

09/07/2012

PRESS RELEASE

## Equality Commission Decisions and Settlements: 2010 - 2011

The Equality Commission's Review of Decisions and Settlements, giving details of cases resolved in the year 2010/2011, shows that around £500,000 was paid in compensation to claimants assisted by the Commission.

The review provides details of the 58 cases resolved during the year, with 48 settled out of court and ten determined by a court or tribunal. The number of cases successfully resolved, and the levels of compensation received by the complainants, broadly reflect those in the previous two years – 64 cases (£515,981) in 2008-09 and 66 cases (£512,635) in 2009-10. More cases, on this occasion more than twice as many, are against private sector employers than public sector, and this is also a consistent trend over the past years.

Cases brought in the County Court, challenging discrimination in the delivery of goods facilities and services (GFS cases), remain much less common than employment related cases brought in Tribunal. However, where, in previous years, GFS cases had been just 10% of the total, they have risen to 18% in 2010/11. The majority of GFS cases are in respect of disability legislation.

The most common enquiries from individuals related to disability (909 enquiries, 28%), followed by gender (585, 18%) and Race (285, 9%).

“The cases resolved show that inequalities persist to some extent in all the equality categories,” explains Eileen Lavery, Head of Advice and Compliance with the Commission. “The Commission provides advice to people who believe they are being subjected to discrimination on any of the protected grounds. People, especially those in groups covered by more recent legislation, such as older people or gay, lesbian and

bisexual people, don't always realize that they can challenge unlawful treatment. The successful resolution of discrimination cases helps to generate greater awareness of people's rights and the responsibilities on employers and service providers under the law."

"The Equality Commission gives free and confidential advice to anyone who believes they have experienced discrimination, and provides legal assistance to some claimants to take a case of unlawful discrimination in the tribunals or courts."

In the year 2010-2011, 3,220 people who believed they had experienced unlawful discrimination were assisted with advice and support, allowing the majority to resolve their situations informally. Around 300 made an application to be considered for legal support by the Commission. In the year under review, the Commission supported 89 new discrimination cases to the tribunals or courts.

ENDS