



# THE EQUALITY ACT 2010



## WHAT IS THE EQUALITY ACT 2010?

The Equality Act 2010 is a piece of legislation implemented by the UK government to protect the rights of individuals both in the workplace and society against discrimination.

## WHAT CHARACTERISTICS ARE PROTECTED AGAINST DISCRIMINATION?

- Age
- Relationship status
- Pregnancy, or post-pregnancy
- Disability
- Nationality, colour or ethnic and national origin
- Religion or belief
- Sex
- Sexual orientation

## WHAT IS DISCRIMINATION?

- Direct discrimination – When someone is treated less favourably due to a protected characteristic.
- Indirect discrimination – When there is a policy or practice which applies to everyone, but has a worse effect on individuals with protected characteristics.
- Harassment – Abuse or bullying against an individual to cause intimidation or pressure.
- Victimisation – When an individual is singled out for detriment because of a discrimination.

## WORKPLACE DISCRIMINATION INVOLVES:

- Redundancy or being fired
- Terms and conditions of employment
- Pay and benefits
- Promotions
- Training and Qualifications
- Recruitment



## EMPLOYER'S RESPONSIBILITY

It is an employer's legal responsibility to ensure that discrimination does not occur within your business. Employers are also required to promote workplace equality and cooperation to prevent discrimination and unfair treatment of staff.

Get in touch to find out about our online equality and diversity training courses

[www.virtual-college.co.uk](http://www.virtual-college.co.uk)  
[replies@virtual-college.co.uk](mailto:replies@virtual-college.co.uk)  
01943 885085

**VIRTUAL**  
COLLEGE