

The UK Pandemic Preparedness Strategy 2011: Analysis of Impact on Equality

1. Statement of duties

The Equality Act 2010 mandates a duty within the public sector to:

- eliminate discrimination, harassment, 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; and
- foster good relations between persons who share a relevant protected characteristic and those who do not share it.

The protected characteristics are Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or belief, Sex, Sexual Orientation. The Department of Health's (DH) Analysis of Impact on Equality (AIE) process is a key element of demonstrating how it is meeting the duty. It also considers other groups that may experience disadvantage and barriers to accessing services as well as poorer experience and outcomes.

The aim of the UK Pandemic Preparedness Strategy 2011 is to support integrated planning and preparations for pandemic influenza across government, in health and social care and in public and private sector organisations. The purpose of analysing the impact on equality of the Strategy is to consider the impact it could have on different groups and take steps to mitigate any potential negative or adverse impacts.

This AIE has been developed with input from policy leads in the Department of Health and other Government Departments, as well as drawing on experience from the 2009 H1N1 pandemic.