



Llywodraeth Cymru
Welsh Government

REPORT, DOCUMENT

Public Sector Equality Duty

Explains the aim of the Public Sector Equality Duty and the organisations covered.

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The Equality Act 2010: the Public Sector Equality Duty

The Equality Act 2010 protects people from discrimination because of:

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

These categories are known as the 'protected characteristics'.

The 2010 Act also introduced the Public Sector Equality Duty (PSED), which has 3 overarching aims. Those subject to the duty must have due regard to the need to:

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

The aim of the PSED is to ensure that those subject to it consider advancement of equality when carrying out their day to day business. For the Welsh Government this includes shaping policy, delivery services and in relation to our employees.

The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 (the 2011 Regulations)

In Wales, certain public bodies are also subject to specific duties found in the **2011 Regulations** also known as the Welsh specific equality duties. The aim of these duties is to enable the better performance of PSED by requiring, for example, the publication of equality objectives together with equality impact assessments, engagement requirements, progress reports, collection of data and more.

The Equality and Human Rights Commission (EHRC) acts as the regulator which ensure compliance and delivery of actions which support PSED. Information on its regulatory role, responsibilities and powers of redress can be found in the **Public Sector Equality Duty**.

The PSED is separate from the **Socio-economic Duty** (SED). Information in the SED and the organisations which are subject to it, which are different to the list of organisations for the PSED, can be found at **Socio-economic Duty: an overview**.

PSED organisations

Welsh ministers routinely provide progress updates on work being done to comply with PSED by public bodies in Wales and the Welsh Government sponsored bodies (WGSB) which receive funding provided by the Welsh Government to carry out their duties. These include:

Welsh Government

- The First Minister for Wales
- The Welsh ministers
- The Counsel General to the Welsh Government

The Welsh Government sponsored bodies

- [Arts Council of Wales](#)
- [Local Democracy and Boundary Commission for Wales](#)
- [National Library of Wales](#)
- [National Museum Wales](#)
- [Natural Resources Wales](#)
- [Qualifications Wales](#)
- [Sport Wales](#)

National Health Service

Local health boards

- [Aneurin Bevan University health board](#)
- [Betsi Cadwaladr University health board](#)
- [Cardiff and Vale University health board](#)
- [Cwm Taf Morgannwg University health board](#)
- [Hywel Dda University health board](#)
- [Powys Teaching health board](#)
- [Swansea Bay University health board](#)

NHS trusts

- **Public Health Wales**
- **Velindre NHS trust**
- **Welsh Ambulance Services NHS trust**

Llais - Your voice in health and social care

Llais Wales is an independent body which:

- engages with members of the public
- represents the voice of people to health boards and local authorities
- provides free and confidential complaints advocacy and support

Local government

County Councils and County Borough Councils

- **Blaenau Gwent**
- **Bridgend**
- **Cardiff**
- **Carmarthenshire**
- **Caerphilly**
- **Ceredigion**
- **Conwy**
- **Denbighshire**
- **Flintshire**
- **Gwynedd**
- **Isle of Anglesey**

- **Merthyr**
- **Monmouthshire**
- **Neath Port Talbot**
- **Newport**
- **Pembrokeshire**
- **Powys**
- **Rhondda Cynon Taff**
- **Swansea**
- **Torfaen**
- **Vale of Glamorgan**
- **Wrexham**

There are 4 regional partnerships or Corporate Joint Committees, where local government organisations have elected to work together for mutual benefit.

- Mid Wales Corporate Joint Committee
- North Wales Corporate Joint Committee
- South East Wales Corporate Joint Committee
- South West Wales Corporate Joint Committee

Although covered within the Public Sector Equality Duty, they have no website in their own right. Information in their activities can be obtained by contacting relevant local authorities.

- **[Welsh Local Government Association Home : WLGA](#)**

Fire and rescue authorities

- **[Mid and West Wales Fire and Rescue Service](#)**
- **[North Wales Fire and Rescue Service](#)**
- **[South Wales Fire and Rescue Service](#)**

National park authorities

- [Brecon Beacons National Park Authority](#)
- [Pembrokeshire Coast National Park Authority](#)
- [Snowdonia National Park Authority](#)

Educational bodies

- [The Education Workforce Council for Wales](#) (previously General Teaching Council for Wales)
- [Estyn](#) His Majesty's Chief Inspector of Education and Training in Wales
- [Higher Education Funding Council Wales](#)
- [Qualifications Wales](#)

Other public authorities

- [Audit Wales](#)
- [Auditor General For Wales](#)
- [Public Services Ombudsman for Wales](#)
- [Social Care Wales](#)
- [Welsh Revenue Authority](#)

Commissioners for Wales

- [Children's Commissioner for Wales](#)
- [Older People's Commissioner for Wales](#)
- [Welsh Language Commissioner](#)

Universities in Wales

- [Aberystwyth University](#)
- [Bangor University](#)
- [Cardiff Metropolitan University](#)
- [Cardiff University](#)
- [Swansea University](#)
- [University of South Wales](#)
- [University of Wales Trinity Saint David](#)
- [Wrexham Glyndwr University](#)

Further Education Institutions

- [Bridgend College](#)
- [Cardiff and Vale College](#)
- [Coleg Cambria](#)
- [Coleg Gwent](#)
- [Coleg Sir Gar](#)
- [Coleg y Cymoedd](#)
- [Gower College Swansea](#)
- [Grŵp Llandrillo Menai](#)
- [NPTC Group of Colleges](#)
- [Pembrokeshire College](#)
- [St David's Catholic Sixth Form College - Cardiff](#)
- [The College Merthyr](#)

UK Organisations covering England and Wales

Cross border organisations (along the border between England and

Wales): cross border Welsh authorities

- [Environment Agency](#)
- [NHS Blood and Transplant](#)
- [NHS Business Services Authority](#)
- [Student Loans Company](#)

There are several UK organisations which operate in Wales, which are not covered in the Welsh ministers report since they operate at a UK level.

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