



# Acting on Equalities: Are Local Authorities in England Meeting the Duties of the Equality Act 2010 and Addressing Sexual Orientation & Gender Identity?

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## Executive Summary

A detailed and systematic web search supplemented with contact by email and Freedom of Information requests found that as of mid-2016 more than half of all local authorities across England (53%, n. 188) were not demonstrating compliance with the Specific Duties of the Equality Act 2010 and associated Government Equalities Office guidance (2011). If legislative deadlines are included, this rises to more than two thirds (69%, n. 243)

The presumption of progress over time is challenged by this data, as the number of local authorities failing to demonstrate compliance with this legislation has increased from 24% (n. 86) in early 2015, to 53% (n. 188) in mid-2016. Local authorities are not updating their equalities information, and in some cases have removed data and information from their websites.

Although there is a requirement for 'publicly available' information on actions arising from the Equality Act 2010, this research found that in many cases information was difficult to locate and not available on local authority webpages.

This indicates a decline in equalities work and some local authorities indicated that shrinking local authority budgets have impacted directly on their work on equalities. Some authorities are resistant to equalities work. Regardless of the cause, it is clear that there is a need to boost endeavours if the much-lauded Equality Act 2010 is to be fully implemented.

There were examples of LGBT-specific work from local authorities who did not demonstrate compliance with the Specific Duties, and many published information on Civil Partnerships and Same-Sex Marriage. However, 31% (n. 40) of those councils fully promoting same-sex marriage and civil partnerships either are doing no LGBT work or only very limited LGBT work.

Thus, evidence of action on LGBT equalities work contrasted with the wider availability of information about civil partnerships and same-sex marriage. The data here showed a notable improvement in providing such information between 2014/2015 and 2016 – as of 2016 only 24 (16% of eligible councils) did **not** provide full information on about same-sex marriage, civil partnerships and conversion of the latter to the former, improving on 62 (41%) in early 2015.

The report concludes by critically reflecting on the effectiveness of equalities legislation.

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# 1. Introduction

## 1.1 Introduction to This Report

This report describes how local authorities are implementing the Equality Act 2010, specifically the setting of Equality Objectives and publishing details of compliance in relation to lesbian, gay, bisexual and trans (LGBT) people.

The Equality Act 2010 was seen as a watershed for equalities legislation in the UK (BBC, 2010). It enshrined 9 protected characteristics into law and required the public sector to respond to a) three General Public Sector Equality Duties: eliminate discrimination, advance equality of opportunity and foster good relations (Equality Act 2010, s 149); and b) additional Specific Duties (Equality Act 2010 Specific Duties Regulations 2011). This research was concerned with these Specific Duties. From the Act, the Government Equalities Office produced guidelines (2011) clarifying the Specific Duties, which were used to measure implementation of the guidelines in this research. Box 1 details the specific duties of this guidance that are relevant here.

### **Box 1: Public Sector Equality Duties (Specific Duties)**

- *publish information to show their compliance with the Equality Duty, at least annually; and*
- *set and publish equality objectives, at least every four years.*

GEO 2011: 3

As **Box 1** shows, information was due to be published annually, with the premise that setting objectives would work towards the goal of improving equality through incremental steps.

Examining information from local authorities about their equalities work offers insight into whether, and how, national statutes are being enacted at a local level. This report aims to inform ongoing debates regarding the practice of equalities.

In this report we:

- describe how the implementation of equalities legislation was reviewed, specifying the methods used in this study;
- provide an overview of the equalities legislation and criteria used to assess whether local authorities demonstrated compliance with the legislation;
- detail the findings of this research;
- conclude with key findings and reflections, and recommendations for further research.

## 1.2 Background

The Equality Act 2010 replaced and developed existing LGBT (and other) equalities legislation, incorporating the protected characteristics of Sexual Orientation and Gender Reassignment (Equality Act 2010 s 7 and 12). Legalisation can be an important driver of cultural change around responses to gender and sexual differences. Previous research, (for example, Browne and Bakshi, 2013; McGlynn 2014; Richardson & Monro 2012), has identified that Lesbian, Gay, Bi, Trans, Queer (LGBTQ) people regard legislation as an indicator of what the state (colloquially the 'government') is doing in relation to LGBTQ issues, and view local implementation of this (or not) as an indicator of local authorities' (colloquially 'the council' or 'the borough') commitment to addressing LGBTQ needs. The comparison between LGBTQ lives 'here' and those in other locations in the country (and beyond) often refers to legislation and legal status, and the effects of legislations.

Awareness of legislation, and expectations that it should be enacted, can crystallise a common agenda for those advocating for change (LGBTQ activists, both those working as part of local government and those positioned as consumers or users of services, or advocates) and those responsible for service provision (McGlynn 2014). Local authorities' LGBTQ 'friendliness' and commitment to addressing LGBTQ needs and equalities may, in part be judged according to whether and how statutory duties and legal requirements are fulfilled. Even when such legislation is disregarded, the 'gap' between what should be and what is, and aspirations for change, can be drivers for activism and change.

This research was carried out as part of Liveable Lives, an Economic and Social Research Council (ESRC)-supported project, that explores what makes life 'liveable' for LGBTQ people (see Appendix 1 for details of the project). Other parts of the Liveable Lives research project investigate the broader range of factors that LGBTQ people say are significant in their lives, including recent legislation. Acknowledging that legislation impacts on LGBTQ lives and the recent introduction of the Equality Act 2010 in the UK, the project audited website information from local authorities in England on implementation of the Act and subsequent duties imposed on local councils.

## 1.3 Methods used to review implementation of equalities legislation

This research reviewed websites to check fulfilment of a core duty of the Equality Act, which required publication of information to show compliance with the Act, and also as a source of information about implementation of other duties of the Equality Act 2010.

This research used the premise that information about equalities work would be made 'publicly accessible' though publication on local authority websites. Where information could not be found on websites, data collection was supplemented by requesting information directly from the local authority, enabling us to report on activity that demonstrated compliance but was not published on websites.

A desk-based search of information published on websites for the 353 local authorities in England, which are charged with the implementation of legislation at a local level, was carried out between November 2014 and January 2015. See **Box 2** for brief details and **Appendix 2** for further details.

## **Box 2: Data Collection For This Report**

Data collected included:

- Information demonstrating the extent to which each local authority is compliant with measurable requirements of the Equality Act 2010. Data included whether or not councils met particular legislative demands, and also specific details of policies, documents and actions relevant under each aspect.
- Information about LGBT-related policy or actions which might not fit clearly under the legislation (such as LGBT staff groups or staff champions, accreditation by national LGBT rights organisation Stonewall, and so on) (see also McGlynn & Browne, 2011; McGlynn, 2012).

Where insufficient or no data was found, direct contact was made with the council. Contact was made with a dedicated equalities department or officer where possible, and otherwise via the council's general enquiries email address or phone number. Where no response was received, an additional email or (where possible) Freedom of Information request was sent. Not all councils responded to contact (see Section 2.1).

A second audit was undertaken in August 2016 to identify changes in how local authorities were complying with the Specific Duties of the Act. Using the legislation and guidance produced around the Act, this project used eight criteria to analyse the data collected (described in **Table 1, below**).

Limitations of this method of collecting data include:

- Information published on these websites may not encapsulate all activities that this research seeks to identify. The research addressed this by seeking additional information directly from local authorities.
- Information on websites is not corroborated externally and may or may not be checked by the authority publishing the information for current validity. Websites may overstate work being undertaken. Nonetheless, they give an important quantifiable snapshot of the national picture regarding the Equality Act 2010 and Local Authority implementation of this.

This research did not gather information about the impacts of this work, which may or may not be reported on websites and further research is needed to explore this aspect of the implementation and impact of the Equality Act 2010 (see for example, Sykes and Groom, 2016).

### **1.4 Criteria for measuring compliance of duties**

**Table 1** sets out how this research assesses local authorities against these duties, including the eight key criteria that were used during data collection:



**Table 1: Criteria Used To Address Specific Duties**

Duty as detailed by the GEO (see Box 1)	Criteria used in this research	Notes
Set and publish measurable Equality Objectives by deadlines stated in the Equality Act.	<ol style="list-style-type: none"> <li>1. Has the authority published specific, measurable Equality Objectives by the first and second deadlines?</li> <li>2. What are these objectives?</li> </ol>	<ul style="list-style-type: none"> <li>○ The first deadline (for setting the first Equality Objectives) was April 2012.</li> <li>○ The second deadline (for reviewing and updating the Equality Objectives) was April 2016.</li> </ul>
Publish information to show compliance with the Equality Duty, at least annually.	<ol style="list-style-type: none"> <li>3. How is compliance with the legislation demonstrated?</li> <li>4. Has the authority published annual equalities monitoring of employees?</li> <li>5. Are there any LGBT staff groups or staff champions?</li> <li>6. Is the authority accredited by Stonewall?</li> <li>7. Does the authority provide LGBT-related staff training or development?</li> <li>8. Does the authority have any other LGBT-related policies, activities or initiatives?</li> </ol>	<ul style="list-style-type: none"> <li>○ Government advice does not specify how compliance should be demonstrated.</li> <li>○ Criteria 3 and 4 respond specifically to the guidance for public sector organisations set out by the GEO (GEO 2011). These guidelines note a wide array of policies, actions and initiatives that might be part of demonstrating compliance. To ensure that attempts to demonstrate compliance were captured, and to address LGBT-specific actions, criteria 5-8 were developed.</li> <li>○ Monitoring is not required to include sexual orientation or gender identity.</li> </ul>

