

Equality Act 2010

A one-day course

Providing equality of opportunity isn't an option, it is the law and the Equality Act 2010 spells out that organisations have to look at the evidence and examine their processes, finding ways of delivering for everyone, regardless of race, sex, disability, age, religion or belief, sexual orientation, gender identity, pregnancy and maternity or marriage and civil partnership status. Every group should receive the same protection in every area of activity unless there is a very good reason to leave them out. The legislation is meant to make it much easier for everyone – employers, service providers and individuals – to understand and apply the law.

This course focuses on the actions required for organisations to meet its equality & diversity responsibilities and provides all Managers, HR professionals and other key decision makers an opportunity to explore the main provisions of the legislation, understand the impact for their organisation and help to identify areas of their existing policies/procedures that may need to be reviewed due to the Equality Act 2010.

Learning Outcomes

On completion of this course, participants will be able to:

- Identify the key provisions of the Equality Act 2010
- Describe the types of discrimination & various protected characteristics
- Understand the implications for service providers, employers, employees & service users
- Understand the importance of equalities & diversity in service delivery
- Demonstrate practical application of the legislation in a number of case scenarios
- Identify the next steps for the organisation to ensure policies & procedures align with the Act

Training Techniques

Tutor input, structured discussions, group exercises, case studies, quiz, and Q&A

Timetable (may be subject to minor amendment)

- Session 1 Introduction
Background to the changes
Overview of the Equality Act 2010
Protected Characteristics – a new concept
Statutory requirements & the Public Sector Duty
Powers of Employment Tribunals & compensation
Exercise 1
- Session 2 The need for organisations to deliver inclusive services to service users
Equality Impact Assessments – bureaucracy or the best protective measure?
Use of EIA's to inform decision-making and practically improve services
Knowing your communities and equality mapping
Changes to disability discrimination
Using pre-employment health questions
Exercise 2
- Session 3 Positive action – including recruiting and promoting
Monitoring and impact assessing
Importance of engagement, consultation & evidence gathering
Addressing social exclusion
Exercise 3
- Session 4 Effect on current policies and procedures
Identify potential barriers to employment/service users & develop approaches
to remedy these barriers
Links between equalities and the decision making process
Improving the evidencing of equalities & diversity across services
Exercise 4