

CAMDEN ANCHOR SERVICE USERS EQUALITY POLICY

The Camden ANCHOR is a registered charity which aims to promote and protect the health of the public, particular among people residing in London, by providing an infrastructure that involves people in a collective effort to build confidence in their own abilities and to experience opportunities that build their capacity and capabilities for positive health and well-being outcomes. We are committed to ensuring that the services we provide don't have any unintended adverse impacts and comply with all aspects of the Equality Act 2010. In April 2010 the Equality Act replaced previous anti-discrimination laws with a single act to make the law simpler.

The act covers nine equality groups (called 'protected characteristics'), which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment. The protected characteristics are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion and belief;
- sex; and
- sexual orientation

The Equality Act sets out the different ways in which it is unlawful to treat someone, such as direct and indirect discrimination, harassment, victimisation and failing to make a reasonable adjustment for a disabled person.

Camden Anchor when deciding policy and delivering services will demonstrate 'due regard' to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

The Equality Act explains that having 'due regard' involves:

- removing or minimising disadvantages suffered by people due to their protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

References consulted in draft this document:

[Equality Act guidance for charities - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/equality-act-guidance-for-charities)

[Who must comply with the public sector equality duty? - Citizens Advice](https://www.citizensadvice.org.uk/charities/charities-and-the-equality-act/)

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