

Boundary Commission for Scotland

Equality statement

Introduction

The Boundary Commission for Scotland is committed to equality and diversity in its work, and is aware of its responsibilities to meet the statutory equality duty that applies to it as a public body.

Secretariat staff and Commissioners are expected to have full regard to this duty in carrying out the functions of the Commission, in their dealings with members of the public and in their relations with colleagues.

Duty

The Equality Act 2010 establishes a public sector equality duty for organisations carrying out public functions from 5 April 2011. The duty applies to the characteristics of age; disability; marriage and civil partnership; gender reassignment; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

The public sector equality duty can be summarised as being that a public authority must have due regard, with respect to the listed characteristics, to the need to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity between those with and without one of the listed characteristics. In particular:
 - remove or minimise disadvantages suffered by those with one of the listed characteristics which are connected to that characteristic;
 - take steps to meet needs of those with one of the listed characteristics, which are different from the needs of those without it, including taking account of disabled persons' disabilities;
 - encourage participation in public life by those with one of the listed characteristics where participation is disproportionately low.
- foster good relations between those with and without one of the listed characteristics, and in particular tackle prejudice and promote understanding.

The Commission is not a named body under Schedule 19 of the Equality Act 2010, and therefore is not subject to the specific duties which apply to named bodies. These specific duties are defined by Ministers, and include publishing equality outcomes, reporting, consideration of the impact of policies and practices and publishing employment data.

This duty replaces a set of duties which arose under the Disability Discrimination Acts, the Sex Discrimination Act and the Race Relations Acts.

The Commission's approach

The Commission's duties and powers, including the rules it must adhere to when undertaking boundary reviews, are set out in legislation. The Commission will bear in mind its statutory equality duty when undertaking its functions.

As examples of the Commission's approach, when preparing Local Inquiries, the Commission aims to ensure that venues are wheelchair accessible, and will arrange for language interpretation to be provided if requested.

If you are concerned about the impact that the Commission's work may have on equality issues, or if you have a suggestion on how it might better promote equality in its work please do not hesitate to contact the Commission at:

Boundary Commission for Scotland
Thistle House
91 Haymarket Terrace
Edinburgh
EH12 5HD
0131 244 2001
secretariat@scottishboundaries.gov.uk

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