

Appendix

The following section is intended to provide a brief overview of duties under the Equality Act 2010⁶⁴ and the Well-being of Future Generations (Wales) Act 2015⁶⁵.

The purpose of this is to ensure that, when preparing for the Duty, public bodies are mindful of the other equality and well-being duties which will co-exist alongside the Duty.

It may be useful for public bodies to start thinking about how these duties can be exercised with maximum efficiency, for example, to avoid duplication of work in circumstances where these duties overlap and to address them in an integrated way. A **mapping guide** has been prepared to assist bodies with this and can be accessed through the Socio-economic Duty dedicated **website**.

In addition to the duties set out below, individual public bodies may also have other duties which are specific to them, that they would wish to consider here.

THE EQUALITY ACT 2010

Section 149 of the Equality Act 2010⁶⁶ sets out the Public Sector Equality Duty (PSED) which, in summary, places a general duty on public bodies to have due regard in exercising their functions of the need to:

- **Eliminate discrimination, harassment and victimisation;**
- **Advance equality of opportunity between those who share a protected characteristic and persons who do not share it; and**
- **Foster good relations between persons who share a protected characteristic and persons who do not share it.**

The relevant protected characteristics for the purposes of the PSED are: age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual orientation.

Building on the 2010 Act⁶⁷, distinctive Welsh regulations⁶⁸ place specific duties on named public bodies in Wales to enable the better performance of their compliance with the PSED. Under these specific duties, listed devolved public sector bodies must publish equality objectives and review these objectives at least every four years. In reviewing these objectives, listed bodies should involve people who share one or more of the relevant protected characteristics and have an interest in the way the public sector body carries out its functions.

The Duty also requires listed bodies to report progress towards fulfilling each of their equality objectives annually, and to assess the likely impact of proposed policies and practices on its ability to comply with the general duty. From time to time, a listed body must carry out an assessment of their activities in relation to compliance with the general duty, publish a report and publish equality information.

THE WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015

The Well-being of Future Generations (Wales) Act 2015⁶⁹ aims to improve the social, economic, environmental and cultural well-being of Wales.

It makes the 44 public bodies listed in the Act⁷⁰ think more about the long-term, preventing problems occurring or getting worse through involving people and taking a more joined up approach.

To make sure that public bodies are all working towards the same vision, the Act puts in place seven well-being goals. This will help to create a Wales that we all want to live in, now and in the future.

64 www.legislation.gov.uk/ukpga/2010/15/contents/enacted

65 www.futuregenerations.wales/about-us/future-generations-act/

66 www.legislation.gov.uk/ukpga/2010/15/section/149

67 www.legislation.gov.uk/ukpga/2010/15/contents/enacted

68 www.legislation.gov.uk/wsi/2011/1064/contents/made The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

69 www.futuregenerations.wales/about-us/future-generations-act/

70 www.futuregenerations.wales/about-us/future-generations-act/