The information provided by each local authority assessed against these criteria, and judged to fall into one of 5 categories devised to report how well individual local authorities were meeting the Specific Duties of the Equality Act 2010 (**Table 2**):

**Table 2: Categories of Complying With the Specific Duties**

Category	Details
Category 1 (full compliance)	Councils clearly met each of the eight key criteria above, within the specified deadlines
Category 2 (full compliance but April 2016 deadline missed)	As above, but the councils consulted on and produced revised Equality Objectives <i>after</i> the April 2016 deadline
Category 3 (weak compliance)	Councils met the key criteria but there were a) notable difficulties in identifying or accessing the relevant information <sup>i</sup> , or b) councils doing the 'bare minimum' in their Equality Objectives or demonstration of compliance <sup>ii</sup>
Category 4 (not demonstrating compliance)	Councils not meeting one or more of the key criteria
Category 5 (unaware of legislation)	Councils which do not appear to mention the Equality Act or the Public Sector Equality Duties, or which are using outdated legislation instead

Following this, an assessment was made regarding the LGBT equality work being undertaken. The work was qualitatively coded as either *undertaking LGBT equalities work* or not, and those who were undertaking LGBT equalities work were coded once more to identify those who were undertaking limited work in this area. Limited work was categorised as: publicising LGBT-related compliances such as LGBT History Month; LGBT-related accreditation or charter mark without associated action; providing basic LGBT information on webpages; vaguely described or limited actions such as an LGBT section in libraries; or no evidence of action after 2012.

In addition to the Equality Act 2010, the Marriage (Same-Sex Couples) Act 2013 has been seen as demonstrating LGBT inclusion (The Guardian, 2014). There is no legislative requirement for local councils to provide details about same-sex marriages on their websites, but due to the perceived importance of this legislation, this research also reviewed how same-sex marriage, civil partnerships and conversions of civil partnerships to marriage were presented on councils' website. This report notes how many local authorities provided information about these three services (limited to those authorities that must provide them). **Table 3** lists how this research assessed this data:

***Table 3: Same-Sex Marriage and Civil Partnerships***

<b>Civil Ceremony</b>	<b>Criteria used in this research</b>
Same-Sex Marriage	Has the authority provided details about how to have a Same-Sex Marriage?
Civil Partnership	Has the authority provided details about how to have a Civil Partnership?
Converting a Civil Partnership to a Same-Sex Marriage	Has the authority provided details about how to convert a Civil Partnership to a Same-Sex Marriage?

## 2. Findings

### 2.1 Availability of information

Government guidance (GEO 2011) indicates that information published to meet this legislation should be easily available to the public. However, it was often difficult to find the information on local authorities' websites. As of the first phase of data collection (2014-2015), **only 39% (n. 136) of English local councils were judged to have published sufficient information under each factor of the data matrix on their website to demonstrate compliance of the duties.** The remaining 61 % (n. 217) were contacted to request additional information to supplement data gathered from their websites.

Researchers found that local authorities' websites can be difficult to navigate, and this emerged as a complicating factor regarding councils' compliance of their duties under the Equality Act 2010 (see councils listed under Category 3 in Table 4, below). Additionally, when local councils were contacted directly or via Freedom Of Information (FOI) request, **63% of those councils asked (n. 136) either did not respond to requests for information (including direct emails) or did not provide sufficient information in their answer.** For instance, some Freedom of Information (FOI) responses simply stated that a particular document or policy existed without providing details on what was contained within it, or without providing information about how to access or view these details.

Finally, during the second phase of data collection, the research found that **10% of all councils (n. 36) had removed a significant amount of equalities-related information from their websites between the first phase of data collection in 2014 and the second phase of data collection in 2016<sup>iii</sup>.**

### 2.2 Complying With the Specific Duties of the Equality Act

**Table 4** summarises the compliance of the Public Sector Equality Duties of the Equality Act 2010, including how ratings in Phase 2 compared with these authorities' previous ratings in Phase 1:

**Table 4: Categorising Compliance of Public Sector Equality Duties of the Equality Act 2010**

	Phase 1 (Nov 2014 - Jan 2015)	Phase 2 (Aug 2016)	Change within and between the categories
<b>Category 1 – full compliance</b>	<b>68%</b> (n. 239)	<b>27%</b> (n. 95)	22% (n. 21) improved, 78% (n. 74) remained the same
<b>Category 2 – full compliance but April 2016 deadline missed</b>	N/A	<b>16%</b> (n.55)	15% (n.8) improved; 85% (n.47) worsened
<b>Category 3 – weak compliance</b>	<b>8%</b> (n. 30)	<b>4%</b> (n. 15)	40% (n. 6) improved, 60% (n. 9) worsened (Note small numbers)
<b>Category 4 – not demonstrating compliance</b>	<b>22%</b> (n. 78)	<b>50%</b> (n. 178)	1% (n. 2) improved, 30% (n. 53) stayed the same and 69% (n. 123) worsened
<b>Category 5 – unaware of legislation</b>	<b>2%</b> (n. 6)	<b>3%</b> (n. 10)	30% (n. 3) stayed the same, 70% (n.7) worsened (Note small numbers)

Overall, the research found that:

- As of Jan 2015, 68% of local authorities achieved full compliance, with a further 8% achieving weak compliance. 24% (Categories 4 and 5) did not demonstrate compliance.
- As of August 2016, the number of local authorities achieving compliance had decreased, with only 42% (Categories 1 & 2) achieving full compliance and of whom around a third (Category 2) missed the deadline for publishing this information. 53% (Categories 4 & 5) did not demonstrate compliance. This was primarily due to councils not publishing demonstration of compliance of duties annually (e.g. not presenting data for 2015 and/or 2016).
- If missing the April deadline is taken to count as not complying with the duty, then as of mid-2016 more than two thirds of local authorities (69%, n. 243) are not complying with key aspects of the Equality Act 2010.

Table 4 also shows that the majority of local authorities (53% n. 182) moved down a category in Phase 2 compared to Phase 1 (37% n. 130 remained the same), and only around 10% (n. 37) improved their rating, with 5% newly achieving a 'full compliance' rating. This demonstrates that it is

possible to improve compliance with legislation under current circumstances, but it is concerning that the majority of councils got worse.

The research found evidence that austerity was a factor in this decline for some local authorities. For example, both Norwich City Council (2016: 3) and Leicester City Council (2015) made explicit statements about the impact of recent cuts to local authority budgets on equalities work.

Other councils challenged or resisted equalities work, Ribble Valley Borough Council (2016, category 4) responds to the Equality Duty by presenting a 'Common misunderstanding (sic) about the Equality Duty' page (box 3). Other local authorities similarly took pains to emphasise actions they were **not** required to take under the Equality Act, with an employee from Hambleton council responding 'There is no longer a requirement to undertake a formal EIA... At Hambleton we operate a system of embedded equality consideration across all our services... Should it be deemed necessary, and always mindful of data sensitivity and other confidentiality issues, this can be made available to the relevant parties through the consultation process'. (Hambleton 2015, personal correspondence, category 4 2014/2015, category 3 2016). While we recognise that equality-related processes in local authorities can indeed be reduced to tick box exercises without significant impact on local marginalised communities (see conclusion in Section 3), the emphasis in these examples (and others) appears to be on reducing workload and addressing accusations of political correctness and indeed 'treating everyone the same'.

### ***Box 3: Ribble Valley Council: Common Misunderstanding about the Equality Duty Web Page***

#### **'Common Misunderstanding about the Equality Duty**

The new Equality Duty should be applied in such a way as to not be an **overly bureaucratic and burdensome** approach, so that the focus is on performance, not process.

- The Equality Duty does **not impose a legal requirement to conduct an Equality Impact Assessment**. Nor is there is any practical need to conduct one. Compliance with the Equality Duty involves consciously thinking about the three aims of the Equality Duty as part of the process of decision-making. That will entail understanding the potential effects of the organisation's activities on different people, but there is no prescribed process for doing this. Keeping a simple record of how decisions were reached will help public bodies show how they considered the Equality Duty.
- The Equality Duty **does not mean that public bodies have to examine equality issues** where they are not relevant to the matter in hand.
- The Equality Duty does not require **public bodies to take disproportionate action on equality**.
- The Equality Duty **does not require public bodies to treat everyone the same**.
- The Equality Duty **does not require public bodies to treat all religions as being equal or to treat all religious festivals equally**.
- The Equality Duty **does not require public bodies to make services homogeneous or to try to remove or ignore differences** between people'

(Ribble Valley Council Website, 2016, emphasis added.

[https://www.ribbonvalley.gov.uk/info/200391/diversity\\_and\\_equality/1361/the\\_councils\\_response\\_to\\_the\\_equality\\_duty/2](https://www.ribbonvalley.gov.uk/info/200391/diversity_and_equality/1361/the_councils_response_to_the_equality_duty/2))

## 2.3 Complying With Duties Regarding Sexual Orientation and Gender Identity

**Only 20 councils (6% of all councils) had Equality Objectives specifically aimed at LGBT people during the first phase of data collection (2014/2015).** These were primarily objectives to develop better relationships with LGBT communities; to establish particular LGBT groups; and to tackle LGBT-related bullying. **Only one council had set an Equality Objective specifically with regard to trans people** (as opposed to more general LGBT equalities work), which was a commitment to support local trans projects.

