



10 DOWNING STREET
LONDON SW1A 2AA

THE PRIME MINISTER AND DEPUTY PRIME MINISTER

19 December 2012

Mr Dorn & Richel.

Thank you for your letter of 19 November 2012 about the review of the Public Sector Equality Duty.

We recognise how important it is to ensure that the legacy of Stephen's murder and Lord Macpherson's report of the subsequent Inquiry will never be lost. That legacy was to change fundamentally and forever the way that we think about race in this country, and to make the promotion of race equality central to the way that public authorities work. We know you have worked tirelessly to drive these improvements and are extremely grateful to you for your work.

We also want to reiterate the Government's commitment to equal treatment and equal opportunity. We care a great deal about making sure our policies never marginalise or discriminate, and that people are treated equally. We were the first Government to produce an Equality Strategy and recently affirmed our commitment through its refresh in May 2012. This Government has also supported the Public Sector Equality Duty (PSED). We commenced it in April 2011 and brought into force the Specific Duties in the same year. In doing so we have aimed to make sure this legislation is making an effective difference whilst being less prescriptive in the way it is fulfilled.

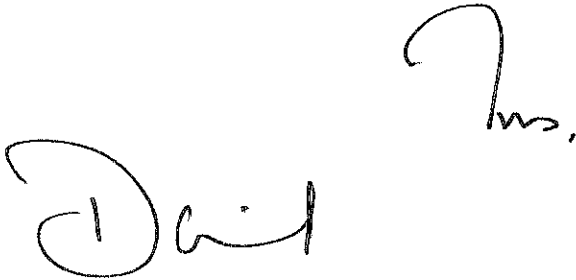
When the Regulations were debated in Parliament we made a commitment to assess their effectiveness. We think it is a good time to make sure the PSED is working as intended, both in terms of its legislative aim and in ensuring any unnecessary bureaucracy around the approach to the old duties has been removed.

We would like to offer our assurance that the review will be overseen by an independent high level steering group as you suggest in your letter. The steering group includes senior level figures with experience of policing, education, health, local and central Government. The Terms of Reference for the Review and composition of the Steering Group have just been announced and we have included them as an Annex to this letter.

The review will look at how the duty impacts on the operation of public bodies as well as how it interacts with other organisational levers to influence behaviour. To date the review has focused on analysing existing research and case law but will shortly commence the gathering of evidence more broadly. Details on proposed engagement will be publicised following the first meeting of the steering group, but we can assure you we will involve a wide range of organisations from the Voluntary and Community Sectors as well as public bodies.

This Government is committed to supporting transparency and accountability to Parliament and we will be engaging with interested parliamentarians throughout the course of the review. We will also be writing to the Chairs of relevant Select Committees, upon its conclusion, to draw their attention to the key findings and recommendations.

We hope that this outline of the review structure and function allays your fears and reassures you around the importance and utmost seriousness with which the coalition engages with this agenda.



**RT HON DAVID CAMERON MP
PRIME MINISTER**



**RT HON NICK CLEGG MP
DEPUTY PRIME MINISTER**

Mrs Doreen Lawrence OBE
Dr Richard Stone OBE

Members of PSED steering group

Rob Hayward OBE (Chair)

Rob Hayward is a former MP for Kingswood/Bristol. Rob received an OBE for setting up and running the Gulf Support Group for civilian hostages during the Iraqi invasion of Kuwait in 1990. He remains the only serving MP to receive a civilian honour other than for political services. Rob served as Board member of Stonewall for eight years (Finance Chairman for five years) and founder Chairman of the world's first gay rugby club-Kings Cross Steelers RFC. Rob is currently trustee of Central YMCA, Board member of Dignity in Dying, adviser to the Board of the Terence Higgins Trust and an elections analyst.

Councillor Mark Loveday

Mark Loveday is a barrister specialising in property law. A former White House staffer, he has served as a Conservative Councillor for Hammersmith & Fulham since 2002. As well as being Chief Whip, Mark is Cabinet member for strategy – a role that covers the development and monitoring of the Local Authority's policies and procedures with regard to services and ensuring compliance with all relevant UK and EU legislation.

Councillor Barbara Janke

Barbara stood down after seven years as Leader of Bristol City Council in May 2012. A former teacher of modern languages and economics, she moved from Kingston upon Thames to Bristol in the 1990s and was elected a Liberal Democrat councillor in the city in 1995. Barbara continues to represent Clifton ward.

Councillor Edward Lord OBE

He is Chairman of Local Partnerships LLP and an *ex-officio* member of the Executive and Improvement Board of the Local Government Association. He has been an elected member of the City of London Court of Common Council since February 2001. He is now chairman of the City's Licensing Committee and member of the Policy and Resources Committee. In February 2011 he was appointed chairman of Capital Ambition, the Regional Improvement and Efficiency Partnership for London. He was awarded an OBE for public service in June 2011. He is the Local Government Association's lead member for equalities.

Charlie Pate

Charlie is Deputy Director for Home Legal and Communities, leading the HM Treasury team responsible for the oversight of Home Office, Ministry of Justice and Law Officer Departments spending and equalities work. Charlie has recently returned to the Treasury from DCMS where he worked for three years as Head of Finance and LOCOG relations for the Government Olympic Executive. He previously worked in Treasury teams leading on areas including: London and major transport projects, the London Olympics and Paralympics, local government strategy and pension policy.

