

## **Enforcement Snapshot October 2015**

**Here are some examples of our recent enforcement work at the Equality and Human Rights Commission.**

**This list is non-exhaustive and anonymised. It serves to illustrate the range of legal enforcement work carried out using a combination of our informal and formal powers:**

### **Inquiry**

Preventing Deaths in Detention of Adults with Mental Health Conditions

<http://www.equalityhumanrights.com/legal-and-policy/our-legal-work/inquiries-and-assessments/preventing-deaths-detention-adults-mental-health-conditions>

### **Investigation**

Investigation into the Metropolitan Police Service

<http://www.equalityhumanrights.com/legal-and-policy/our-legal-work/inquiries-and-assessments/investigation-metropolitan-police-service>

### **Agreement**

The Equality and Human Rights Commission has entered into a formal agreement with healthcare provider Springcare Limited which aims to improve diversity and equality awareness among its 600 employees.

Springcare has been providing care for around 500 residents within the North West for more than 10 years and has nursing and residential homes throughout Cheshire, Shropshire and the Wirral.

The company was contacted by the Commission after an Employment Tribunal ruled against it for failing to prevent discriminatory practices on the grounds of the protected characteristic of age.

Springcare has now taken steps to ensure these matters do not happen again. These include developing an Anti-Harassment and Bullying course which has been delivered to all managers and a new Anti-Harassment and Bullying policy, a copy of which has been provided to all managers along with information on how to communicate the policy to staff.

As part of the agreement, in November 2015 the company will send a report to the Commission (the Interim Report) summarising the steps taken to date; findings of their evaluation of the outcomes of those actions and their effectiveness in achieving the aims set out in the agreement.

In November 2016 it will provide a final report to the Commission updating that information and providing details of any allegations of discrimination included in any grievance, complaint or employment tribunal claim raised against Springcare or its employees in the previous 12 months.

It will also inform staff of the agreement through staff meetings and staff notice boards.