



**Ethical Governance**  
**The equality imperative**

**Mole (Laura) Chapman**



*Hard hitting ideas, delivered with sweetness!*

## Welcome

- What do you care about?
- Ground rules by common agreement  
a policy for 'inclusive practice'?
- Shared outcomes for the session?




## From mindscapes to landscapes

We would be foolish to assume that it's easy to achieve a fairer society.


If it was easy we would have cracked it, and we would all live in an equitable world.

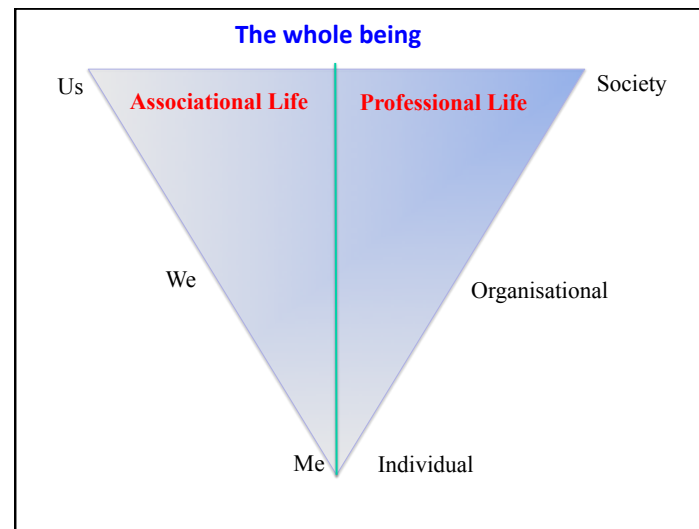
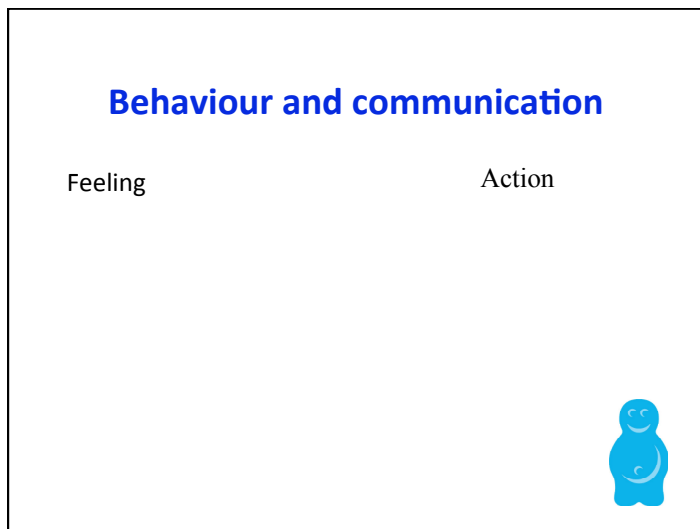
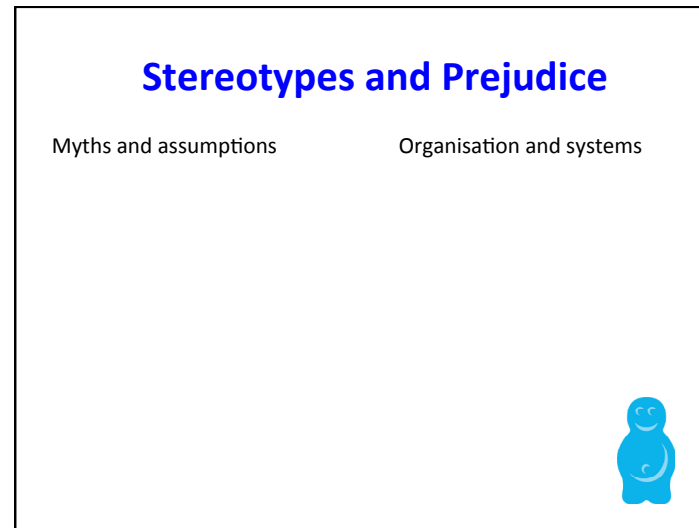
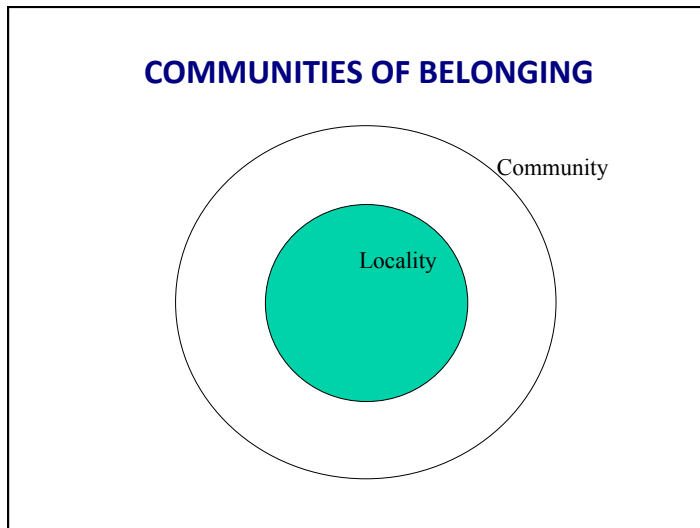
- It is not.
- We have not.
- We do not.



