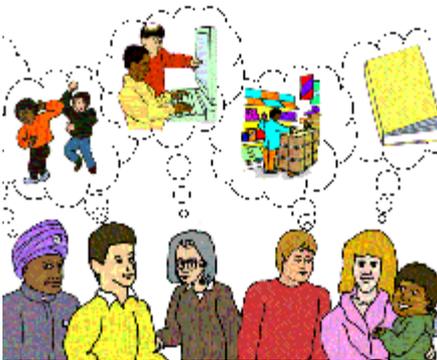
It should include:

- what the most important changes are
- what changes councils will make





- when these changes will happen



- what everyone thinks about the council's ideas for the future



- how councils will know if their changes are working.

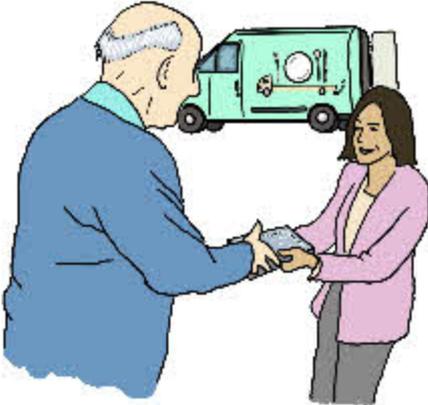


You can ask to see your council's equality scheme.



Breaking the law

Some councils do not always do everything they should do.



Race equality laws

An example of breaking the race equality laws is when a council does not check how many people from different ethnic backgrounds get meals on wheels.



Disability equality laws

An example of breaking the disability equality laws is when a council does not check on the support it gives to parents with learning disabilities.



Gender equality laws

An example of breaking the gender equality laws is when a council does not keep an eye on how many women and men are getting home care support.



We want to find out if councils are following the equality duties.



We will tell you what you can do to help us make sure councils follow the law.



We might take some councils to court, if that will help lots of councils make changes.

Getting in touch with us



More information is available on our website: www.equalityhumanrights.com

You can also get in touch with one of our helplines.



Contact our English helpline

Telephone:



0845 604 6610

Textphone:

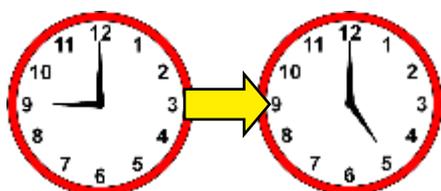


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Fax:



0845 6046630



Opening times:

Monday to Friday: 9am–5pm



Contact our Scottish helpline

Telephone:



0845 604 5510

Textphone:

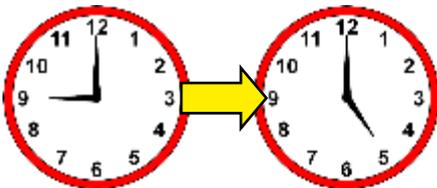


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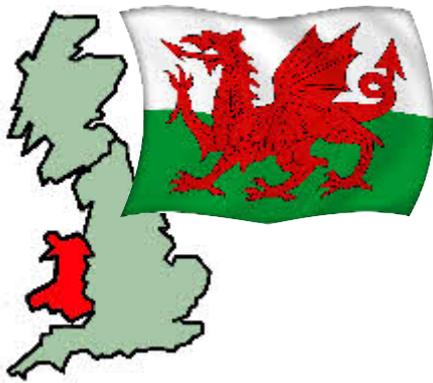


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Contact our Welsh helpline



Telephone:

0845 604 8810



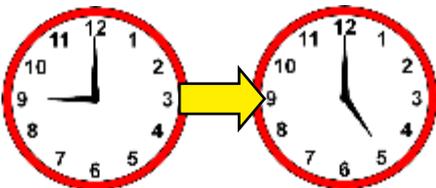
Textphone:

0845 604 8820



Fax:

0845 604 8830

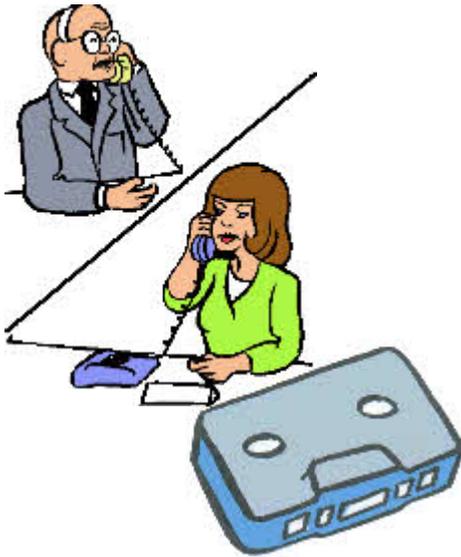


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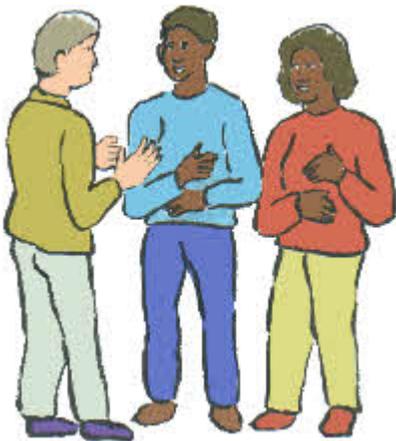
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