



HUMAN RIGHTS & EQUALITY
CONSULTANCY



PUTTING LAW & POLICY INTO PRACTICE

HREC & HDN

Working in Partnership

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- ✓ March 2013, HREC granted Associate status by HDN Board
 - ✓ Responding to HDN member organisations and HDN supported practitioner network requests to give legal briefings/deliver training on complex issues”
 - ✓ Keeping organisations up to speed on key elements of the latest EHRC Guidance
 - ✓ Delivering training and analysis on a wide range of Government policy proposals impacting on equality, human rights,
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Who we are

“De-mystifying & making sense of equality & human rights”

- ✓ Limited company with an associated law firm providing a range of services centred on equality, diversity & human rights.
 - ✓ Work with organisations to develop their knowledge and understanding of equality & human rights.
 - ✓ Undertake research and publishing works on human rights and equality the organisation will disseminate knowledge and good practice in these areas
 - ✓ Promote the development and understanding of equality & human rights.
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The Team

- ✓ **Anthony Robinson** - Former Director of Casework and Litigation at Equality and Human Rights Commission and Director of Legal Services at the Commission for Racial Equality. Lead Editor on Blackstone's Guide to Equality Act 2010.
- ✓ **Razia Karim** - Former Head of Legal Policy and International at the CRE. Senior Lawyer at the EHRC.
- ✓ **Esther Maynard** – Senior Legal Officer at the EHRC and at the CRE.
- ✓ **Ian Rajaratnam**- Experienced advisor who has worked for a number of not-for-profit organisations around the UK.
- ✓ **Brenda Parkes** – A former Senior Lawyer at the EHRC and CRE

Case Study

ENAR Shadow Report - Implications for the UK Housing Sector

- ✓ Home Ownership
 - ✓ Homelessness
 - ✓ Housing Strategies
 - ✓ Changes to Housing Benefit
 - ✓ Housing Strategy
 - ✓ Accommodation for Gypsies and Travellers
 - ✓ Recommendations
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What can HREC and HDN offer you?

Training:

- ✓ Legal developments in equality and human rights - both generally and within a housing specific context for example on the "*Human Rights at Home- Guidance to social housing providers*"
 - ✓ The impact of the Equality Act 2010 and the Human Rights Act 1998 on possession claims mainly in relation to discrimination arising from a disability and disability discrimination, such as the making of reasonable adjustments in relation to premises, and the public sector equality duty.
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What can HREC and HDN offer you?

- ✓ Equality Impact Assessments/Equality Analysis-how to do them to ensure compliance with the public sector equality duty
 - ✓ Procurement issues for equality and diversity.
 - ✓ Statutory and non-statutory EHRC Guidance – how to make the best use of these to comply with the Equality Act.
 - ✓ New developments in equality law and diversity in employment (such as recent, relevant and important employment tribunal cases)
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What can HREC and HDN Offer You?

Briefings:

- ✓ Government proposals on employment tribunal procedures.
 - ✓ Key changes in employment, equality and social welfare legislation.
 - ✓ Key formal EHRC inquiries such as the inquiry into disability related harassment and race discrimination in the construction industry.
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Brief Discussion point

Are there other areas where you think the HREC/HDN partnership might usefully consider developing services?

Moving Forward

To take this forward, please contact
either:

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OR

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