

Equality and Human Rights Commission
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Where does Equality sit within the Community Cohesion Agenda?
 Catherine May, Regional Manager

EHRC - a modern regulator

- Culture change vs legal challenge
- Promote the good vs punish the bad
- Driving up standards in British Business and public service:
 - Progressive employers
 - Better services for all

What we have achieved...

- Building a credible and independent Commission
- Mapping, analysing and targeting key equality battlegrounds
- Improving life chances and experiences
- Developing new narratives and accounts

Legal landmarks

- **David Allen v Royal Bank of Scotland (RBS)**. David, a 17 year old wheelchair user, had been unable to use his local branch of RBS who refused to make it accessible.
- We intervened in the case of **Seldon v Clarkson, Wright and Jakes** after the Employment Appeal Tribunal allowed an appeal against a tribunal's conclusion that a compulsory retirement age of 65 for partners in a law firm was objectively justified
- On 19 December the Court of Appeal made a landmark decision in the case of **Stephen English v. Thomas Sanderson Blinds**.

Fairness in the North-West

- Positive public attitudes
(half as likely to feel negative towards minority groups as national average)
- Challenges remain:
 - public perception of how responsive services are to their needs
 - representation of different groups

Questions	North West	Cheshire	Cumbria	Greater Manchester	Lancashire	Merseyside
It is a region with a real mix of people from different backgrounds, races and cultures	83% agree	78% agree	60% agree	90% agree	83% agree	82% agree
It is a region where people from different backgrounds, races and cultures get on well together	71% agree	76% agree	75% agree	70% agree	66% agree	71% agree
Employing people from different backgrounds, races and cultures improves the local economy	70% agree	69% agree	69% agree	69% agree	67% agree	75% agree

An Urban / Rural Divide?

- Greater Manchester, Merseyside and Lancashire
- In stark contrast, Cheshire and Cumbria have seen substantial growth in the numbers of people of pensionable age between 1996 and 2006, partly a legacy of the existing age profile of the population of these areas and partly a consequence of migration from elsewhere in the Northwest/UK.

Towards Good Relations...

- Research -
 - North East Hate Crime
 - Breakthrough
 - Social Housing
- Case-studies
- Tension-monitoring
- Projects: Young British Artists, Muslim Women Power List 2009

Single Equality Bill

- Simple, easy to use
- Role for inspectorates
- Enable positive action
- Single, outcome-focussed public duty
- Extends to private sector through procurement.

Working Together - with regional offices

- Strategic Cases
- Build the evidence base
- Intelligence - linking local to national.
- Ensuring that advice is targeted where it is most needed.
- Active, healthy dialogue at local and regional level between ourselves and key agencies (CAB, law centres, trade unions, complainant aid orgs etc)

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‘Building a society built on fairness and respect where people are confident in all aspects of their diversity.’

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