



## NEWS REPORT

<b>Date:</b>	6 April 2011
<b>Expert:</b>	Aileen McColgan
<b>Title:</b>	The Equality Act 2010: an update
<b>Country:</b>	United Kingdom
<b><u>Context</u></b>	
<b>Issue at stake:</b>	Implementation of the Equality Act 2010
<b>Ground of discrimination:</b>	sexual orientation, race, disability, sexual orientation, religion/ belief, age
<b>Source:</b>	The Government Equalities Office ( <a href="http://www.equalities.gov.uk/equality_act_2010.aspx">www.equalities.gov.uk/equality_act_2010.aspx</a> )
<b>Field:</b>	Employment, education, housing, goods and services

### Content

The Equality Act 2010 was passed just prior to the general election of May 2010 which resulted in a change of Government in the UK. Many of the Act's provisions came into force in October 2010, and more have just come into force as of 5 April 2011. These include the provisions permitting fairly broad positive action measures outside recruitment and promotion (s.158), and positive action in relation to recruitment and promotion within narrower boundaries, but significantly in excess of that legally permitted prior to the Act's implementation (s.159). These measures apply across the protected grounds. So too do the new public sector duties which also came into force on 5 April 2011 and which require public authorities to pay due regard to the need to eliminate discrimination and promote equality in connection with race, disability, age, sexual orientation and religion or belief as well as sex. Draft Regulations on specific duties designed to support the general duty was published on 17 March 2011 together with a policy review paper.

The new Equality and Human Rights Commission (EHRC) codes of practice on employment and services come into force on 6 April 2011 and replace five existing codes issued by the predecessor bodies to the EHRC. They are designed to reflect the law subsequent to the implementation of the 2010 Act.

On 3 March 2011 the Government announced the start of a consultation on



the implementation of the Equality Act's prohibition on age discrimination outside the context of employment.

**Internet link source and additional information:** (no newspaper links)

[http://www.equalities.gov.uk/equality\\_act\\_2010.aspx](http://www.equalities.gov.uk/equality_act_2010.aspx)