

PUBLIC SECTOR EQUALITY DUTY

The **public sector equality duty** is a duty on **public authorities** to consider or think about how their policies or decisions affect people who are **protected** under the [Equality Act 2010](#). It is made up of general and specific duties:

General duties

When public authorities carry out their functions, the Equality Act says they must have **due regard** or think about the need to:

- eliminate **unlawful discrimination**
- **advance equality of opportunity** between people who share a protected characteristic and those who don't
- foster or **encourage good relations** between people who share a protected characteristic and those who don't

Specific duties

Public authorities also have **specific duties** under the Equality Act to help them comply with the public sector equality duty.

Public authorities must:

- publish equality information at least once a year to show how they've complied with the equality duty
- prepare and publish equality objectives at least every 4 years

Our equality objectives https://www.warwickdc.gov.uk/downloads/file/2208/wdc_-_equality_objectives_2016-20 have been developed as part of the business planning process which supports our vision:

'Warwick District, a great place to live work and visit, where we aspire to build sustainable, safe, stronger and healthier communities'

Delivery of our vision and values will result in the following outcomes:

- For our Citizens – quality services, in the right place at the right time;
- For our Partners – willing to share resources, power and risk;
- For our Staff – providing the culture, development and tools to do the job well so they can be proud to work for Warwick District Council.