

Equality Legislation

Equality Act 2010

The Equality Act aims to strengthen, harmonise, and streamline 40 years of equalities legislation, bringing it together under one Act. The Equality Act protects people from discrimination on the basis of certain 'protected characteristics'. These vary slightly according to whether the person is at work or using a service. The Equality Act protects against discrimination, harassment and victimisation.

Protected Characteristics

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Public Sector Equality Duty : This is made up of the general duty and specific duties. The specific duties are intended to help public authorities meet the general equality duty.

The general duty is set out in section 149 of the Equality Act. In summary, those subject to the general equality duty must give 'due regard' to three aims :

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| <ul style="list-style-type: none">• Eliminate unlawful discrimination, harassment and victimisation• Advance equality of opportunity between people who share a protected characteristic and people who do not share it• Foster good relations between people who share a protected characteristic and people who do not share it |
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Specific Duties

- Publish information annually to demonstrate compliance with the General Equality Duty (starting 31st January 2012) : The information a public authority publishes must include, in particular, information relating to persons who share a relevant protected characteristic who are employees (for bodies with 150 or more staff) others affected by their policies and practices (such as service users).
- Publish one or more specific and measurable equality objectives every four years (starting 6th April 2012)
- All information must be published in a way that is accessible to the public.

More information on the Equality Act can be found on the Equality and Human Rights Commission web site : <http://www.equalityhumanrights.com/>