



Member Training 20th June 2025

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The Equality Act 2010

The Act offers protection to people if they are discriminated or harassed on the basis of a **protected characteristic**.

Protected characteristics are listed in s4 of the Act:

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

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The Equality Act 2010 ⁽²⁾



A person is protected from discrimination by virtue of being married or in a civil partnership if they are an employee but not if they are seeking to access services or education nor in relation to premises.

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The Equality Act 2010 ³

Types of Discrimination (set out in sections 13-22 of the Act):

- Direct (including by association or perception)
- Indirect
- Pregnancy and maternity discrimination
- Discrimination arising from disability
- Failure to make reasonable adjustments for disabled people

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The Equality Act 2010 ⁴

Harassment and Victimisation

There are additional prohibitions on:

- Harassment (s26 of the Act)
- Victimisation (s27 of the Act)
- It is also unlawful to instruct, cause or induce discrimination.

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The Equality Act 2010 ⁵

Duties s149

- General (Public Sector Equalities Duties)
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
 - Advance equality of opportunity between people who share a protected characteristic and those who do not;
 - Foster good relations between people who share a protected characteristic and those who do not.
- Specific Duties
 - To publish information (Transparency)

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How might implementation look in GCC?

Why do we have drop curbs?

Why might teachers provide support (different colour paper or size font) to a pupil who has dyslexia during a test?

Why might a council agree a licence for a Pride celebration?

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Due Regard

The phrase 'having due regard' means that a public body must consciously consider the three aims of the general duty in all its decision making, including:

- the way it operates as an employer
- the way that it develops, evaluates and reviews its policies
- how it designs, delivers and evaluates its services
- how it commissions and procures services from others

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Consequences are real!

- **Summary of the Gloucestershire Library Case from 2012:**
- **Service Affected:** In 2011–2012, Gloucestershire County Council proposed significant reductions to its library services as part of broader cost-saving measures in response to central government funding cuts. These proposals included closing or downgrading several libraries, which sparked public concern and ultimately led to a judicial review.
- The legal challenge cost GCC nearly £95,000 in legal fees.

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Other cases

- R. (on the application of Buckley) v Bath and North East Somerset Council [2018] EWHC 1551 (Admin)
- R (Williams) v Caerphilly County Borough Council [2019] EWHC 1618 (Admin)

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Considerations

- Defensible practice
- Reputational risk
- Financial risk (legal cases are expensive!)
- Values
- Ideology

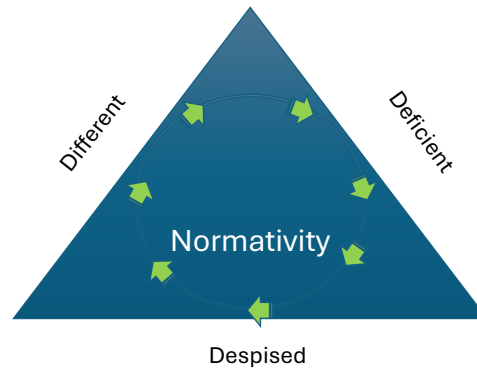
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Individual reflection

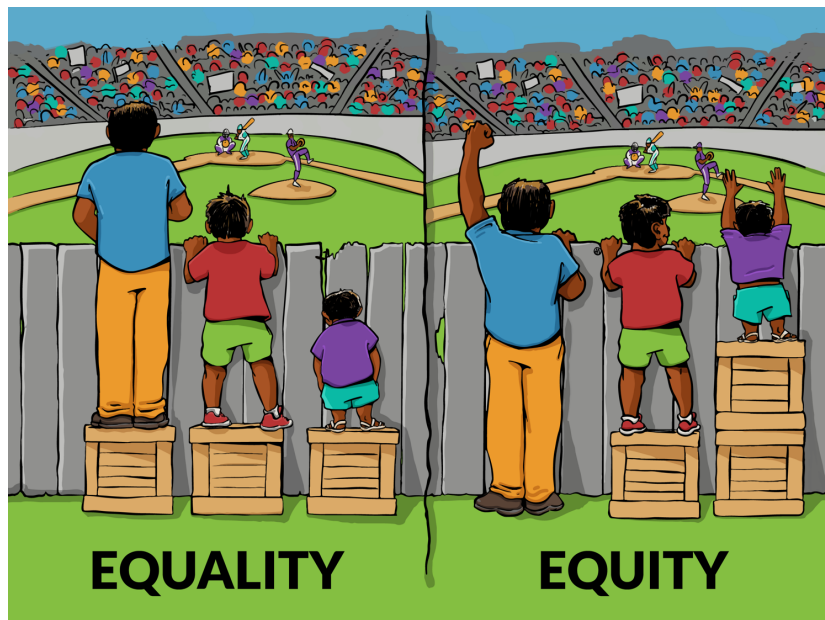
- Are there any equality issues to which you fundamentally object.
What are your arguments?
- Are there any equality issues you particularly seek to advance?
Why?

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3 D Triangle of Inequality



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Unconscious Bias

“.....[people] do not always have conscious, intentional control over the processes of social perception, impression formation, and judgment that motivate their actions.”

