

Equality Duty

1. The Commission published an Equality Statement in July 2020 reflecting the Commission's duties and responsibilities at that time. This has now been reviewed and the Commission is asked to approve the updated version – Appendix A.
2. To demonstrate the Commission's commitment to equality and diversity it is recommended that an Equality Impact Assessment is prepared at the start of the next review. For information, Commissioners may wish to consider Boundaries Scotland's recently published Equality Impact Assessment [Equality_Impact_Assessment_results \(boundaries.scot\)](#)

Secretariat
November 2024

Boundary Commission for Scotland

Equality Statement

Introduction

Boundary Commission for Scotland is committed to equality and diversity in its work and is aware of its responsibilities to meet the statutory public sector equality duty.

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

Duty

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

The public sector equality duty places a duty on public authorities to have due regard to the need to:

- eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Boundary Commission for Scotland 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.

Boundary Commission for Scotland's approach

Boundary Commission for Scotland's duties and powers, including the rules it must adhere to when undertaking boundary reviews, are set out in legislation. Boundary Commission for Scotland will have regard to its statutory equality duty when undertaking its functions.

Examples of how Boundary Commission for Scotland has regard to the equality duty include holding Public Hearings in venues that are accessible. Where a Public Hearing is held, Boundary Commission for Scotland will make any reasonable adjustment necessary to ensure that people with disabilities are able to participate on equal terms such as providing equipment, practical assistance or adjusting the process. Language interpretation will also be provided if requested.

If you are concerned about the impact that Boundary Commission for Scotland's work may have on equality issues, or if you have a suggestion on how it might better promote equality in its work please contact us at:

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