39% (n. 136) of local authorities published information relating to employees and sexual orientation in 2014/2015. This fell to 33% (n. 116) in 2016. 26 (7%) of local authorities published information relating to employees and gender identities in 2014/2015. In 2016 this fell to 17 (5%). Therefore, **monitoring of numbers of LGBT employees has decreased.** This may be due to the overall drop in workforce monitoring reports being published, rather than LGB and T specifically being removed from monitoring.

In relation to the duty to publish information relating to employees and LGBT equalities, aside from the monitoring noted above the most common forms for this information to take were:

- Details of LGBT staff groups<sup>iv</sup> (19% of councils, n. 67)
- Details of LGBT staff champions (2% of councils, n. 8)
- Accreditation by Stonewall as Diversity Champions or participation in Workplace Equality Index<sup>v</sup> (15% of councils, n.52)
- General equality-related staff training/development<sup>vi</sup> (77% of local councils, n. 272)
- LGBT-specific staff training/development (8% of local councils, n. 29) - this was often limited and specific to particular issues or jobs – libraries, hate crime, young people, transitioning staff etc.

In addition to the issues surrounding sexual orientation, some councils problematically listed ‘transgender’ as a third alternative to ‘male’ or ‘female’, which fails to allow trans people to list their chosen gender and their trans histories, while others conflated it with Sexual Orientation.

## 2.4 Lesbian, Gay, Bisexual and Trans-Specific Equalities Work

Some 194 (55%) of councils did not meet the criteria of full compliance but nonetheless published information about (sometimes extensive) work around local LGBT equalities. Aside from work explicitly connected to the duties of the Equality Act 2010, these English local authorities had developed policy, actions or initiatives regarding LGBT people. However, of these authorities almost a third (32%, n. 62) were doing equalities work which *only* involved limited actions, such as promoting LGBT History Month or hosting an LGBT section in a local library (see Table 5).

Table 5 indicates that amongst local authorities who are complying with the Specific Duties of the equalities legislation (Category 1 - full compliance), 80% (n. 76) are undertaking some form of LGBT work, compared to 66% (n. 4) of those who are unaware of the legislation. Whilst examining the implementation of equalities legislation serves as an indicator of action by local authorities for LGBT equalities, 95 councils who do not perform well on this measure (categories 4 and 5) are undertaking some LGBT work.

**Table 5: Councils Doing LGBT-Specific Equalities Work by Category of Compliance**

<b>Category</b>	<b>Total Number of Councils Doing LGBT-Specific Equalities Work</b>	<b>% Of This Total Which Have <i>Only</i> Limited Actions on LGBT Specific Equalities</b>
Category 1 – <i>full compliance</i> (n. 95)	65% (n. 62)	23% (n. 14)
Category 2 – <i>full compliance but April 2016 deadline missed</i> (n. 55)	56% (n. 31)	36% (n. 11)
Category 3 – <i>weak compliance</i> (n. 15)	40% (n. 6)	33% (n. 2)
Category 4 – <i>not complying</i> (n. 178)	52% (n. 92)	34% (n. 31)
Category 5 – <i>unaware of legislation</i> (n. 10)	30% (n. 3)	33% (n. 1)

**Box 4** details some examples of laudable LGBT specific work being undertaken across three categories. Further work is needed to explore the effectiveness and outcomes of this work and the links to broader equalities work/legislative compliance.



#### **Box 4: Examples of LGBT Work Without Full Compliance With Specific Duties**

In 2016 Bristol City Council (Category 2, *full compliance but April 2016 deadline missed*) had not updated their Equality Objectives per the April 2016 deadline, however their website detailed specific Equality Objective actions to improve monitoring of LGBT people and homophobia; a community survey on and consultation with local trans people; a community survey on and consultation with LGB people; specific work in local libraries; an LGBT youth group; multiple forms of guidance around LGBT people in the workplace; documents to improve LGBT awareness; funding local groups such as LGBT Bristol; and signposting to a number of local and national LGBT groups and helplines.

In 2014 Stockton On Tees Borough Council (Category 3, *weak compliance*) had weakly mainstreamed Equality Objectives but held annual events for LGBT History Month and events for LGBT Adopting And Fostering Week.

In 2014 Hinckley & Bosworth Borough Council (Category 4, *non-compliance*) had no identifiable Equality Objectives but had signed up to LGBT-specific policy points in a partnership Equality Scheme, and had undertaken some work to improve LGBT awareness in rural areas.

### **2.5 Information About Same-Sex Marriages and Civil Partnerships**

Of the 353 English local authorities, 153 (43%) provide marriage services including same-sex marriages, civil partnerships and the conversion of civil partnerships to same-sex marriages (where desired).

In the first phase of data collection (2014/2015), of the 153 councils that provide these services, **one eligible council had no details on same-sex marriages or civil partnerships and four eligible councils had no details on same-sex marriages.** However, **62 (41% of eligible councils, including the 4 lacking details on civil partnerships and/or same-sex marriage) had no details on converting existing civil partnerships to same-sex marriages**, an option that became available following legislation implemented in December 2014. While there is no specific legislative requirement to do so, the majority of English local councils that carry out these civil ceremonies are making information about them publicly available.

During the second phase of data collection (2016), **many of these councils had updated their websites and only 24 (16% of eligible councils) were found not to provide details of civil partnerships, same-sex marriages, and conversion of the former to the latter.**

Of those councils providing full information regarding same-sex marriages, civil partnerships and the conversion of civil partnerships to same-sex marriages (129 out of the 153 eligible), 21 did not report any LGBT equality work and 19 are doing weak/limited LGBT equality work. Thus, **31% (n. 40) of those councils fully promoting same-sex marriage either are doing no LGBT work or only very limited LGBT work.**

This research found an increase from Jan 2015 to Aug 2016 in the number of local authorities providing information on their website about civil partnerships, same-sex marriages, and the conversion of civil partnerships to marriages. In the same period, there was a decrease in the number of local authorities fulfilling the requirements of the Equality Act 2010 (see Section 2.2). This demonstrates inconsistency in response to different pieces of legislation addressing LGBTQ issues, and reveals that while some legislation is widely celebrated and implemented, other LGBTQ work is side-lined.

### 3. Conclusion

Box 5 indicates the overall key findings from the data collected. This report will conclude by providing some brief reflections on equalities legislation.

#### **Box 5: Key Findings**

This report has shown that:

1. There are issues with local authorities' compliance with the Equality Act 2010, and compliance with this legislation declined between 2014 and 2016.
2. Whilst some LGBT work is reported by local authorities who are not meeting the Specific Duties (publishing Equality Objectives and demonstrating compliance), more of those who are better at meeting these duties are undertaking more LGBT-specific work.
3. Whilst some of this work is robust in its approach to LGBT equalities, other local authorities just mark events like IDAHOBIT (International Day Against Homophobia, Transphobia and Biphobia) and LGBT History Month.
4. More local authorities promote same-sex marriage than undertake LGBT specific equalities work, even though there is no legal obligation to do so.
5. Whilst councils should be demonstrating compliance with the legislation, the quality of the work being undertaken is important. This research has not investigated the effectiveness of the legislation and associated guidance in meeting the wider General Public Sector Equality Duties of 'eliminating discrimination', 'advancing equality of opportunity' and 'fostering good relations' for LGBT people (Equality Act 2010, s 149).

Legislation that provides protections and seeks equalities can have significant effects on cultural inclusions for some LGBT people. An audit of compliance with legislation such as this offers data that can be used locally to highlight the strengths and weaknesses in local practice compared to other areas. The Equality Act 2010 and associated Government Equalities Office guidelines (2011) set out a number of criteria by which local authorities can be held to account. These can be useful in dialogues with local authority staff/departments seeking to advance all forms of equalities work, including LGBTQ equalities. However, focusing only on legislation and legislative compliance could also neglect to account for some work that is being undertaken on LGBTQ issues. This may fail to engage with the outcomes and impacts of local authority actions and initiatives, which ultimately are the focus of LGBTQ demands for equalities. Conversely, while legislation is often used as a measure of 'homophobia' or 'LGBT friendliness', this report demonstrates that this legislation is variously implemented, and it is not possible to ascertain if this implementation is having a tangible effect on LGBT lives.

In the UK equalities legislation exists and imposes duties, however further exploration is needed to interrogate how (or whether) this legislation and associated guidance can work towards the goal of the Equality Act 2010, that is, to eliminate discrimination. Public sector workers themselves are critically aware that actions to comply with legislation may be performed as a bureaucratic 'tick box exercise', and that even when undertaken with the 'spirit' of the policy in mind they may still fail to genuinely identify and tackle LGBT equality issues (Ahmed, 2012; McGlynn, 2014; Richardson & Monro, 2013). The legislation also mandates publicly accessible measures through which local

authorities can be held to account by local people in marginalised groups. Where these do not exist, this report has shown that certain LGBT equalities work can occur, and other evidence suggests that this is often undertaken by individuals and small groups (see for example Ahmed, 2012; Cooper, 1994; Cooper & Monro, 2003).