Greenwald & Krieger 2006, pg 945

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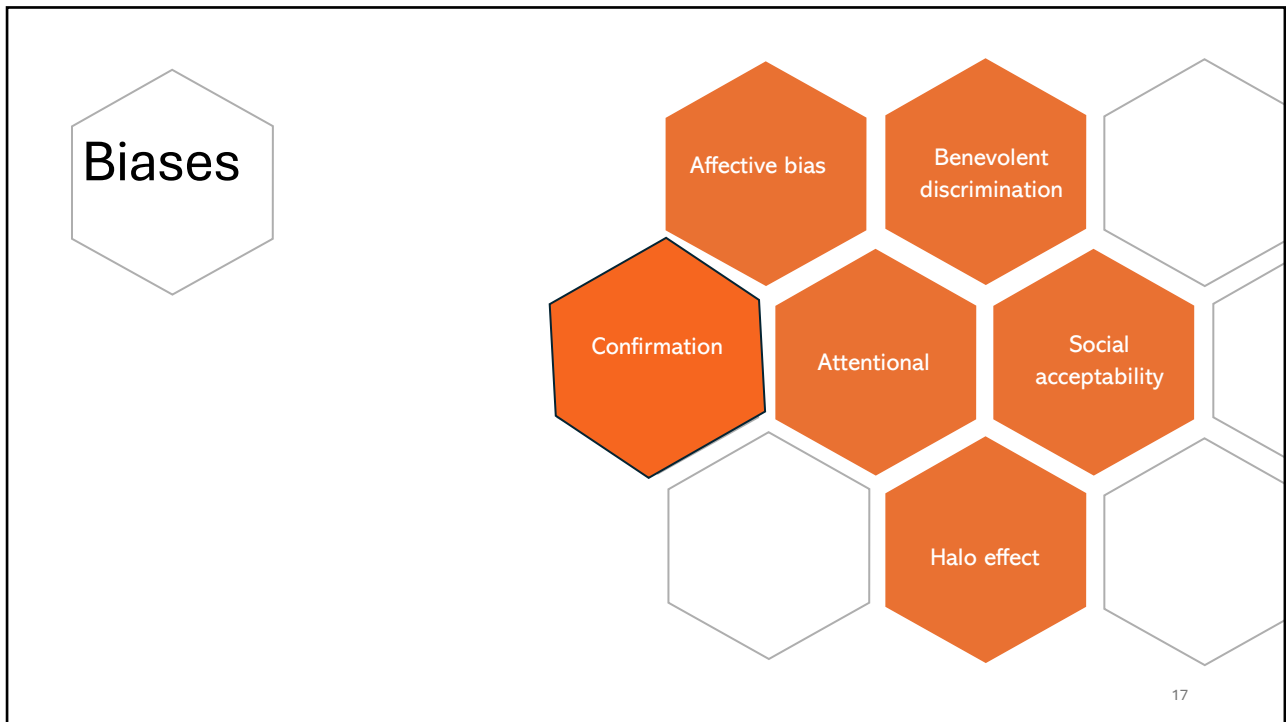
If you could see it...



Toxic stuff

unconscious bias

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“The measure of success for System 1 is the coherence of the story it manages to create. The amount and quality of the data on which the story is based are largely irrelevant. When information is scarce, which is a common occurrence, System 1 operates as a machine for jumping to conclusions .”

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False Comparisons or False equivalences

This is a form of argument used in media and social media to try and equate two events or situations that are not remotely alike in important aspects that are not included in the piece.

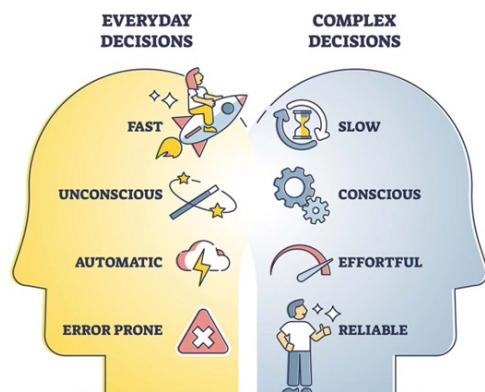


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Fast Brain and Slow Brain

HEURISTICS



[Daniel Kahneman](#)

<https://www.youtube.com/watch?v=dVp9Z5k0dEE>

Used by Benjamin Frimodig, Science Expert B.A., History and Science, Harvard University <https://www.simplypsychology.org/what-is-a-heuristic.html>

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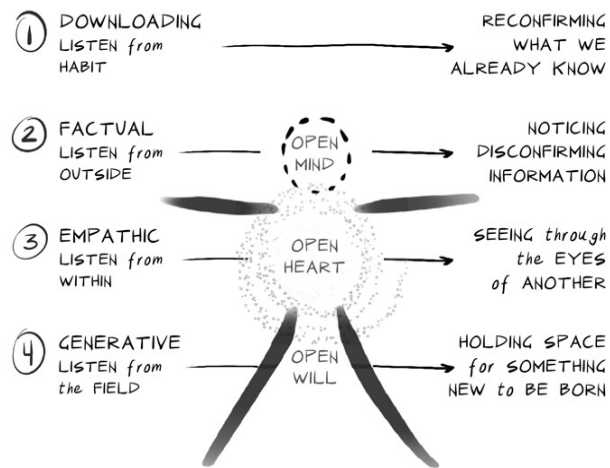
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How do you define these terms?

- Woke,
- Snowflake
- EDI
- Critical race theory
- Microaggressions
- Virtue-signalling
- Two-tier policies.,
- The difference between a migrant and ex-pat

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Otto Scharmer's 4 Levels of Listening



Four Fields of Listening
The Essentials of Theory U - www.ottoscharmer.com

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Non Violent Communication

**Clearly
expressing how I
am without
blaming or
criticising**

Observation

Feelings

Needs

Requests

**Emphatically
hearing how you are
without hearing
blame or criticism**

Centre for NVC

Based on
Rosenberg, Marshall B. Nonviolent
Communication: A Language of Life.
Encinitas, CA: PuddleDancer Press,
2003.

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HS Consultancy

www.hsconsultancy.org.uk



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