

# Equality Act Summary

## Summary

Prior to October 2010 when the new Equality Act came into force. There were 3 pieces of legislation covering equalities:

- Disability Discrimination Act
- Race Discrimination Act
- Sex Discrimination Act

## The Equality Act 2010 replaces these.

"The purpose of the Equality Act 2010 was to review, revise and consolidate previous existing equalities-related legislation"

Blaby District Council is required to fulfil 3 general Public duties which came into force in April 2011.

This means the council must, in carrying out it's work, have due regard to the need to:

- **Eliminate** unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- **Advance** equality of opportunity between people who share a protected characteristic and those who do not.
- **Foster** good relations between people who share a protected characteristic and those who do not.

The Act now offers protection to those who experience discrimination because of their:

- Age
- Disability
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion
- Sex/Gender
- Gender reassignment
- Sexual orientation

These are known as the 'protected characteristics'.

## More information

The Council also has some specific duties which come into effect in January 2012, to publish information to demonstrate how we are meeting our public duties. This will include :

- Equality Information on Council workforce
- Our Single Equality Scheme
- Our Equality Impact Assessments

### **What does the Act do?**

The Act strengthens the law by:-

- Placing a new Equality Duty on Public Authorities
- Banning age discrimination
- Recognising dual discrimination
- Requiring Gender pay and equality reporting
- Extending positive action
- Strengthening protection for disabled people
- Giving power to ban caste discrimination

### **What are the key changes?**

The improvements in the Act can be grouped:

- Improved protection for particular groups (disability)
- Increased the types of discrimination that are unlawful
- Enhanced and new Public duties to reduce systemic inequality and discrimination;
- Improved positive action provisions;
- Improved and strengthened the powers of employment tribunals

### **Which areas does the Act cover?**

- Services and public functions
- Premises
- Work
- Education
- Associations (private clubs and political parties)
- Contracts
- Disability in public transport

### **Act extends the forms of discrimination**

- Direct discrimination
- Associative discrimination
- Perceptive discrimination
- Indirect discrimination
- Harassment
- Victimisation

**For more information on The Equality Act click on the links below:**

- <http://www.legislation.gov.uk/ukpga/2010/15/contents> (external link)

- <http://www.equalityhumanrights.com/legal-and-policy/equality-act/>  
(external link)

## **Downloads**

- [Government Equality Office - Equality Act guidance - easy-read version \(PDF, 2,358 KB\)](#)