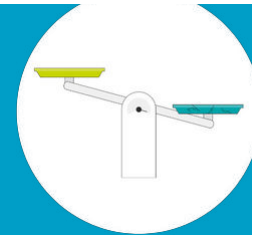


Enacting the socio-economic duty

16th November

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Socio-economic duty



Adopting the socio-economic duty can act as a powerful tool for organisations to address poverty and create a fairer society.

Section 1 of the Equality Act 2010, the socio-economic duty is intended to reduce socio-economic disadvantage.

By voluntarily adopting the socio-economic duty, local and public authorities must consider the ways in which their decisions increase or decrease inequalities that result from socio-economic disadvantage.



By 2021, **one in seven** local councils in England had voluntarily adopted the duty, and over half of councils were 'acting in the spirit of the duty' by considering socio-economic status in decisions.

Making the case for adoption of the Duty

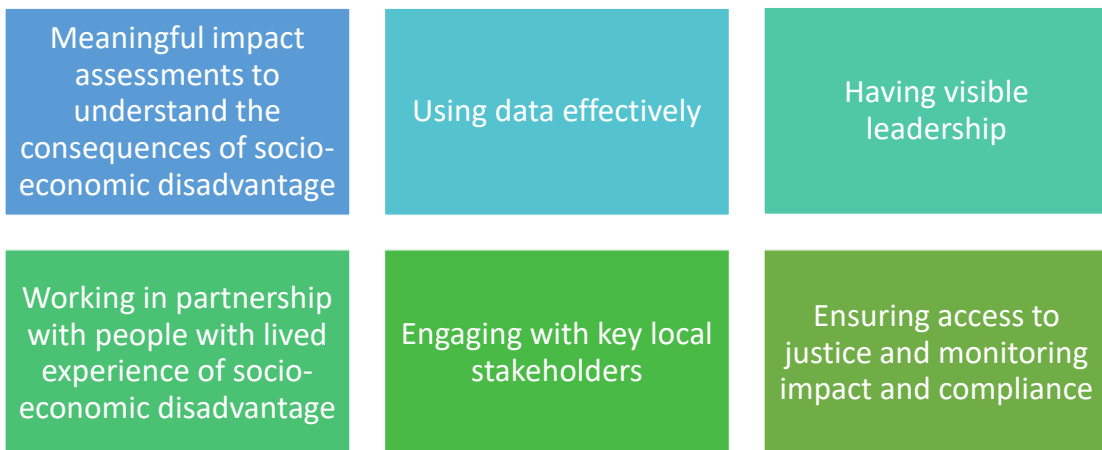


- Raising awareness of socio-economic inequalities within organisations and among partners.
- Ensuring widespread organisational commitment to, and consideration of, socio-economic inequalities.
- Supporting the participation of low-income residents in decisions that affect them, especially in the context of (proposed) cuts to services.
- Improving systematic approaches to equality impact assessments and assessment of policy and practice more broadly.



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Implementing the Duty in practice



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The socio-economic duty in action

Overview of the report

- Seven case studies from across England and Wales.
- Demonstrate the varied and powerful ways the Duty is being to tackle inequalities of outcome stemming from socio-economic disadvantage.
- Positive impacts in a range of areas including employment, COVID-19 response, school meal prices, and cost-of-living support.

(Issac and Lopez, 2023)



Case studies

- | | |
|------------------|-------------------------------------|
| 1. Hackney | 5. Salford |
| 2. Harborough | 6. Transport for Greater Manchester |
| 3. Merseyside | 7. Wales |
| 4. North of Tyne | |



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The socio-economic duty in action

North of Tyne Combined Authority

- Adopted the Duty in 2020.
- Reviewed recruitment practices and removed as many degree requirements as possible or ask for 'equivalent experience'.
- Internal training to ensure that job adverts do not require unnecessary qualifications.
- Equality is a central element of all job adverts.
- Encouraging applicants from disadvantaged backgrounds to apply for more senior roles which they may have not considered themselves for.

Outcomes

- More employers from socio-economically disadvantaged backgrounds at NTCA.
- Great Place to Work Award



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The socio-economic duty in action



Salford City Council

- Committed to adopting the duty in 2021, as part of their refreshed Tackling Poverty Strategy, although they had previously been working in the spirit of the Duty for some time.
- A toolkit was developed, and the council undertook a 'soft launch' period to smooth the implementation of the duty. The duty has supported Salford City Council to evidence the consideration of socioeconomic disadvantage, as well as to embed this throughout the process of policy development.
- The council rejected school meal price increases during the cost-of-living crisis on the basis of the impacts that it would have on families experiencing socio-economic disadvantage.



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The socio-economic duty in action



Transport for Greater Manchester

- Transport for Greater Manchester (TfGM) formally adopted the duty in August 2022, during a period in which they were also refreshing their inclusion and equalities strategy.
- This decision brought them in line with five local authorities in Greater Manchester, which have all adopted, or are in the process of adopting, the duty.
- Formal adoption has lent greater focus to TfGM's pre-existing efforts to reduce socio-economic disadvantage in Greater Manchester and encouraged proactive consultation with people with lived experience of socio-economic disadvantage. For example, they engaged with a poverty reference group on a new customer charter, a collection of commitments which underpins Greater Manchester's new integrated transport network, the Bee Network.



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The socio-economic duty in action



Welsh Government

- Adopted the Duty at a national level in 2021.
- An Integrated Impact Assessment identified that the majority of social care workers experience significant socio-economic disadvantage.
- Launched the Covid-19 Statutory Sick Pay Enhancement Scheme to provide financial support to social care workers when they were required to stay off work.

Outcomes

- £10m provided to social care workers over 22 months, supporting an estimated 18,000 FTE social care workers.
- Longer term change through the Social Care Work Forum to improve the working conditions of the social care workforce.

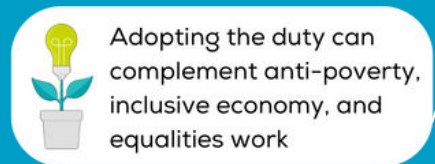


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We can support you to adopt the socio-economic duty and evaluate its impact.

This work will include:

- Training your organisation to understand the you can use the duty to address disadvantage
- Reviewing your organisation's policies and procedures and producing guidance on where the duty can be integrated into these
- Supporting your organisation to gather and understand data and case studies, which can be used effectively as a tool for decision-making and accountability when adopting the duty
- Providing resources which can be used in your future work to ensure the adoption of the duty has the best possible impact
- Supporting your organisation to measure the impact of adopting the duty on tackling socio-economic disadvantage.



Contact



If you are interested in adopting the duty, contact thomas@gmpovertyaction.org to book your free initial conversation with us.

To find out more about adopting the duty and the impact it's having, visit: gmpovertyaction.org/socio-economic-duty/.

Isaac, M. and Lopez, A. (2023). The socio-economic duty in action. Case studies from England and Wales. Just Fair and Greater Manchester Poverty Action. Available at: [The socio-economic duty in action: Case studies from England and Wales \(gmpovertyaction.org\)](http://gmpovertyaction.org).

Thank you for listening

