

Equality Act 2010: Public Sector Equality Duty

The Equality Act became law in October 2010. The Act aims to streamline the equalities laws within a single Act, which will help people to understand their rights and comply with the law. It also aims to strengthen the law in important ways to help tackle discrimination and inequality.

The Public Sector Equality Duty, which is part of the Equality Act 2010, came into effect on 5 April 2011. In summary the Council must have 'due regard' to the need to:

1. Eliminate unlawful discrimination, harassment, and victimisation
2. Advance equality of opportunity
3. Foster good relations

The new duty covers the following nine protected characteristics:

- Age
- Disability
- Sex
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual Orientation
- Marriage and Civil partnership (but only with regards to eliminating discrimination in the workplace)