

## Equalities

As a Health and Social Care Partnership, we also have a Public Sector Equality Duty under the Equality Act (2010). We have a duty to:-

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share a characteristic that is protected under the Act, and those who don't.
- Foster good relations between people who share a characteristic and those who don't. This involves tackling prejudice and building understanding.

The characteristics that are protected under the Act are:

<p><b>Age</b></p> <p>Younger people, older people, or any specific age group</p>	<p><b>Disability</b></p> <p>Including physical, sensory, learning, mental health and health conditions</p>	<p><b>Gender</b></p> <p>Male, Female and Transgender</p>
<p><b>Gender Reassignment</b></p> <p>Someone who proposes to go through, is going through or has gone through a process, or part of a process, to change his or her gender from man to woman or woman to man.</p>	<p><b>Pregnancy and Maternity</b></p> <p>Including breastfeeding</p>	<p><b>Race</b></p> <p>People from ethnic minorities including Gypsy Travellers and Eastern European immigrants</p>
<p><b>Religion or Belief</b></p> <p>Including people who have no belief</p>	<p><b>Sexual Orientation</b></p> <p>Bisexual, Gay, Heterosexual and Lesbian</p>	<p><b>Carers*</b></p> <p>Both formal and informal carers</p>

\*the partnership considers the impact on carers in relation to all the protected characteristics.

In taking forward the work of the Health and Social Care Partnership, we will embrace these duties and ensure that all requirements are met, through the implementation of the Business and Commissioning Plans for the Service and Strategic areas that are integrated.