

THE SOCIO

ECONOMIC

DUTY



THE EQUALITY TRUST

Because more equal societies work better for everyone



What is the Equality Act 2010?



The Equality Act 2010



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What is the Equality Act 2010?



The Equality Act 2010

- The Equality Act 2010 is **the core piece** of Equalities legislation in England, Scotland, and Wales
- Provides a **legal framework** to protect rights and address discrimination

Public Sector Equality Duty

↑

Duty for public authorities to consider how their policies impact on people who have protected characteristics under the Equality Act 2010.

If a person believes that a public body has not applied the PSED they are able to take them to court.



What is the Socio Economic Duty?



The Equality Act 2010

Section one of The Equality Act 2010 considers socio-economic disadvantage

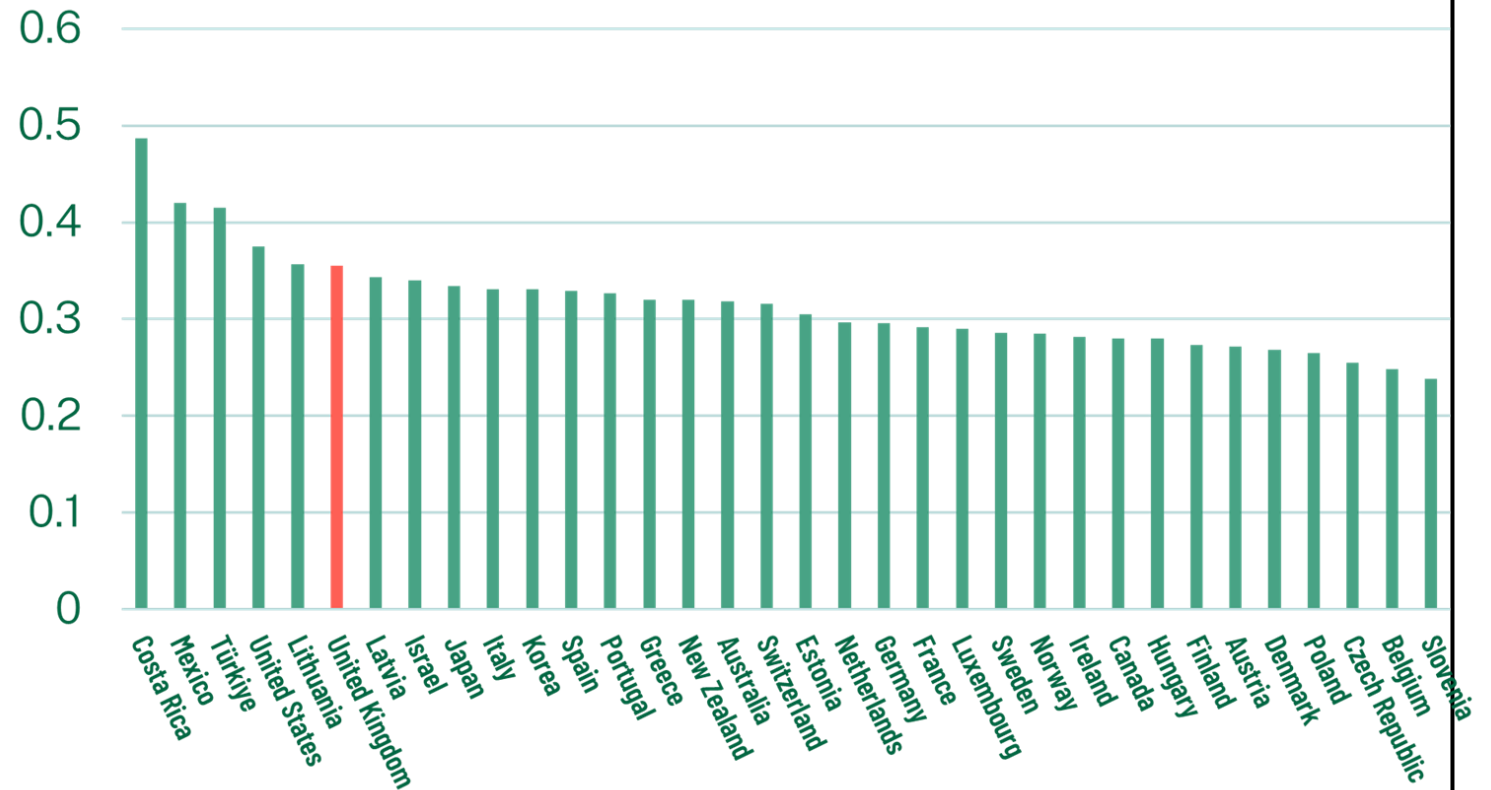
“An authority to which this section applies must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.”



