



EQUALITY ACT 2010

A new Equality Act came into force on 1st October 2010.

The Equality Act 2010 brings together over 116 separate pieces of Legislation into one single Act. Combined, they will make up the new Act that will provide a legal framework to protect the rights of individuals and advance equality of opportunity for all.

The Act will simplify current legislation to provide Britain with a new discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

The nine main pieces of legislation that have 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 Employments Equality (Sexual Orientation) Regulations 2003
- The Employment Equality (Age) Regulations 2006
- The Equality Act 2006, Part2
- The Equality Act (Sexual Orientation) Regulations 2007

The Equality Act covers the same groups that are protected by existing equality legislation – age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. These are now called ‘protected characteristics’. The Act extends some protections to characteristics that were not previously covered, and also strengthens particular aspects of equality law.