



Consultation on the Older People's Commissioner for Wales Strategic Equality Objectives for 2020-24

The Equality Act 2010 and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

The Equality Act 2010 brings together and replaces the previous anti-discrimination laws with a single Act. It aims to simplify and strengthen the law, removing inconsistencies and making it easier for people to understand and comply with it. The majority of the Act came into force on 1 October 2010.

The Act contains a public sector equality duty which replaces the previously separate duties on race, disability and gender equality. This came into force on 5 April 2011.

The aim of the equality duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This should achieve better outcomes for all.

The 3 aims of the equality duty are to:

1. Eliminate discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act;
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
3. Foster good relations between people who share a protected characteristic and those who do not.

The new general duty covers the following protected characteristics:

- Age
- Sex
- Race – including ethnic or national origin, colour or nationality
- Disability
- Gender reassignment
- Pregnancy and maternity
- Sexual orientation
- Religion or belief – including lack of belief
- It applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Most public bodies in Wales are also subject to specific duties laid upon them by the Welsh Government. The specific duties set out the steps that these organisations must take in order to demonstrate that they are meeting the general duty.

Draft Strategic Equality Objectives

As the independent voice and champion for older people across Wales, the Older People’s Commissioner protects and promotes the rights of older people, ensuring that all older people have their rights upheld. This includes ensuring that older people’s rights under the Equality Act 2010 are upheld and discrimination against older people is challenged.

The Commissioner’s draft Strategic Equality Objectives for 2020-24 builds on the actions already taken to embed equality throughout her work, both as an employer and as a champion for older people in Wales. Her draft Strategic Equality Objectives are closely aligned to her published Strategic Plan – Making Wales the Best Place in the World to Grow Older 2019-22.

The Commissioner’s role and statutory powers are defined by the [Commissioner for Older People \(Wales\) Act 2006](#) and accompanying [Regulations](#), which means that the Strategic Equality Objectives focus on advancing equality for people aged 60 years and over in Wales.

Strategic Equality Objectives
Objective 1: Promote diversity within my workforce and ensure equality of opportunity for all employees.
<ul style="list-style-type: none">• Keep under review the effectiveness of her recruitment process to encourage a diverse range of applicants.• Capture comprehensive and meaningful equality employment data.• Promote a high-level of understanding of equality and diversity issues throughout my workforce, with specialist training for specific roles.
Objective 2: Ensure that equality guides my internal processes, including within strategic decision making.
<ul style="list-style-type: none">• Evaluate her procurement practices to ensure they advance equality whilst ensuring that she continues to meet legal equality requirements.• Review and strengthen the role of her EIA process to inform decision-making.• Evaluate the effectiveness of her EIA processes.

Objective 3: Ensure that the diversity of older people is reflected throughout my work to make Wales the best place in the world to grow older.

- Work to ensure that public bodies reduce inequalities experienced by older people.
- Work to ensure that all older people are empowered to know their rights and are able to challenge discrimination in all its forms.
- Work to ensure that the impact of ageism upon older people and society is understood.
- Work to ensure that communities meet the needs of a diverse range of older people.
- Work to ensure that support for people experiencing abuse reflects the needs of older people in all their diversity.
- Work to ensure that older people do not face discrimination in the workplace.
- Work to ensure that health and social care meets the needs of a diverse range of older people.
- Scrutinise public bodies and hold to account those responsible for instances of age-discrimination.

Objective 4: Provide help and support to a diverse range of older people to ensure their rights are upheld and they are not discriminated against.

- Capture equality data from enquirers to my Casework Team to increase diversity.
- Evaluate the diversity profile of older people in contact with my Casework Team.
- Evaluate the awareness of my role and my Casework Team amongst older people with protected characteristics.
- Ensure that my Casework Team is accessible to all older people.

Objective 5: Ensure that my work is underpinned by the experiences of a diverse range of older people and is fully accessible.

- Engage with the diversity of the older population to learn and understand, inform and empower.
- Regularly audit the accessibility of her website.
- Ensure that her communications are accessible to all and reflect the diversity of older people.