INEQUALITY IN THE UK



Income is
shared
unequally



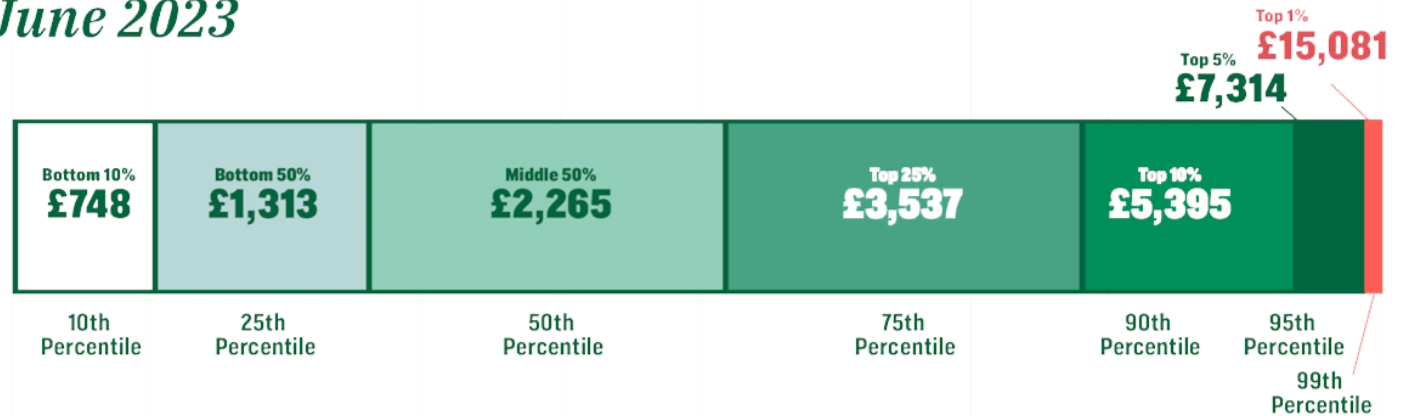
Latest available OECD data, Gini income inequality