Despite claims of legislative advances, for decades academics and activists have been critical of same-sex marriage as a driver for change for LGBTQ people, seeing this as part of systematic efforts to privilege certain groups over others (see for example Bernstein & Taylor, 2013; Duggan, 2003; Warner, 1999). This data indicates that their fears may be well founded, where other LGBT work is not undertaken by local government that publicise information regarding same-sex marriage. Further work to explore this finding is needed, including assessing the efficacy of the work undertaken, and acknowledging that local authorities are complex and multifarious organisations.

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## Appendix 1: Details of The Liveable Lives Project

Liveable Lives is an Economic and Social Research Council (ESRC)-supported project (grant number ES/M000931/1) and a collaboration between academics and activists working with LGBTQ people in the UK and India to explore what makes life 'liveable' for LGBTQ people. Other aspects of the Liveable Lives research project explore the broader range of factors that LGBTQ people say are significant in their lives, including recent legislation. Acknowledging the ways in which legislation impacts on LGBTQ lives, the project audited website information from local authorities in England on implementation of the Equality Act 2010 and subsequent duties imposed on local authorities, alongside a number of other research activities. For further information about the project, visit <https://liveablelives.org/>.

### *Box 6: The Liveable Lives Project In Brief*

- **Aim:** to explore what makes lives 'liveable' for LGBTQ people in India and the UK.
- **Partners:** Liveable Lives works in partnership with LGBTQ activists and academics and Kolkata-based LBT activist forum Sappho For Equality (<http://www.sapphokolkata.in/>).
- **Funding:** Liveable Lives is funded by the ESRC.
- **Methods and data collection:** Liveable Lives uses participatory mixed methods research:
  - 5 UK Project Workshops (Brighton x1, Southampton x1, Leicester x1, Hull x2) – including individual interviews, group discussions, mapmaking, timelines, collages
  - 5 India Project Workshops (Siliguri x1, Kolkata x2, Kolkata surrounding area x2) including group discussions, mapmaking, timelines, collages
  - 26 in-depth interviews (India)
  - 5 online surveys via the project website (<https://liveablelives.org/>)
  - Online discussion forum via the project website
  - 6x LGBTQ street theatre workshops and 5x performances (India & UK)
  - 3x desk-based reviews (1 of global indices relating to LGBTQ equalities; 2 exploring media discussion of LGBTQ rights and legislation in India; and of the implementation of equalities legislation in the UK).

## Appendix 2: Data Collection Details

Data was initially gathered from November 2014 to January 2015 (with some additional details provided directly by some councils until March 2015) by visiting each council's website in turn (following Browne, 2012). The initial website search involved a visual scan of the front page and any list of services/departments for any equality-related information. Searches of the website via embedded search tools<sup>vii</sup> followed this, and policies or documents mentioned but not linked to were also searched for in this way. Where embedded search tools appeared not to function or where they returned no hits, an external search via Google was performed. This often returned information not found by the embedded search tool, suggesting that LGBT equalities information is not foregrounded on websites and is difficult to locate. Where insufficient or no data was found, direct contact was made with the council. Contact was made with a dedicated equalities department or officer where possible, and otherwise via the council's general enquiries email address or phone number. Where no response was received, an additional email or (where possible) Freedom of Information request was sent. Not all councils responded to contact.

Where no Equality Objectives were found, but a list of clear equality-related aims framed around the Equality Act 2010 existed, these were taken to be Equality Objectives.

During the analysis of the extensive data collected from late 2014 to early 2015, many local authorities' responses to the Equality Act 2010 and the Public Sector Equality Duties appeared formative. The researchers also noted the Act's emphasis on the annual nature of publishing to take place with regard to demonstrating compliance with the duties. Furthermore, on April 6th 2016 a legislative deadline came into play, by when councils should have updated their Equality Objectives (Equality Act 2010 (Specific Duties) Regulations 2011, s 3(1)(b)). Therefore, a second period of data collection was undertaken. The aim of this data collection phase was more limited – specifically, to identify any changes in how local authorities were demonstrating compliance with the Specific Duties of the Equality Act 2010. This phase used the review of websites only (with no direct contact or Freedom of Information (requests), regarding Equality Objectives, means of demonstrating compliance, workforce equalities monitoring and (to capture other legislative details) information regarding same-sex marriage, civil partnerships, and the conversion of the latter to the former.

While LGBT equalities legislation specifically engages with schools and education, local authorities' work with schools was not included in the data collection as this would necessitate a much more detailed exploration of thousands of schools, beyond the scope of this project (for more information see Crown, 2014).



## Appendix 3: Categorisation of Local Authorities' Compliance with Specific Duty of Equality Act 2010 By Categories Defined in this Report

To see this information presented in alphabetical order, see [Appendix 4](#).

### First Phase of Data Collection (Nov 2014 – Jan 2015)

#### *Category 1 (full compliance)*

Adur District Council	Camden Council
Allerdale Borough Council	Cannock Chase Council
Amber Valley Borough Council	Canterbury City Council
Arun District Council	Carlisle City Council
Ashford Borough Council	Castle Point Borough Council
Babergh District Council	Central Bedfordshire Council
Barking and Dagenham Council	Charnwood Borough Council
Barnet Council	Chelmsford City Council
Basildon Council	Cheltenham Borough Council
Basingstoke & Deane Borough Council	Cherwell District Council
Bassetlaw District Council	Cheshire East Council
Bedford Borough Council	Cheshire West and Chester Council
Bexley Council	Chichester District Council
Blackburn with Darwen Council	Chiltern District Council
Blackpool Council	Chorley Borough Council
Bolsover District Council	Christchurch Borough Council
Borough Council of Wellingborough	City of Lincoln Council
Borough of Poole	City of Westminster Council
Bournemouth Borough Council	City of York Council
Bracknell Forest Council	Colchester Borough Council
Bradford Metropolitan District Council	Cornwall Council
Brent Council	Cotswold District Council
Brighton & Hove City Council	Coventry City Council
Bristol City Council	Craven District Council
Broadland District Council	Crawley Borough Council
Bromsgrove District Council	Dacorum Borough Council
Broxbourne Council	Darlington Borough Council
Broxtowe Borough Council	Dartford Borough Council
Bury Council	Daventry District Council
Calderdale Council	Derby City Council
Cambridge City Council	Derbyshire County Council
	Derbyshire Dales District Council

Devon County Council
Doncaster Metropolitan Borough Council
Dorset County Council
Durham County Council
Ealing Council
East Cambridgeshire District Council
East Dorset District Council
East Hertfordshire Council
East Lindsey District Council
East Northamptonshire Council
East Riding of Yorkshire Council
East Staffordshire Borough Council
Eastbourne Borough Council
Eden District Council
Enfield Council
Epping Forest District Council
Essex County Council
Exeter City Council
Fareham Borough Council
Forest of Dean District Council
Gateshead Council
Gloucestershire County Council
Gosport Borough Council
Guildford Borough Council
Hackney Council
Halton Borough Council
Hampshire County Council
Harborough District Council
Haringey Council
Harlow Council
Harrow Council
Hartlepool Borough Council
Hastings Borough Council
Havering Council
Herefordshire Council
Hertfordshire County Council
Hertsmere Borough Council
Hillingdon Council
Horsham District Council
Hounslow Council
Huntingdonshire District Council
Isle of Wight Council
Islington Council

Kent County Council
Lambeth Council
Leicester City Council
Leicestershire County Council
Lewes District Council
Lewisham Council
Lichfield District Council
Lincolnshire County Council
Liverpool City Council
Maidstone Borough Council
Maldon District Council
Malvern Hills District Council
Manchester City Council
Mansfield District Council
Melton Borough Council
Mendip District Council
Mid Devon District Council
Mid Suffolk District Council
Mid Sussex District Council
Middlesbrough Council
Milton Keynes Council
Mole Valley District Council
Newark and Sherwood District Council
Newcastle Under Lyme Borough Council
Newham Council
Norfolk County Council
North Devon Council
North Dorset District Council
North Hertfordshire District Council
North Tyneside Council
North Yorkshire County Council
Northampton Borough Council
Northamptonshire County Council
Northumberland County Council
Norwich City Council
Nottinghamshire County Council
Nuneaton & Bedworth Borough Council
Oadby and Wigston Borough Council
Oldham Council
Oxford City Council
Oxfordshire County Council

Peterborough City Council
Plymouth City Council
Preston City Council
Purbeck District Council
Redbridge Council
Redditch Borough Council
Reigate & Banstead Borough Council
Richmond Council
Richmondshire District Council
Rochdale Borough Council
Rochford District Council
Rossendale Borough Council
Rother District Council
Royal Borough of Greenwich
Royal Borough of Kensington and Chelsea
Royal Borough of Kingston Upon Thames
Royal Borough of Windsor and Maidenhead
Rugby Borough Council
Runnymede Borough Council
Rushcliffe Borough Council
Ryedale District Council
Salford City Council
Sandwell Council
Scarborough Borough Council
Sedgemoor District Council
Selby District Council
Sevenoaks District Council
Sheffield City Council
Shepway District Council
Slough Borough Council
Solihull Metropolitan Borough Council
Somerset County Council
South Cambridgeshire District Council
South Gloucestershire Council
South Hams District Council
South Kesteven District Council
South Lakeland District Council
South Norfolk Council
South Northamptonshire Council
South Oxfordshire District Council

