



Equality Act 2006

2006 CHAPTER 3

PART 1

THE COMMISSION FOR EQUALITY AND HUMAN RIGHTS

VALID FROM 01/10/2007

Duties

8 Equality and diversity

- (1) The Commission shall, by exercising the powers conferred by this Part—
 - (a) promote understanding of the importance of equality and diversity,
 - (b) encourage good practice in relation to equality and diversity,
 - (c) promote equality of opportunity,
 - (d) promote awareness and understanding of rights under the equality enactments,
 - (e) enforce the equality enactments,
 - (f) work towards the elimination of unlawful discrimination, and
 - (g) work towards the elimination of unlawful harassment.
- (2) In subsection (1)—
 - “diversity” means the fact that individuals are different,
 - “equality” means equality between individuals, and
 - “unlawful” is to be construed in accordance with section 34.
- (3) In promoting equality of opportunity between disabled persons and others, the Commission may, in particular, promote the favourable treatment of disabled persons.
- (4) In this Part “disabled person” means a person who—

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- (a) is a disabled person within the meaning of the Disability Discrimination Act 1995 (c. 50), or
- (b) has been a disabled person within that meaning (whether or not at a time when that Act had effect).

9 Human rights

- (1) The Commission shall, by exercising the powers conferred by this Part—
 - (a) promote understanding of the importance of human rights,
 - (b) encourage good practice in relation to human rights,
 - (c) promote awareness, understanding and protection of human rights, and
 - (d) encourage public authorities to comply with section 6 of the Human Rights Act 1998 (c. 42) (compliance with Convention rights).
- (2) In this Part “human rights” means—
 - (a) the Convention rights within the meaning given by section 1 of the Human Rights Act 1998, and
 - (b) other human rights.
- (3) In determining what action to take in pursuance of this section the Commission shall have particular regard to the importance of exercising the powers conferred by this Part in relation to the Convention rights.
- (4) In fulfilling a duty under section 8 or 10 the Commission shall take account of any relevant human rights.
- (5) A reference in this Part (including this section) to human rights does not exclude any matter by reason only of its being a matter to which section 8 or 10 relates.

10 Groups

- (1) The Commission shall, by exercising the powers conferred by this Part—
 - (a) promote understanding of the importance of good relations—
 - (i) between members of different groups, and
 - (ii) between members of groups and others,
 - (b) encourage good practice in relation to relations—
 - (i) between members of different groups, and
 - (ii) between members of groups and others,
 - (c) work towards the elimination of prejudice against, hatred of and hostility towards members of groups, and
 - (d) work towards enabling members of groups to participate in society.
- (2) In this Part “group” means a group or class of persons who share a common attribute in respect of any of the following matters—
 - (a) age,
 - (b) disability,
 - (c) gender,
 - (d) proposed, commenced or completed reassignment of gender (within the meaning given by section 82(1) of the Sex Discrimination Act 1975 (c. 65)),
 - (e) race,

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- (f) religion or belief, and
- (g) sexual orientation.

- (3) For the purposes of this Part a reference to a group (as defined in subsection (2)) includes a reference to a smaller group or smaller class, within a group, of persons who share a common attribute (in addition to the attribute by reference to which the group is defined) in respect of any of the matters specified in subsection (2)(a) to (g).
- (4) In determining what action to take in pursuance of this section the Commission shall have particular regard to the importance of exercising the powers conferred by this Part in relation to groups defined by reference to race, religion or belief.
- (5) The Commission may, in taking action in pursuance of subsection (1) in respect of groups defined by reference to disability and others, promote or encourage the favourable treatment of disabled persons.
- (6) The Secretary of State may by order amend the list in subsection (2) so as to—
 - (a) add an entry, or
 - (b) vary an entry.
- (7) This section is without prejudice to the generality of section 8.

11 Monitoring the law

- (1) The Commission shall monitor the effectiveness of the equality and human rights enactments.
- (2) The Commission may—
 - (a) advise central government about the effectiveness of any of the equality and human rights enactments;
 - (b) recommend to central government the amendment, repeal, consolidation (with or without amendments) or replication (with or without amendments) of any of the equality and human rights enactments;
 - (c) advise central or devolved government about the effect of an enactment (including an enactment in or under an Act of the Scottish Parliament);
 - (d) advise central or devolved government about the likely effect of a proposed change of law.
- (3) In this section—
 - (a) “central government” means Her Majesty's Government,
 - (b) “devolved government” means—
 - (i) the Scottish Ministers, and
 - (ii) the National Assembly for Wales, and
 - (c) a reference to the equality enactments shall be treated as including a reference to any provision of this Act.

12 Monitoring progress

- (1) The Commission shall from time to time identify—
 - (a) changes in society that have occurred or are expected to occur and are relevant to the aim specified in section 3,

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- (b) results at which to aim for the purpose of encouraging and supporting the development of the society described in section 3 (“outcomes”), and
 - (c) factors by reference to which progress towards those results may be measured (“indicators”).
- (2) In identifying outcomes and indicators the Commission shall—
- (a) consult such persons having knowledge or experience relevant to the Commission's functions as the Commission thinks appropriate,
 - (b) consult such other persons as the Commission thinks appropriate,
 - (c) issue a general invitation to make representations, in a manner likely in the Commission's opinion to bring the invitation to the attention of as large a class of persons who may wish to make representations as is reasonably practicable, and
 - (d) take account of any representations made.
- (3) The Commission shall from time to time monitor progress towards each identified outcome by reference to any relevant identified indicator.
- (4) The Commission shall publish a report on progress towards the identified outcomes by reference to the identified indicators—
- (a) within the period of three years beginning with the date on which this section comes into force, and
 - (b) within each period of three years beginning with the date on which a report is published under this subsection.
- (5) The Commission shall send each report to the Secretary of State, who shall lay a copy before Parliament.

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