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Income is shared
unequally

MONTHLY TAKE-HOME PAY BY PERCENTILE

June 2023



ONS earnings and employment, August 2023

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**MEDIAN CEO PAY IS
109 TIMES HIGHER
THAN AVERAGE WORKER**



AVERAGE WORKER

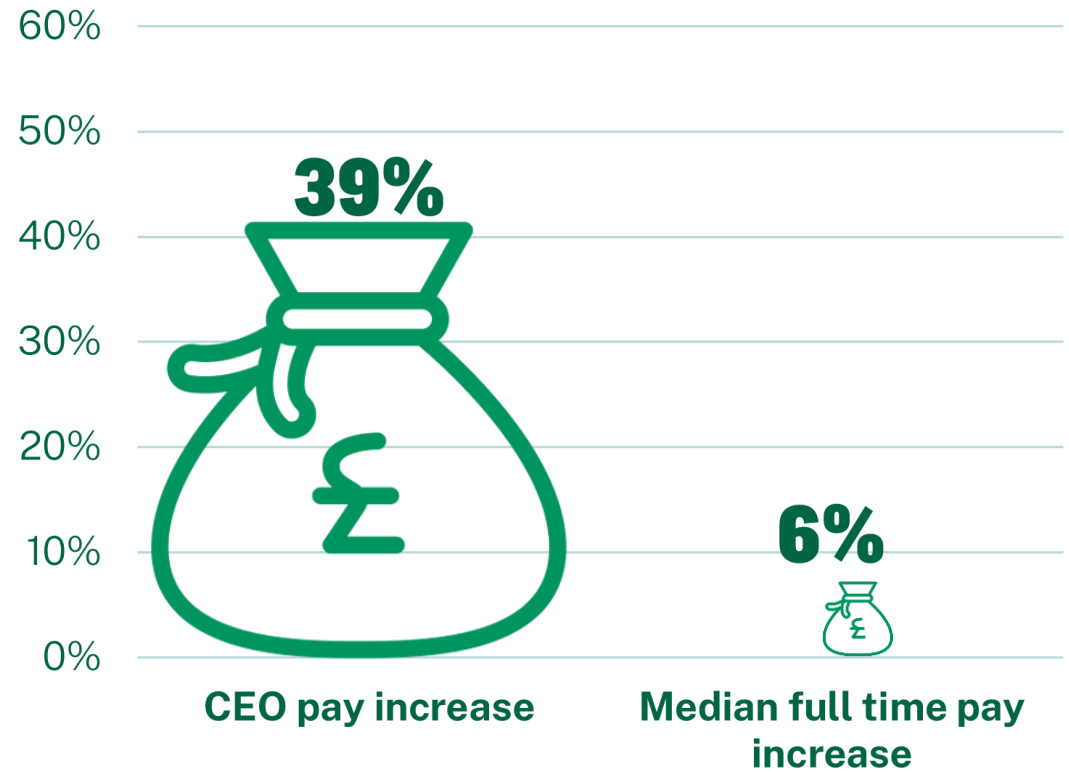


*this is not drawn to scale; the actual difference is much larger, but there's only so much space on the slide

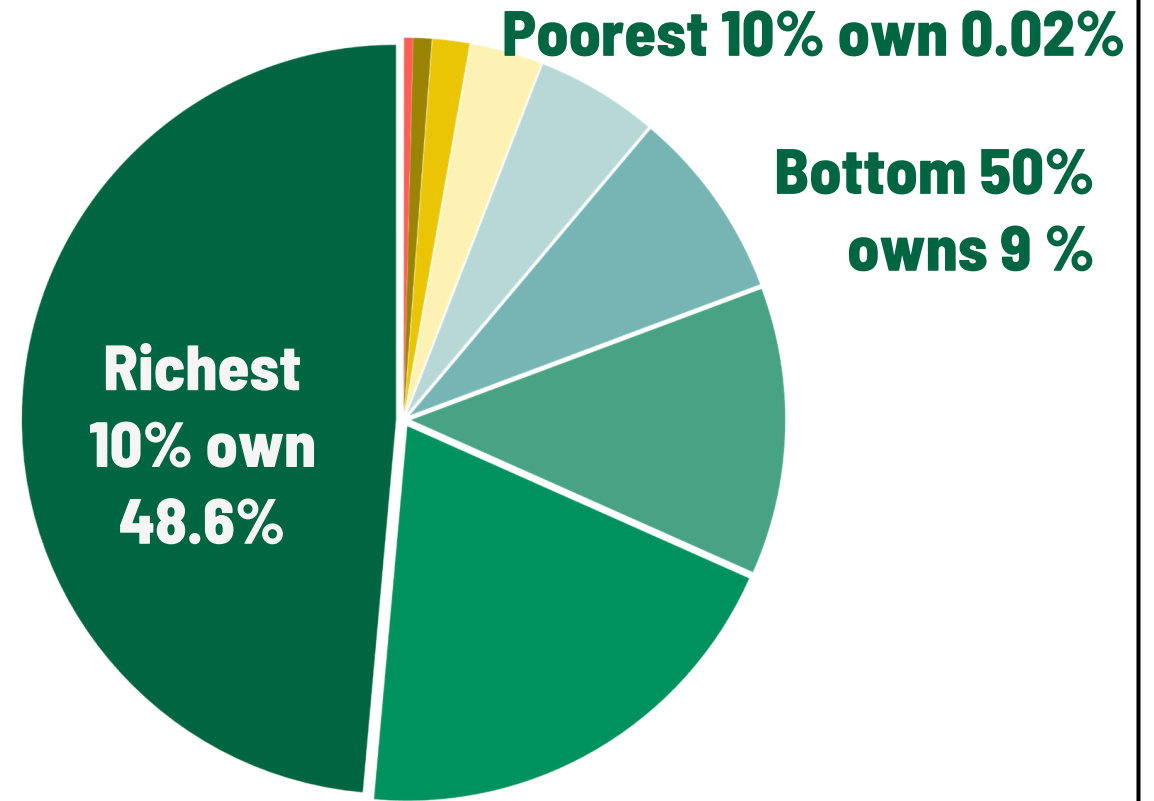


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Increase in **CEO pay**
vs increase in
median worker pay
Jan 22-Jan 23



And wealth
is worse



ONS Distribution of individual total wealth by characteristic in Great Britain: April 2018 to March 2020

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The wealth of the richest 1% is