South Somerset District Council
South Staffordshire Council
Southampton City Council
Southend-on-Sea Borough Council
Southwark Council
Stevenage Borough Council
Stockport Metropolitan Borough Council
Stoke-on-Trent City Council
Stratford-on-Avon District Council
Stroud District Council
Suffolk County Council
Sunderland City Council
Surrey County Council
Surrey Heath Borough Council
Swale Borough Council
Swindon Borough Council
Tameside Metropolitan Borough Council
Tandridge District Council
Taunton Deane Borough Council
Telford & Wrekin Council
Tewkesbury Borough Council
Thanet District Council
Three Rivers District Council
Thurrock Council
Tonbridge & Malling Borough Council
Torbay Council
Torridge District Council
Tower Hamlets Council
Trafford Council
Tunbridge Wells Borough Council
Uttlesford District Council
Vale of White Horse District Council
Wakefield Council
Walsall Metropolitan Borough Council
Waltham Forest Council
Wandsworth Council
Warwick District Council
Warwickshire County Council
Watford Borough Council

Waverley Borough Council
Wealden District Council
West Berkshire Council
West Devon Borough Council
West Lancashire Borough Council
West Oxfordshire District Council

West Somerset Council
West Sussex County Council
Wirral Borough Council
Woking Borough Council
Wolverhampton City Council
Worcestershire County Council
Worthing Borough Council

*Category 3 (weak compliance)*

Bath & North East Somerset Council
Bolton Council
Bromley Council
Cambridgeshire County Council
Chesterfield Borough Council
City of London Council
Croydon Council
East Sussex County Council
Fenland District Council
Gedling Borough Council
Gloucester City Council
Hammersmith & Fulham Council
Harrogate Borough Council
Hart District Council
Havant Borough Council

Hull City Council
Kettering Borough Council
Lancashire County Council
Lancaster City Council
Medway Council
Redcar and Cleveland Borough Council
South Ribble Borough Council
Spelthorne Borough Council
St Albans City & District Council
Staffordshire County Council
Staffordshire Moorlands District Council
Sutton Council
Wigan Council
Winchester City Council
Wycombe District Council

*Category 4 (non-compliance)*

Ashfield District Council
Aylesbury Vale District Council
Barnsley Metropolitan Borough Council
Birmingham City Council
Blaby District Council
Borough of Barrow-in-Furness
Boston Borough Council
Braintree District Council
Buckinghamshire County Council
Burnley Borough Council
Copeland Borough Council

Corby Borough Council
Cumbria County Council
Dover District Council
Dudley Metropolitan Borough Council
East Devon District Council
East Hampshire District Council
Eastleigh Borough Council
Elmbridge Borough Council
Epsom & Ewell Borough Council
Erewash Borough Council
Forest Health Council

Fylde Borough Council
Gravesham Borough Council
Great Yarmouth Borough Council
Hambleton District Council
High Peak Borough Council
Hinckley & Bosworth Borough Council
Hyndburn Borough Council
Ipswich Borough Council
Kirklees Council
Knowsley Council
Leeds City Council
Luton Borough Council
Merton Council
New Forest District Council
Newcastle City Council
North East Derbyshire District Council
North East Lincolnshire Council
North Kesteven District Council
North Lincolnshire Council
North Norfolk District Council
North Somerset Council
North Warwickshire Borough Council
North West Leicestershire District Council
Nottingham City Council
Pendle Borough Council
Portsmouth City Council
Reading Borough Council
Ribble Valley Borough Council

Rotherham Metropolitan Borough Council
Rutland County Council
Sefton Council
Shropshire Council
South Bucks District Council
South Derbyshire District Council
South Tyneside Council
St Edmundsbury Borough Council
St Helens Metropolitan Borough Council
Stafford Borough Council
Stockton On Tees Borough Council
Suffolk Coastal District Council
Tamworth Borough Council
Teignbridge District Council
Tendring District Council
Test Valley Borough Council
Warrington Borough Council
Waveney District Council
Welwyn Hatfield Borough Council
West Dorset District Council
West Lindsey District Council
Weymouth & Portland Borough Council
Wiltshire Council
Wokingham Borough Council
Worcester City Council
Wychavon District Council
Wyre Council
Wyre Forest District Council

*Category 5 (unaware of legislation)*

Borough Council of King's Lynn & West Norfolk
Breckland Council
Brentwood Borough Council

Council of the Isles of Scilly
Rushmoor Borough Council
South Holland District Council

## Second Phase of Data Collection (Aug 2016)

### *Category 1 (full compliance)*

Ashfield District Council
Ashford Borough Council
Aylesbury Vale District Council
Basingstoke & Deane Borough Council
Blaby District Council
Bolton Council
Borough Council of Wellingborough
Boston Borough Council
Brent Council
Broadland District Council
Cambridge City Council
Carlisle City Council
Chesterfield Borough Council
Chorley Borough Council
City of Lincoln Council
Colchester Borough Council
Cornwall Council
Coventry City Council
Derby City Council
Doncaster Metropolitan Borough Council
East Northamptonshire Council
East Staffordshire Borough Council
Epping Forest District Council
Essex County Council
Forest of Dean District Council
Gateshead Council
Halton Borough Council
Harborough District Council
Harrogate Borough Council
Hart District Council
Hartlepool Borough Council
Herefordshire Council
Hertfordshire County Council
Hinckley & Bosworth Borough Council
Hounslow Council
Islington Council
Kirklees Council
Lambeth Council

Lancashire County Council
Lancaster City Council
Leeds City Council
Leicestershire County Council
Lewisham Council
Liverpool City Council
Mansfield District Council
Medway Council
Melton Borough Council
Mendip District Council
Mid Devon District Council
Mid Sussex District Council
Milton Keynes Council
Mole Valley District Council
Norfolk County Council
North East Derbyshire District Council
North Tyneside Council
North Yorkshire County Council
Northampton Borough Council
Northamptonshire County Council
Northumberland County Council
Oldham Council
Plymouth City Council
Purbeck District Council
Redbridge Council
Richmond Council
Richmondshire District Council
Rugby Borough Council
Salford City Council
Sedgemoor District Council
Sheffield City Council
Shropshire Council
Solihull Metropolitan Borough Council
South Kesteven District Council
South Northamptonshire Council
South Oxfordshire District Council
St Albans City & District Council
Suffolk County Council
Sunderland City Council

Surrey County Council
Sutton Council
Swindon Borough Council
Tameside Metropolitan Borough Council
Tamworth Borough Council
Thanet District Council
Three Rivers District Council
Tower Hamlets Council
Trafford Council

Tunbridge Wells Borough Council
Vale of White Horse District Council
Walsall Metropolitan Borough Council
Waltham Forest Council
Wandsworth Council
Welwyn Hatfield Borough Council
West Berkshire Council
Wiltshire Council
Woking Borough Council

*Category 2 (full compliance but April 2016 deadline missed)*

Amber Valley Borough Council
Bedford Borough Council
Bexley Council
Blackburn with Darwen Council
Bournemouth Borough Council
Bracknell Forest Council
Bradford Metropolitan District Council
Brighton & Hove City Council
Bristol City Council
Bromley Council
Calderdale Council
Cherwell District Council
Cheshire West and Chester Council
Chichester District Council
Christchurch Borough Council (partnered with East Dorset District Council)
Cotswold District Council
Craven District Council
Darlington Borough Council
Dartford Borough Council
Daventry District Council
Derbyshire County Council
Dorset County Council
Dudley Metropolitan Borough Council
Durham County Council
Ealing Council
East Dorset District Council (partnered with Christchurch Borough Council)

East Sussex County Council
Enfield Council
Gedling Borough Council
Hackney Council
Haringey Council
Hillingdon Council
Ipswich Borough Council
Kent County Council
Lichfield District Council
Manchester City Council
Newark and Sherwood District Council
Newham Council
Norwich City Council
Oxfordshire County Council
Peterborough City Council
Slough Borough Council
Somerset County Council
South Derbyshire District Council
South Gloucestershire Council
South Somerset District Council
Southwark Council
Stevenage Borough Council
Tandridge District Council
Teignbridge District Council
Telford & Wrekin Council
Test Valley Borough Council
Uttlesford District Council
Wealden District Council
West Lancashire Borough Council

*Category 3 (weak compliance)*

Barnet Council
Burnley Borough Council
Bury Council
Canterbury City Council
East Riding of Yorkshire Council
Isle of Wight Council
Knowsley Council
Middlesbrough Council

Newcastle Under Lyme Borough Council
North Hertfordshire District Council
North Warwickshire Borough Council
Nuneaton & Bedworth Borough Council
Ribble Valley Borough Council
South Holland District Council
Wyre Council

*Category 4 (non-compliance)*

Adur District Council
Allerdale Borough Council
Arun District Council
Babergh District Council
Barking and Dagenham Council
Barnsley Metropolitan Borough Council
Basildon Council
Bassetlaw District Council
Bath & North East Somerset Council
Birmingham City Council
Blackpool Council
Bolsover District Council
Borough Council of King's Lynn & West Norfolk
Borough of Poole
Braintree District Council
Breckland Council
Bromsgrove District Council
Broxbourne Council
Broxtowe Borough Council
Buckinghamshire County Council
Cambridgeshire County Council
Camden Council
Castle Point Borough Council
Central Bedfordshire Council
Charnwood Borough Council

