

# Equality Act 2010 Factsheet

## Key facts for businesses Equality Act 2010



### Introduction

The Equality Act 2010 replaces a number of different pieces of legislation. It is important for employers to be familiar with the Act to ensure they remain legally compliant. The Act intends to stop unfair treatment in the workplace and fully supports equal opportunities both in the workplace and in society.

This factsheet is part of a series of Equality Act 2010 Factsheets that aim to explain why the Act is important, and highlights some of the key changes for employers.

### Why is it important?

Whilst legal compliance is essential, businesses can also view the Act as an opportunity to explore the ways in which diversity and equality can be adopted to bring commercial benefits to your business.

### Equality Act Key Facts

- The Act replaced previous anti-discrimination laws with a single act
- It aims to make the law simpler and easier to comply with
- The Act covers 9 protected characteristics:
  - > Age
  - > Disability
  - > Gender reassignment
  - > Marriage and civil partnership
  - > Pregnancy and maternity
  - > Race
  - > Religion or belief
  - > Sex
  - > Sexual orientation
- These characteristics cannot be used to treat people unfairly
- Everyone has at least 1 or more protected characteristic
- The Act covers direct and indirect discrimination, harassment, victimisation and failing to make reasonable adjustments

- It protects staff from harassment by customers and service users
- It protects everyone who cares for someone with a protected characteristic.

### Making the Act work for your business

You can do several things to ensure the Act works for your business:

- Gain a full understanding of the Equality Act 2010, as it relates to your staff, customers, suppliers and recruitment practices
- Review or develop a diversity and equality strategy in-line with the Act. This will clearly show your commitment to a fair and equal workplace. Your employees will benefit from clearly knowing what is and isn't acceptable behaviour. If you publicise it on your website your customers and future employees will regard you as a good organisation to do business with
- Ensure all your staff understand the Act and how it has relevance to them.

### The business benefits

The logical way to fully embrace the act is through an equality and diversity strategy. When appropriately developed these can offer some of the following benefits:

- Increased productivity
- Improved staff motivation and loyalty
- Ability to recruit from a wider pool of talent
- Enhanced business reputation
- Become an employer of choice.

### Next steps

- Call Agile Nation on: **01443 824410** to check if your business is eligible for the comprehensive funded support available from our Evolve Programme for Business
- Learn more about the Equality Act 2010
- Visit [www.agilenation.co.uk](http://www.agilenation.co.uk) for links to resources on the Equality Act 2010.

The Agile Nation project provides workplace support and development for women and businesses in the convergence area of Wales. To find out more visit [www.agilenation.co.uk](http://www.agilenation.co.uk)