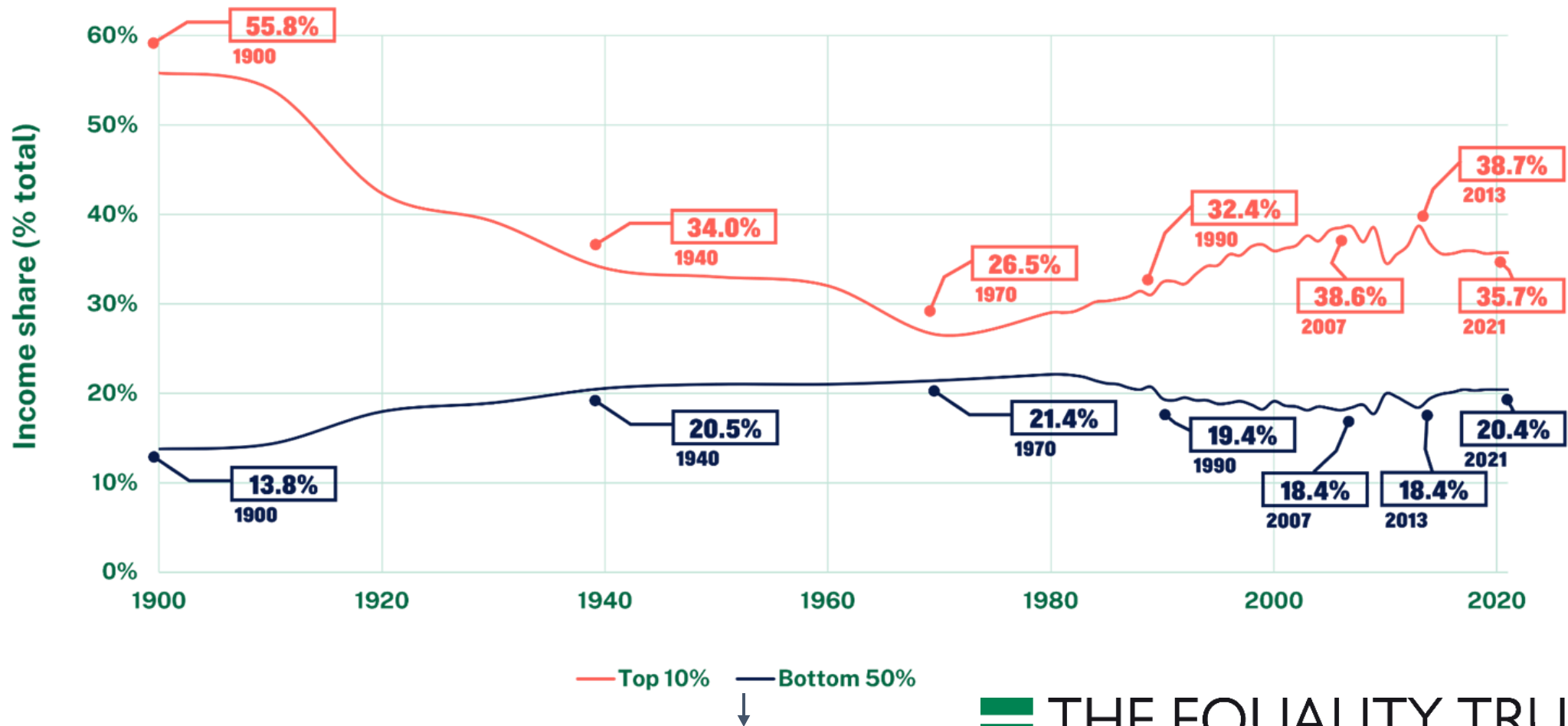
**230 TIMES
MORE**

than that of bottom 10%



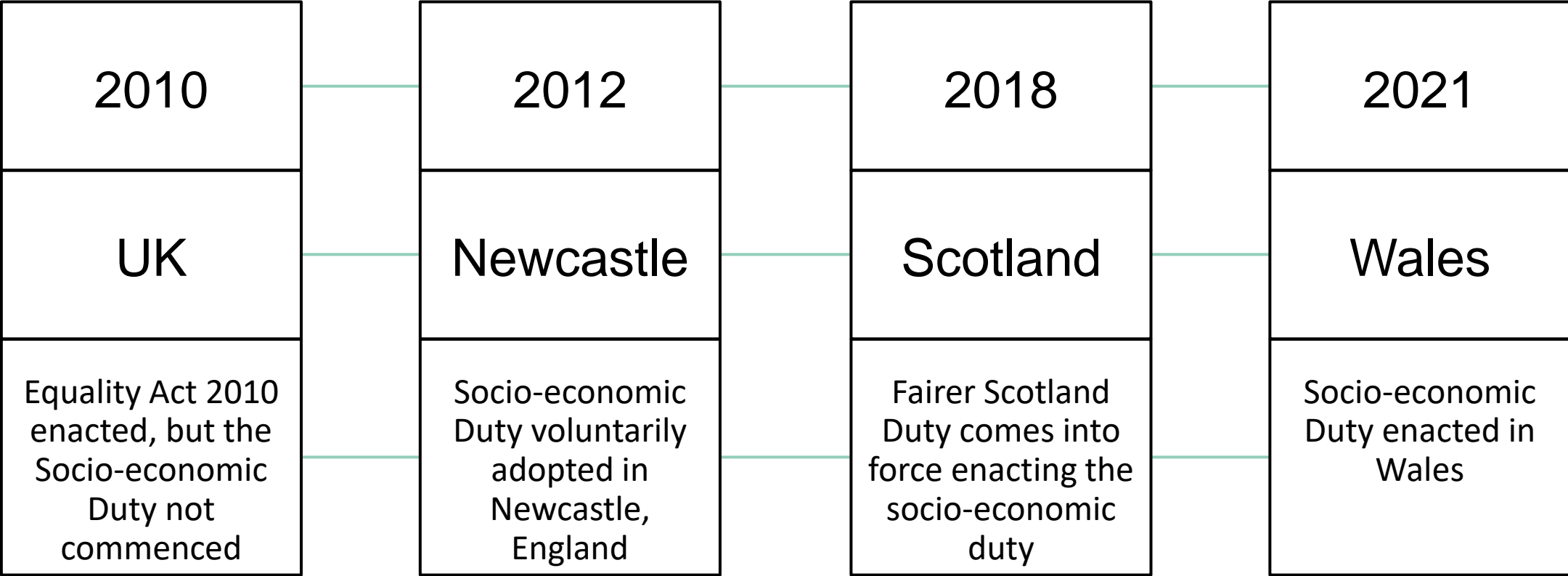
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INCOME DISTRIBUTION OVER TIME



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Implementation





UN Committee on Economic, Social, and Cultural Rights:

“

bring into force the relevant provisions of the Equality Act that refer to the public authorities' duty on socio-economic disadvantage ... in order to enhance and guarantee full and effective protection against discrimination in the enjoyment of economic, social and cultural rights.

”





WHY NOW?



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Over **one in five** people in the UK live in poverty





36% vs 25%	Child poverty in households with a disabled person vs with no disabled people
48% vs 25%	Child poverty in ethnic minority families vs white British families
3m vs 1.9m	Number of low-paid women vs number of low-paid men





BENEFIT EVERYONE



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ECONOMIC	“Previous IMF studies have found that income inequality...negatively affects growth and its sustainability”
SOCIETAL	“...resource misallocation, corruption, & nepotism, with attendant adverse social and economic consequences. In particular, citizens can lose confidence in institutions, eroding social cohesion and confidence in the future”
QUALITY OF LIFE	“Ultimately, socioeconomic inequalities result in increased morbidity and decreased life expectancy.”