Chelmsford City Council
Cheltenham Borough Council
Cheshire East Council
Chiltern District Council
City of London Council
City of Westminster Council
City of York Council
Copeland Borough Council
Corby Borough Council
Crawley Borough Council
Croydon Council
Cumbria County Council
Dacorum Borough Council
Derbyshire Dales District Council
Devon County Council
Dover District Council
East Cambridgeshire District Council
East Devon District Council
East Hampshire District Council
East Hertfordshire Council
East Lindsey District Council
Eastbourne Borough Council
Eastleigh Borough Council
Eden District Council
Elmbridge Borough Council
Epsom & Ewell Borough Council



Erewash Borough Council
Exeter City Council
Fareham Borough Council
Fenland District Council
Forest Health Council
Fylde Borough Council
Gloucester City Council
Gloucestershire County Council
Gosport Borough Council
Gravesham Borough Council
Great Yarmouth Borough Council
Guildford Borough Council
Hambleton District Council
Hammersmith & Fulham Council
Hampshire County Council
Harlow Council
Harrow Council
Hastings Borough Council
Havant Borough Council
Havering Council
Hertsmere Borough Council
High Peak Borough Council
Horsham District Council
Hull City Council
Huntingdonshire District Council
Kettering Borough Council
Leicester City Council
Lewes District Council
Lincolnshire County Council
Luton Borough Council
Maidstone Borough Council
Maldon District Council
Merton Council
Mid Suffolk District Council
New Forest District Council
Newcastle City Council
North Devon Council
North Dorset District Council
North East Lincolnshire Council
North Kesteven District Council
North Lincolnshire Council
North Norfolk District Council
North Somerset Council
North West Leicestershire District Council

Nottingham City Council
Nottinghamshire County Council
Oadby and Wigston Borough Council
Oxford City Council
Pendle Borough Council
Portsmouth City Council
Preston City Council
Reading Borough Council
Redcar and Cleveland Borough Council
Reigate & Banstead Borough Council
Rochdale Borough Council
Rochford District Council
Rosendale Borough Council
Rother District Council
Rotherham Metropolitan Borough Council
Royal Borough of Greenwich
Royal Borough of Kensington and Chelsea
Royal Borough of Kingston Upon Thames
Royal Borough of Windsor and Maidenhead
Runnymede Borough Council
Rushcliffe Borough Council
Rutland County Council
Ryedale District Council
Sandwell Council
Scarborough Borough Council
Sefton Council
Selby District Council
Sevenoaks District Council
Shepway District Council
South Bucks District Council
South Cambridgeshire District Council
South Hams District Council
South Lakeland District Council
South Norfolk Council
South Ribble Borough Council
South Staffordshire Council
South Tyneside Council
Southampton City Council
Southend-on-Sea Borough Council
Spelthorne Borough Council
St Edmundsbury Borough Council

St Helens Metropolitan Borough Council
Stafford Borough Council
Staffordshire County Council
Stockport Metropolitan Borough Council
Stockton On Tees Borough Council
Stoke-on-Trent City Council
Stratford-on-Avon District Council
Stroud District Council
Suffolk Coastal District Council
Surrey Heath Borough Council
Swale Borough Council
Taunton Deane Borough Council
Tendring District Council
Tewkesbury Borough Council
Thurrock Council
Tonbridge & Malling Borough Council
Torbay Council
Torridge District Council
Wakefield Council
Warrington Borough Council
Warwick District Council

Warwickshire County Council
Watford Borough Council
Waveney District Council
Waverley Borough Council
West Devon Borough Council
West Dorset District Council
West Lindsey District Council
West Oxfordshire District Council
West Somerset Council
West Sussex County Council
Weymouth & Portland Borough Council
Wigan Council
Winchester City Council
Wirral Borough Council
Wolverhampton City Council
Worcester City Council
Worcestershire County Council
Worthing Borough Council
Wychavon District Council
Wycombe District Council
Wyre Forest District Council

*Category 5 (unaware of legislation)*

Borough of Barrow-in-Furness
Brentwood Borough Council
Cannock Chase Council
Council of the Isles of Scilly
Hyndburn Borough Council

Malvern Hills District Council
Redditch Borough Council
Rushmoor Borough Council
Staffordshire Moorlands District Council
Wokingham Borough Council

## Appendix 4: Categorisation of Local Authorities' Compliance with Specific Duty of Equality Act 2010 By Alphabetical Order

To see this information presented in order of category, see [Appendix 3](#).

### First Phase of Data Collection (Nov 2014 – Jan 2015)

Adur District Council	1
Allerdale Borough Council	1
Amber Valley Borough Council	1
Arun District Council	1
Ashfield District Council	4
Ashford Borough Council	1
Aylesbury Vale District Council	4
Babergh District Council	1
Barking and Dagenham Council	1
Barnet Council	1
Barnsley Metropolitan Borough Council	4
Basildon Council	1
Basingstoke & Deane Borough Council	1
Bassetlaw District Council	1
Bath & North East Somerset Council	3
Bedford Borough Council	1
Bexley Council	1
Birmingham City Council	4
Blaby District Council	4
Blackburn with Darwen Council	1
Blackpool Council	1
Bolsover District Council	1
Bolton Council	3
Borough Council of King's Lynn & West Norfolk	5
Borough Council of Wellingborough	1
Borough of Barrow-in-Furness	4
Borough of Poole	1
Boston Borough Council	4
Bournemouth Borough Council	1
Bracknell Forest Council	1

Bradford Metropolitan District Council	1
Braintree District Council	4
Breckland Council	5
Brent Council	1
Brentwood Borough Council	5
Brighton & Hove City Council	1
Bristol City Council	1
Broadland District Council	1
Bromley Council	3
Bromsgrove District Council	1
Broxbourne Council	1
Broxtowe Borough Council	1
Buckinghamshire County Council	4
Burnley Borough Council	4
Bury Council	1
Calderdale Council	1
Cambridge City Council	1
Cambridgeshire County Council	3
Camden Council	1
Cannock Chase Council	1
Canterbury City Council	1
Carlisle City Council	1
Castle Point Borough Council	1
Central Bedfordshire Council	1
Charnwood Borough Council	1
Chelmsford City Council	1
Cheltenham Borough Council	1
Cherwell District Council	1
Cheshire East Council	1
Cheshire West and Chester Council	1

Chesterfield Borough Council	3
Chichester District Council	1
Chiltern District Council	1
Chorley Borough Council	1
Christchurch Borough Council	1
City of Lincoln Council	1
City of London Council	3
City of Westminster Council	1
City of York Council	1
Colchester Borough Council	1
Copeland Borough Council	4
Corby Borough Council	4
Cornwall Council	1
Cotswold District Council	1
Council of the Isles of Scilly	5
Coventry City Council	1
Craven District Council	1
Crawley Borough Council	1
Croydon Council	3
Cumbria County Council	4
Dacorum Borough Council	1
Darlington Borough Council	1
Dartford Borough Council	1
Daventry District Council	1
Derby City Council	1
Derbyshire County Council	1
Derbyshire Dales District Council	1
Devon County Council	1
Doncaster Metropolitan Borough Council	1
Dorset County Council	1
Dover District Council	4
Dudley Metropolitan Borough Council	4
Durham County Council	1
Ealing Council	1
East Cambridgeshire District Council	1
East Devon District Council	4
East Dorset District Council	1
East Hampshire District Council	4
East Hertfordshire Council	1

East Lindsey District Council	1
East Northamptonshire Council	1
East Riding of Yorkshire Council	1
East Staffordshire Borough Council	1
East Sussex County Council	3
Eastbourne Borough Council	1
Eastleigh Borough Council	4
Eden District Council	1
Elmbridge Borough Council	4
Enfield Council	1
Epping Forest District Council	1
Epsom & Ewell Borough Council	4
Erewash Borough Council	4
Essex County Council	1
Exeter City Council	1
Fareham Borough Council	1
Fenland District Council	3
Forest Health Council	4
Forest of Dean District Council	1
Fylde Borough Council	4
Gateshead Council	1
Gedling Borough Council	3
Gloucester City Council	3
Gloucestershire County Council	1
Gosport Borough Council	1
Gravesham Borough Council	4
Great Yarmouth Borough Council	4
Guildford Borough Council	1
Hackney Council	1
Halton Borough Council	1
Hambleton District Council	4
Hammersmith & Fulham Council	3
Hampshire County Council	1
Harborough District Council	1
Haringey Council	1
Harlow Council	1

Harrogate Borough Council	3
Harrow Council	1
Hart District Council	3
Hartlepool Borough Council	1
Hastings Borough Council	1
Havant Borough Council	3
Havering Council	1
Herefordshire Council	1
Hertfordshire County Council	1
Hertsmere Borough Council	1
High Peak Borough Council	4
Hillingdon Council	1
Hinckley & Bosworth Borough Council	4
Horsham District Council	1
Hounslow Council	1
Hull City Council	3
Huntingdonshire District Council	1
Hyndburn Borough Council	4
Ipswich Borough Council	4
Isle of Wight Council	1
Islington Council	1
Kent County Council	1
Kettering Borough Council	3
Kirklees Council	4
Knowsley Council	4
Lambeth Council	1
Lancashire County Council	3
Lancaster City Council	3
Leeds City Council	4
Leicester City Council	1
Leicestershire County Council	1
Lewes District Council	1
Lewisham Council	1
Lichfield District Council	1
Lincolnshire County Council	1
Liverpool City Council	1
Luton Borough Council	4
Maidstone Borough Council	1
Maldon District Council	1