Stephen Otter QPM

Stephen Otter is HM Inspector of Constabulary for the National Team. Stephen is the HMI responsible for inspecting a range of policing organisations including the Metropolitan Police Service, City of London Police, the Serious and Organised Crime Agency, British Transport Police and the Police Service of Northern Ireland, with

responsibility for Counter Terrorism and Serious and Organised Crime. He was Chief Constable of Devon and Cornwall between 2007 and 2012 and has also served with Avon and Somerset Constabulary, Thames Valley Police, Royal Hong Kong Police and the Metropolitan Police Service. Stephen was the ACPO national business area lead for Equality Diversity and Human Rights from 2008 until 2012.

Rachel De Souza

CEO of the new East Norfolk Academies Trust and Executive Principal of Victory Academy. She has transformed Victory Academy near Norwich into one of England's most improved schools as well being involved with the Sir Isaac Newton Free School. A believer in respect and traditional values, she has improved behaviour and attendance levels, supporting the higher grades. With a lengthy track-record in equality and diversity work, Mrs de Souza has developed robust policies in her academies to ensure access and equality for all students and staff.

Paula Vasco-Knight

Representative for the NHS Commissioning Board Steering Group. Paula is the Chief Executive of South Devon Healthcare NHS Foundation Trust, a practising nurse and a senior manager at the NHS Commissioning Board (National Equality Lead), so she can bring both a national policy perspective and a frontline service delivery perspective to the review.

Dr. Munira Mirza

Dr Munira Mirza is London's Deputy Mayor for Culture and Education. She has worked for a range of cultural and charitable organisations, including the Royal Society of Arts, Policy Exchange and Tate and has a background in journalism and policy research. Munira has written extensively on multiculturalism and is a member of Arts Council England, London Regional Council, the Royal College of Music Council and the Boards of the Institute of Contemporary Art and the Cultural Olympiad.

Baroness O'Neill (EHRC)

Baroness O'Neill is the Chair of the Equality and Human Rights Commission (EHRC). She is a cross-bench peer in the House of Lords and was a former Principal of Newnham College, Cambridge. She holds the title of Honorary Professor of Philosophy, Emeritus, University of Cambridge, has written extensively on equality and freedom throughout her academic career and is highly regarded as a specialist on human rights. She was also the former chair of the Nuffield Foundation and was President of the British Academy from 2005-09.

Jonathan Rees (GEO)

Jonathan is the Director-General of the Government Equalities Office, taking up this post in February 2008. Prior to joining GEO, Jonathan was Deputy Chief Executive (Policy) at the Health and Safety Executive following a varied career in the Civil Service with several jobs in DTI, most recently as Director of Consumer and Competition Policy, three years in the Prime Minister's Policy Unit working for John Major and Tony Blair, three years in the Cabinet Office and six years in Brussels, first with the European Commission and then the Foreign and Commonwealth Office negotiating on EU single market policy. Jonathan is also a Trustee of Citizens Advice.

Details on the terms of reference for the review

Purpose

A review of the public sector Equality Duty to establish whether the Duty is operating as intended.

Objectives

To provide a report for Ministers by April 2013 on:

- How both the General and Specific Duties are working;
- How effectively the Duty supports delivery of the UK Government's Equality Strategy; and
- Options and recommendations for changes or improvements in the way the Duty operates.

Scope

The review will:

- a) Examine evidence about the effectiveness of both the General Duty and the Specific Duties, drawing on views from public bodies with first-hand experience of fulfilling the Duty, as well as from practitioners, voluntary bodies and private sector organisations upon whom the Duty has had an impact;
- b) Explore the impact of the Duty in terms of costs, burdens and a range of benefits (including policy improvements, efficiencies and equality outcomes) ;
- c) Consider comparative models internationally to understand the range of levers available to help public bodies deliver equality of opportunity;
- d) Consider how the Duty functions in the context of the UK Government's equality strategy and its new approach to achieving change, including transparency; devolving power to people; supporting social action; and integrating equality considerations into policy and programmes;
- e) Examine the role of support and guidance given to public bodies and how legal risk is managed within different types of public bodies; and
- f) Consider what further measures could be taken to improve operation of the Duty.

Parameters

- 1) The Review will look at Great Britain in terms of the General Duty, but will take account of the different Specific Duties and implications for the Devolved Administrations and specific evidence arising from their experiences.
- 2) The Review will consider the breadth of protected characteristics within the context of the PSED.
- 3) The Review will take account of the budgetary position facing public bodies.
- 4) The Review will consider the duties and powers conferred on the EHRC by the Equality Act 2006.

The costs of the Review will be met from existing budgets.

Governance

A Steering Group - with an independent chair – will oversee the Review. It will include senior level figures with experience of the main delivery public sectors of policing, education, health, local and central Government. The Government

Equalities Office and Equality and Human Rights Commission will also be represented. It will meet every four-five weeks beginning in November 2012. The Steering Group will consider how best to develop and gather evidence that will inform the review findings. Throughout the process, members will be expected to offer challenge and support to conduct the review effectively, and ensure the findings are backed up by robust and credible evidence. The Review and Steering Group will be supported by the Government Equalities Office.

Method for carrying out the Review and preparing the Report

The approach to the review will be to:

Phase 1 –Initiation

- Form a Steering Group by end of November including appointment of chair.
- Develop and agree an evidence approach which supports the purpose of the Review, its findings and conclusions.

Phase 2 – Evidence Gathering

- Using public sector bodies to gather evidence through their channels.
- Review existing research and evidence.
- Conduct a series of round-table evidence-gathering exercises by theme or sector.
- Employ Social Media opportunities to test data and encourage wider engagement.
- Manage other information requests.

Phase 3 – Findings and Conclusions

- Analyse material.
- Develop review conclusions.
- Produce report by April 2013.
- Conclude review.