Benefits of Implementation in Scotland

- Lower rates of poverty / no more poverty
- Move away from levels of absolute and relative poverty
- No more need for food banks
- Less pronounced differences between rich and poor
- Better quality of life for everyone
- Rural areas can provide opportunities for local people and stem outward migration of their young people.
- Less judgement and stigma around socio-economic deprivation.

Benefits of Implementation in Scotland

- Educational attainment
- Overall health and mental health
- Improved outcomes for those who would currently experience socio-economic disadvantage
- Fewer people living in lower categories of the Scottish Index of Multiple Deprivation



WIDELY SUPPORTED

57% vs 6%

Compassion in Politics found that 57% support the commencement, with only 6% disagreeing

78% agree

78% agreed government should have to consider the impact of their policies on people who are less well off.



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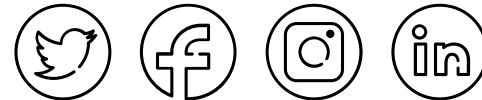
- An Early Day Motion on the Socio-Economic Duty received support from 83 cross-party MPs.
- Women and Equalities Select Committee's report on Levelling Up and Equality (September 2021) called it an “oven-ready” solution to addressing socio-economic inequality.
- Just Fair and The Equality Trust working on #1ForEquality campaign to encourage the UK Government to commence the Socio-Economic Duty.

PROGRESS



QUESTIONS?

Or get in touch:



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www.equalitytrust.org.uk