

Equality Act 2010

What is it?

The Equality Act 2010 has been simplified to bring all previous equalities legislation into one piece of legislation that protect the rights of individuals from unfair treatment and promote a fair and more equal society for all.

The main pieces of legislation that the Equality Act 2010 has merged are:

- the Equal Pay Act 1970
- the Sex Discrimination Act 1975
- the Race Relations Act 1976
- the Disability Discrimination Act 1995
- the Employment Equality (Religion or Belief) Regulations 2003
- the Employment Equality (Sexual Orientation) Regulations 2003
- the Employment Equality (Age) Regulations 2006
- the Equality Act 2006, Part 2
- the Equality Act (Sexual Orientation) Regulations 2007

The Act includes a new Public Sector Duty (PSED) which now covers the following 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Race
5. Religion or belief
6. Sex
7. Sexual orientation
8. Marriage and civil partnership
9. Pregnancy and maternity

The above protected characteristics are often discriminated against, directly or indirectly, and or harassed because of those characteristics.

The **General Duties** of the Equality Act 2010 requires public authorities to pay due regards to the need to:

- eliminate discrimination, harassment & victimisation
- advance equality, and
- foster good relations

The **Specific Duties** of the Equality Act 2010 requires the council and other public bodies with more than 150 employees to publish equality information on its workforce and services, and set and publish one or more specific and measurable equality objective(s) it thinks it should achieve to meet the general equality duty. The objective(s) should be published every four years in April.

For a full version of the Equality Act 2010 or summary of it click on the links below:

- [Equalities Act 2010](#)
- <http://www.equalityhumanrights.com/>