About the Public Sector
Equality Duty in Wales

This is about what some organisations must do by law to treat everyone fairly.
About us

We are called the Equality and Human Rights Commission.

We make sure that organisations follow the law about treating everyone fairly.

About this information

This information is for charities and local groups in Wales.

It will help you know the law about treating everyone fairly.

It will tell you about the Public Sector Equality Duty.

You can use this to help change things if people are treated unfairly.
What is the Public Sector Equality Duty?

There is a law about treating everyone fairly.

It is called the *Equality Act 2010*.

A part of this law is called the *Public Sector Equality Duty*.

Some organisations in Wales must follow this part of the law.

For example:

- the government of Wales
- local councils
- health services
- schools

Organisations like this work for the public. They are called *public sector organisations*.
Most public sector organisations in Wales must follow this part of the law.

Some charities, groups and companies must follow this part of the law if they do work for the public.

What does the Public Sector Equality Duty say?

It says that public sector organisations must help make Wales better for everyone.

They must help make sure that:

• everyone is treated fairly

• everyone has the same chances to do things

• different groups of people get on well together
There are some things that organisations must do to follow the Public Sector Equality Duty.

Most public sector organisations in Wales have to do these things:

1. **Make a list of things they need to change. This is called equality objectives**

   Organisations should see if anything they do is unfair for some groups of people.

   They should work to change anything that is unfair.
For example, a health service may find that:

- men get less mental health care than women
- information is hard for some groups of people to understand

Organisations must make a list of things they need to change.

Organisations must:

- say when they will make the changes
- write a report every year about how this work is going
- show how they will make sure everyone who works for them is paid fairly
Organisations must check their list of things to change at least every 4 years.

But they can change the list at any time if they need to.

2. Make a plan to show what the organisation will work on

Organisations must:

• make a plan about what they will do to treat everyone fairly

• check the plan to see if anything needs to change

3. Make sure new plans or rules work well for different groups of people

Organisations must think about how their plans and rules will work for different groups of people.
Organisations must think about:

• new plans or rules they want to make
• plans or rules they want to change

Organisations must:

• write reports about any problems their plans or rules may cause and what they will do about it
• check how new plans or rules are working for different people

3. Find out what people think

Organisations should speak to people who may want to have a say in their work first.
Organisations should talk to people first before they:

- make the list of things they want to change (equality objectives)

- make their plan about how they will treat everyone fairly

- check how the plan is working

- think about how new plans or rules will work for people

People should have a real say in what organisations do.
4. Have the right information

Organisations should have good information to help them:

• know what they need to change and how to change it

• make sure everyone who works for them is paid fairly

Organisations may not have all the information they need.

Organisations must say why they don’t have this information.

5. Give people easy information

Organisations should give people easy information about their work to treat everyone fairly.
For example, there should be easy information about:

- what organisations will change
- the plan for how they will change things

The information could be in easy words, Braille or something else.

**Other things organisations must do**

Organisations must also:

- help their staff know about the Public Sector Equality Duty
- share information every year about what groups of people work for them
To find out more

There is more information on our website at: www.equalityhumanrights.com/wales

Or there is more information in this pack.

If you have been treated unfairly

You can contact the
Equality Advisory Support Service.

They can give you advice.

Phone  0808 800 0082. This is free to call

Textphone 0808 800 0084

Write to:

FREEPOST
EASS HELPLINE
FPN6521

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