## Topics and areas covered:

- The National Context – Equality legislation
- Understanding the Public Sector Equality Duties in decision making
- The Equality Act 2010 – The protected characteristics and our duty in more detail
- The Local Context – what we know about our communities
- Understanding of how Northampton Borough Council meets our duty (this will include an understanding of relevance and equality analysis)
- Case Law





## The Equality Act

**“The vision is to work towards a fairer society and have set out duties to reduce discrimination based on outcomes and evidence.”**

The main purpose of the Act is to bring about a culture change so that equality becomes part of core to organisational purpose.

This will mean considering the impact of all daily activity and therefore make it part of operational and strategic planning.



## Protected characteristics:

- Age
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Disability



## How will the aims affect our duty to:

- Promote equality of opportunity?
- Eliminate discrimination, harassment and victimisation?
- Promote good community relations?
- Promote positive attitudes towards people with protected characteristics?
- Encourage participation of people with protected characteristics?
- Protect and promote Human Rights?



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## The duties include a ‘general’ duty to have regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- advance equality of opportunity between people from different groups; and
- foster good relations between people from different groups.



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## How?

[objectives reviewed every 4 years]

- Prevent and deal with hate crime including bullying.
- Monitor our workforce strategy
- Improve how we help and support vulnerable people in aspects of their housing and well-being.
- Improve satisfaction about how we communicate and consult with people.



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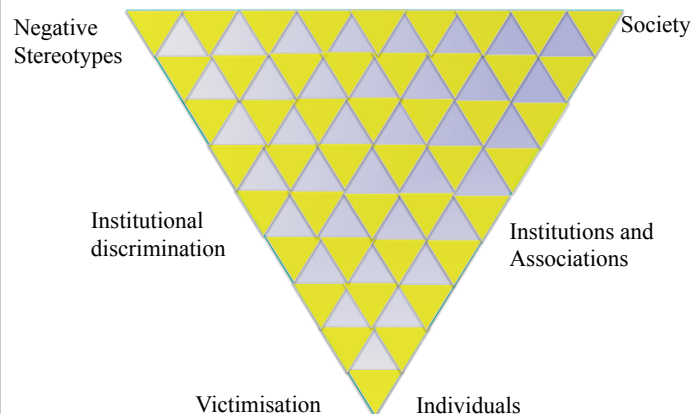
## How?

- Improve our approach to equality impact assessments (EIAs)
- Ensure that organisations we work with, or fund, are able to identify how communities are changing and the impact this may have on equality priorities.
- journey to becoming an “Excellent authority” in terms of equality- We want to improve in everything we do.



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## Power and Oppression



## Different types of inequality

**Victimisation or hate crime:** atypical behaviour extended towards a person with a protected characteristic, and/or a negative attitude towards them, often fuelled by a prejudice that is based on unchallenged assumption or unconscious bias;



## Different types of inequality

**Systemic or institutional discrimination:** unfair disadvantage created by ways of working and/or internal barriers that lead to on-going hindrance or restricted opportunity for persons with a protected characteristics;



## Different types of inequality

**Social inequality:** local, cultural or organisational stories and/or representation of person with a protected characteristics that feed (negative) assumptions. These are generally so widespread they escape direct notice - also known as social narratives.