Malvern Hills District Council	1
Manchester City Council	1
Mansfield District Council	1
Medway Council	3
Melton Borough Council	1
Mendip District Council	1
Merton Council	4
Mid Devon District Council	1
Mid Suffolk District Council	1
Mid Sussex District Council	1
Middlesbrough Council	1
Milton Keynes Council	1
Mole Valley District Council	1
New Forest District Council	4
Newark and Sherwood District Council	1
Newcastle City Council	4
Newcastle Under Lyme Borough Council	1
Newham Council	1
Norfolk County Council	1
North Devon Council	1
North Dorset District Council	1
North East Derbyshire District Council	4
North East Lincolnshire Council	4
North Hertfordshire District Council	1
North Kesteven District Council	4
North Lincolnshire Council	4
North Norfolk District Council	4
North Somerset Council	4
North Tyneside Council	1
North Warwickshire Borough Council	4
North West Leicestershire District Council	4
North Yorkshire County Council	1
Northampton Borough Council	1
Northamptonshire County Council	1

Northumberland County Council	1
Norwich City Council	1
Nottingham City Council	4
Nottinghamshire County Council	1
Nuneaton & Bedworth Borough Council	1
Oadby and Wigston Borough Council	1
Oldham Council	1
Oxford City Council	1
Oxfordshire County Council	1
Pendle Borough Council	4
Peterborough City Council	1
Plymouth City Council	1
Portsmouth City Council	4
Preston City Council	1
Purbeck District Council	1
Reading Borough Council	4
Redbridge Council	1
Redcar and Cleveland Borough Council	3
Redditch Borough Council	1
Reigate & Banstead Borough Council	1
Ribble Valley Borough Council	4
Richmond Council	1
Richmondshire District Council	1
Rochdale Borough Council	1
Rochford District Council	1
Rossendale Borough Council	1
Rother District Council	1
Rotherham Metropolitan Borough Council	4
Royal Borough of Greenwich	1
Royal Borough of Kensington and Chelsea	1
Royal Borough of Kingston Upon Thames	1
Royal Borough of Windsor and Maidenhead	1
Rugby Borough Council	1
Runnymede Borough Council	1
Rushcliffe Borough Council	1

Rushmoor Borough Council	5
Rutland County Council	4
Ryedale District Council	1
Salford City Council	1
Sandwell Council	1
Scarborough Borough Council	1
Sedgemoor District Council	1
Sefton Council	4
Selby District Council	1
Sevenoaks District Council	1
Sheffield City Council	1
Shepway District Council	1
Shropshire Council	4
Slough Borough Council	1
Solihull Metropolitan Borough Council	1
Somerset County Council	1
South Bucks District Council	4
South Cambridgeshire District Council	1
South Derbyshire District Council	4
South Gloucestershire Council	1
South Hams District Council	1
South Holland District Council	5
South Kesteven District Council	1
South Lakeland District Council	1
South Norfolk Council	1
South Northamptonshire Council	1
South Oxfordshire District Council	1
South Ribble Borough Council	3
South Somerset District Council	1
South Staffordshire Council	1
South Tyneside Council	4
Southampton City Council	1
Southend-on-Sea Borough Council	1
Southwark Council	1

Spelthorne Borough Council	3
St Albans City & District Council	3
St Edmundsbury Borough Council	4
St Helens Metropolitan Borough Council	4
Stafford Borough Council	4
Staffordshire County Council	3
Staffordshire Moorlands District Council	3
Stevenage Borough Council	1
Stockport Metropolitan Borough Council	1
Stockton On Tees Borough Council	4
Stoke-on-Trent City Council	1
Stratford-on-Avon District Council	1
Stroud District Council	1
Suffolk Coastal District Council	4
Suffolk County Council	1
Sunderland City Council	1
Surrey County Council	1
Surrey Heath Borough Council	1
Sutton Council	3
Swale Borough Council	1
Swindon Borough Council	1
Tameside Metropolitan Borough Council	1
Tamworth Borough Council	4
Tandridge District Council	1
Taunton Deane Borough Council	1
Teignbridge District Council	4
Telford & Wrekin Council	1
Tendring District Council	4
Test Valley Borough Council	4
Tewkesbury Borough Council	1
Thanet District Council	1
Three Rivers District Council	1
Thurrock Council	1

Tonbridge & Malling Borough Council	1
Torbay Council	1
Torrige District Council	1
Tower Hamlets Council	1
Trafford Council	1
Tunbridge Wells Borough Council	1
Uttlesford District Council	1
Vale of White Horse District Council	1
Wakefield Council	1
Walsall Metropolitan Borough Council	1
Waltham Forest Council	1
Wandsworth Council	1
Warrington Borough Council	4
Warwick District Council	1
Warwickshire County Council	1
Watford Borough Council	1
Waveney District Council	4
Waverley Borough Council	1
Wealden District Council	1
Welwyn Hatfield Borough Council	4
West Berkshire Council	1
West Devon Borough Council	1
West Dorset District Council	4
West Lancashire Borough Council	1
West Lindsey District Council	4
West Oxfordshire District Council	1
West Somerset Council	1
West Sussex County Council	1
Weymouth & Portland Borough Council	4
Wigan Council	3
Wiltshire Council	4
Winchester City Council	3
Wirral Borough Council	1
Woking Borough Council	1
Wokingham Borough Council	4
Wolverhampton City Council	1

Worcester City Council	4
Worcestershire County Council	1
Worthing Borough Council	1
Wychavon District Council	4

Wycombe District Council	3
Wyre Council	4
Wyre Forest District Council	4

### *Second Phase of Data Collection (Aug 2016)*

Adur District Council	4
Allerdale Borough Council	4
Amber Valley Borough Council	2
Arun District Council	4
Ashfield District Council	1
Ashford Borough Council	1
Aylesbury Vale District Council	1
Babergh District Council	4
Barking and Dagenham Council	4
Barnet Council	3
Barnsley Metropolitan Borough Council	4
Basildon Council	4
Basingstoke & Deane Borough Council	1
Bassetlaw District Council	4
Bath & North East Somerset Council	4
Bedford Borough Council	2
Bexley Council	2
Birmingham City Council	4
Blaby District Council	1
Blackburn with Darwen Council	2
Blackpool Council	4
Bolsover District Council	4
Bolton Council	1
Borough Council of King's Lynn & West Norfolk	4
Borough Council of Wellingborough	1
Borough of Barrow-in-Furness	5
Borough of Poole	4
Boston Borough Council	1
Bournemouth Borough Council	2

Bracknell Forest Council	2
Bradford Metropolitan District Council	2
Braintree District Council	4
Breckland Council	4
Brent Council	1
Brentwood Borough Council	5
Brighton & Hove City Council	2
Bristol City Council	2
Broadland District Council	1
Bromley Council	2
Bromsgrove District Council	4
Broxbourne Council	4
Broxtowe Borough Council	4
Buckinghamshire County Council	4
Burnley Borough Council	3
Bury Council	3
Calderdale Council	2
Cambridge City Council	1
Cambridgeshire County Council	4
Camden Council	4
Cannock Chase Council	5
Canterbury City Council	3
Carlisle City Council	1
Castle Point Borough Council	4
Central Bedfordshire Council	4
Charnwood Borough Council	4
Chelmsford City Council	4
Cheltenham Borough Council	4
Cherwell District Council	2
Cheshire East Council	4



Cheshire West and Chester Council	2
Chesterfield Borough Council	1
Chichester District Council	2
Chiltern District Council	4
Chorley Borough Council	1
Christchurch Borough Council (partnered with East Dorset District Council)	2
City of Lincoln Council	1
City of London Council	4
City of Westminster Council	4
City of York Council	4
Colchester Borough Council	1
Copeland Borough Council	4
Corby Borough Council	4
Cornwall Council	1
Cotswold District Council	2
Council of the Isles of Scilly	5
Coventry City Council	1
Craven District Council	2
Crawley Borough Council	4
Croydon Council	4
Cumbria County Council	4
Dacorum Borough Council	4
Darlington Borough Council	2
Dartford Borough Council	2
Daventry District Council	2
Derby City Council	1
Derbyshire County Council	2
Derbyshire Dales District Council	4
Devon County Council	4
Doncaster Metropolitan Borough Council	1
Dorset County Council	2
Dover District Council	4
Dudley Metropolitan Borough Council	2
Durham County Council	2
Ealing Council	2
East Cambridgeshire District Council	4
East Devon District Council	4

East Dorset District Council (partnered with Christchurch Borough Council)	2
East Hampshire District Council	4
East Hertfordshire Council	4
East Lindsey District Council	4
East Northamptonshire Council	1
East Riding of Yorkshire Council	3
East Staffordshire Borough Council	1
East Sussex County Council	2
Eastbourne Borough Council	4
Eastleigh Borough Council	4
Eden District Council	4
Elmbridge Borough Council	4
Enfield Council	2
Epping Forest District Council	1
Epsom & Ewell Borough Council	4
Erewash Borough Council	4
Essex County Council	1
Exeter City Council	4
Fareham Borough Council	4
Fenland District Council	4
Forest Health Council	4
Forest of Dean District Council	1
Fylde Borough Council	4
Gateshead Council	1
Gedling Borough Council	2
Gloucester City Council	4
Gloucestershire County Council	4
Gosport Borough Council	4
Gravesham Borough Council	4
Great Yarmouth Borough Council	4
Guildford Borough Council	4
Hackney Council	2
Halton Borough Council	1
Hambleton District Council	4