## Equality...

... is about creating a fairer society where everyone has the same chance to fulfil their potential, to participate fully in the community and have access to the services they need. Equality of opportunity is about equal access, treatment and outcomes that meet individual needs.



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## Diversity:

...is about recognising and valuing differences in their broadest sense: understanding people's differences and similarities to help the individual, the council and society as a whole.



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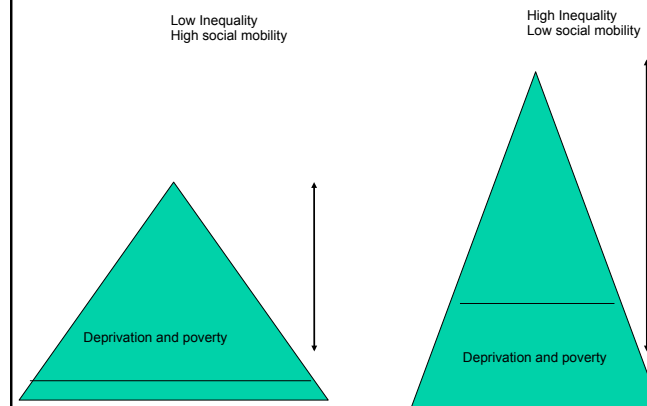
## Human rights:

... are basic rights and freedoms that belong to every person in the world. Human rights are based on core principles like dignity, fairness, equality and respect. They affect your day- to-day life and protect your freedom to control your own life, to take part in elections and council decision-making, to get fair services from public authorities. They help you to be safe, be treated fairly and with dignity; live the life you choose; and take an active part in your community and wider society.



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## Perceived Inequality



The wider the perceived inequality - the unhealthier the community

## Why are equality, diversity and human rights important?

The moral case: treating people fairly and well with respect for their diversity and human rights is a fundamental value of civilised societies.



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## Why are equality, diversity and human rights important?

The business case: investing in equality, diversity and human rights will result in the council designing and delivering more efficient and effective services that more people can use.

It can lead to greater employee productivity, creativity, innovation and flexibility. This means more value for money for the taxpayers in Northampton.



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## Why are equality, diversity and human rights important?

The legal case: The law imposes duties on the council and others providing public functions. These seek to reduce bureaucracy, support improvement in services and accountability to local people.



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## Equity: Whose cake?

*Inequality* is best explained as a powerful social force that leads to community divisions and hierarchies.

Inequality weakens community life, reduces trust and increases violence across populations.



## Capacity building



John McKnight - Asset-Based Community Development



## Inclusive practice:

"Inclusion is a process of identifying and breaking down barriers which can be environmental, attitudinal and institutional. This process eliminates discrimination thus providing all children and young people with equal access to play."

(BradfordPartnership 2007)

"Is an ongoing process of reviewing and developing practice in order to adjust and celebrate diversity. It is the journey not the destination!"

(Equality Training 2006)



## Culture Change

- Tackling inequality is best understood as a practitioner's *ethical commitment* to realise everyone's rights in full.
- Cultural change takes both time and innovation: it is neither immediately available nor instantly achievable.



## Co-Production

On a societal level, Co-Production entails a simple but profound shift in relationships... Co-Production may mean the active process of remedying or preventing whatever would violate our sense of social justice. **A social justice perspective elevates the principle to an imperative!**

Cahn, 2000, p 34-35

## Implications for personal and shared roles in decision making?

### Responsibility:

- What do I understand by diversity?
- How do I promote opportunity?
- How do I strengthen my own understanding?
- How do I enable others to grow?
- What can I do to take more action?

### Authority:

- How do we tackle inequality?
- How do we work to promote good governance?
- How do we value other perspectives?
- How do we talk about resources and entitlements?
- How do we involve community and marginalised groups?
- How do we share leadership activity ?

## Resources available in Northampton

- <http://www.northampton.gov.uk/equality>
- training available via LGSS, at <http://lgss.learningpool.com/>
- And, also [www.local.gov.uk/equality-frameworks](http://www.local.gov.uk/equality-frameworks).
- Full text of the Act: <http://www.legislation.gov.uk/ukpga/2010/15/contents>



**Good bye!**

**...on Facebook  
SlideShare or Twitter**

**For free materials:  
[www.equalitytraining.co.uk](http://www.equalitytraining.co.uk)**