Hammersmith & Fulham Council	4
Hampshire County Council	4
Harborough District Council	1
Haringey Council	2
Harlow Council	4
Harrogate Borough Council	1
Harrow Council	4
Hart District Council	1
Hartlepool Borough Council	1
Hastings Borough Council	4
Havant Borough Council	4
Havering Council	4
Herefordshire Council	1
Hertfordshire County Council	1
Hertsmere Borough Council	4
High Peak Borough Council	4
Hillingdon Council	2
Hinckley & Bosworth Borough Council	1
Horsham District Council	4
Hounslow Council	1
Hull City Council	4
Huntingdonshire District Council	4
Hyndburn Borough Council	5
Ipswich Borough Council	2
Isle of Wight Council	3
Islington Council	1
Kent County Council	2
Kettering Borough Council	4
Kirklees Council	1
Knowsley Council	3
Lambeth Council	1
Lancashire County Council	1
Lancaster City Council	1
Leeds City Council	1
Leicester City Council	4
Leicestershire County Council	1
Lewes District Council	4
Lewisham Council	1

Lichfield District Council	2
Lincolnshire County Council	4
Liverpool City Council	1
Luton Borough Council	4
Maidstone Borough Council	4
Maldon District Council	4
Malvern Hills District Council	5
Manchester City Council	2
Mansfield District Council	1
Medway Council	1
Melton Borough Council	1
Mendip District Council	1
Merton Council	4
Mid Devon District Council	1
Mid Suffolk District Council	4
Mid Sussex District Council	1
Middlesbrough Council	3
Milton Keynes Council	1
Mole Valley District Council	1
New Forest District Council	4
Newark and Sherwood District Council	2
Newcastle City Council	4
Newcastle Under Lyme Borough Council	3
Newham Council	2
Norfolk County Council	1
North Devon Council (joint equalities scheme with Torrington District Council)	4
North Dorset District Council	4
North East Derbyshire District Council	1
North East Lincolnshire Council	4
North Hertfordshire District Council	3
North Kesteven District Council	4
North Lincolnshire Council	4
North Norfolk District Council	4
North Somerset Council	4
North Tyneside Council	1

North Warwickshire Borough Council	3
North West Leicestershire District Council	4
North Yorkshire County Council	1
Northampton Borough Council	1
Northamptonshire County Council	1
Northumberland County Council	1
Norwich City Council	2
Nottingham City Council	4
Nottinghamshire County Council	4
Nuneaton & Bedworth Borough Council	3
Oadby and Wigston Borough Council	4
Oldham Council	1
Oxford City Council	4
Oxfordshire County Council	2
Pendle Borough Council	4
Peterborough City Council	2
Plymouth City Council	1
Portsmouth City Council	4
Preston City Council	4
Purbeck District Council	1
Reading Borough Council	4
Redbridge Council	1
Redcar and Cleveland Borough Council	4
Redditch Borough Council	5
Reigate & Banstead Borough Council	4
Ribble Valley Borough Council	3
Richmond Council	1
Richmondshire District Council	1
Rochdale Borough Council	4
Rochford District Council	4
Rossendale Borough Council	4
Rother District Council	4
Rotherham Metropolitan Borough Council	4
Royal Borough of Greenwich	4

Royal Borough of Kensington and Chelsea	4
Royal Borough of Kingston Upon Thames	4
Royal Borough of Windsor and Maidenhead	4
Rugby Borough Council	1
Runnymede Borough Council	4
Rushcliffe Borough Council	4
Rushmoor Borough Council	5
Rutland County Council	4
Ryedale District Council	4
Salford City Council	1
Sandwell Council	4
Scarborough Borough Council	4
Sedgemoor District Council	1
Sefton Council	4
Selby District Council	4
Sevenoaks District Council	4
Sheffield City Council	1
Shepway District Council	4
Shropshire Council	1
Slough Borough Council	2
Solihull Metropolitan Borough Council	1
Somerset County Council	2
South Bucks District Council	4
South Cambridgeshire District Council	4
South Derbyshire District Council	2
South Gloucestershire Council	2
South Hams District Council	4
South Holland District Council	3
South Kesteven District Council	1
South Lakeland District Council	4
South Norfolk Council	4
South Northamptonshire Council	1
South Oxfordshire District Council	1

South Ribble Borough Council	4
South Somerset District Council	2
South Staffordshire Council	4
South Tyneside Council	4
Southampton City Council	4
Southend-on-Sea Borough Council	4
Southwark Council	2
Spelthorne Borough Council	4
St Albans City & District Council	1
St Edmundsbury Borough Council	4
St Helens Metropolitan Borough Council	4
Stafford Borough Council	4
Staffordshire County Council	4
Staffordshire Moorlands District Council	5
Stevenage Borough Council	2
Stockport Metropolitan Borough Council	4
Stockton On Tees Borough Council	4
Stoke-on-Trent City Council	4
Stratford-on-Avon District Council	4
Stroud District Council	4
Suffolk Coastal District Council	4
Suffolk County Council	1
Sunderland City Council	1
Surrey County Council	1
Surrey Heath Borough Council	4
Sutton Council	1
Swale Borough Council	4
Swindon Borough Council	1
Tameside Metropolitan Borough Council	1
Tamworth Borough Council	1
Tandridge District Council	2
Taunton Deane Borough Council	4

Teignbridge District Council	2
Telford & Wrekin Council	2
Tendring District Council	4
Test Valley Borough Council	2
Tewkesbury Borough Council	4
Thanet District Council	1
Three Rivers District Council	1
Thurrock Council	4
Tonbridge & Malling Borough Council	4
Torbay Council	4
Torridge District Council	4
Tower Hamlets Council	1
Trafford Council	1
Tunbridge Wells Borough Council	1
Uttlesford District Council	2
Vale of White Horse District Council	1
Wakefield Council	4
Walsall Metropolitan Borough Council	1
Waltham Forest Council	1
Wandsworth Council	1
Warrington Borough Council	4
Warwick District Council	4
Warwickshire County Council	4
Watford Borough Council	4
Waveney District Council	4
Waverley Borough Council	4
Wealden District Council	2
Welwyn Hatfield Borough Council	1
West Berkshire Council	1
West Devon Borough Council (objectives and actions joint with South Hams District Council)	4
West Dorset District Council (partnered with Weymouth & Portland Borough Council)	4
West Lancashire Borough Council	2

West Lindsey District Council	4
West Oxfordshire District Council	4
West Somerset Council	4
West Sussex County Council	4
Weymouth & Portland Borough Council (partnered with West Dorset District Council)	4
Wigan Council	4
Wiltshire Council	1
Winchester City Council	4
Wirral Borough Council	4
Woking Borough Council	1

Wokingham Borough Council	5
Wolverhampton City Council	4
Worcester City Council	4
Worcestershire County Council	4
Worthing Borough Council	4
Wychavon District Council	4
Wycombe District Council	4
Wyre Council	3
Wyre Forest District Council	4

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<sup>i</sup> Many councils were also included in this count if they said that their Equality Objectives had been ‘mainstreamed’ via their overarching corporate or institutional objectives. The Equality Act 2010 (Specific Duties) Regulations 2011: 3.3 require that set objectives be ‘specific and measurable’, and when ‘mainstreamed’ in such a manner it often became unclear which of these corporate objectives were to be taken as Equality Objectives (not specific) and therefore also unclear how these were to be engaged with and accounted for with regard to Protected Characteristics (not measurable). Not all councils, which ‘mainstreamed’ their Equality Objectives fall into this category, as some, did clearly identify them.

<sup>ii</sup> With regard to Equality Objectives, this includes councils which set only one or two extremely broad and dubiously measurable objectives; objectives which simply repeated the three General Public Sector Equality Duties; or objectives which did not appear to address the protected characteristics specifically (such as commitments to reduce obesity or support business). With regard to demonstrating compliance with the legislation, this includes councils that produced only cursory evidence such as a single short Equality Impact Assessment.

<sup>iii</sup> This excludes information that was missing due to apparent website errors.

<sup>iv</sup> Includes those local councils that are in the process of setting up an LGBT staff group or which clearly signpost staff to regional public sector LGBT staff groups. Does not include ‘general’ equalities staff groups.

<sup>v</sup> Note that this does not include Stonewall’s education-related awards due to the specific focus on local councils and not schools (see Appendix 2).

<sup>vi</sup> General equalities training which may or may not include elements of LGBT-related training.

<sup>vii</sup> Search terms included LGB, LGBT, lesbian, gay, bisexual, trans\*, queer, Stonewall, Equality Framework for Local Government, EFLG, Public Sector Equality Duty, PSED, Equality Act and equality\*. An asterisk (\*) indicates a wildcard search which would find the searched term plus all possible suffixes – therefore ‘trans\*’ would find trans, transsexual, transgender etc. Not all embedded search engines permitted wildcard searches and therefore manual searches for key suffixes were necessary. Note that EFLG searches proved particularly important as these results sometimes included valuable equality-related information which was not available on councils’ main equalities webpages.