

Equality Manager Briefing: Single Equality Act - Consolidation of Equality Laws

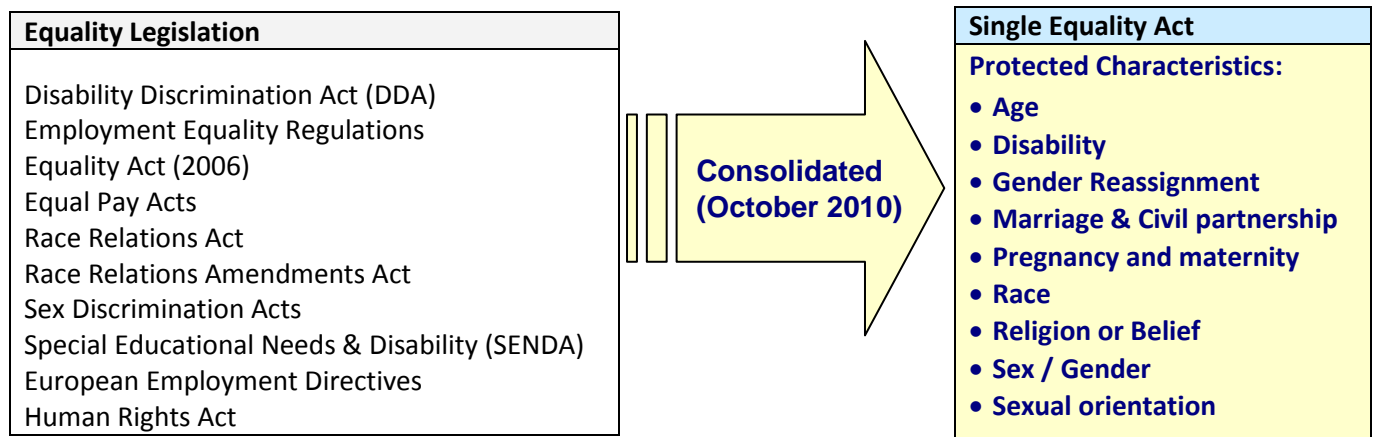
Reviewed: 7 January 2011

What is the Single Equality Act?

- Became an Act in April 2010, provisions came into force on 1 October covering a wider a population
- Simplifies the interpretation and understanding of 116 pieces of equality laws for the public
- Makes it easier for employees and services users to bring cases of discrimination
- Extends the current powers of employment tribunals by strengthening the enforcement of equality laws
- Chapter 2 of the Act has specifics for Higher Education

Which equality laws are consolidated into the one single Act?

Equality Act page 234, explains that existing equality laws have been consolidated into the one single Act:



This results in a need to replace all wordings in documents that reference to the previous equality laws, for example, 'Disability Discrimination Act (DDA): disability-related discrimination' **has now changed to** 'Single Equality Act: discrimination arising from disability'.

What are the recommended actions for Schools & Units to take?

- ✓ Update all documents within the School/Unit that make references to the now replaced equality laws.
- ✓ Check the increasing number of 'Equality Manager/Staff Briefings' appropriate to each Equality Strand which provides for a more detailed overview of the sections within the Act.
- ✓ Check compliance of influential School/Unit policies by conducting 'Equality Impact Assessments' as part of the 'Equality & Diversity Inclusion - Compliance & Improvement Overview' initiative.

Who enforces the new Act?

Government Equalities Office commissioned the 'Equality & Human Rights Commission' (EHRC) to monitor and enforce compliance of the Single Equality Act 2010 on public sector institutions in Scotland. The Sheriff Court in Scotland deals with claims on discrimination against the University for service users.

Staff who consider that their employer has discriminated against, harassed or victimised them, or that they have not received equal pay or have received less favourable contractual terms, are entitled to send their employer Government forms to obtain further information about the treatment. The time limit for employers to deal with employment claims is three months, starting from the date of discrimination occurring.

Alternative formats are available upon request – For further information please contact:

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Consolidation of the Single Equality Act (2010):

Overview Table of 'Protected Characteristics' and the issues that are covered in the Act

Protected characteristic:										
Issue covered by the Equality Act:	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex/Gender	Sexual orientation	Socio-economic disadvantage
Discrimination in employment	yes	yes	yes	yes	yes	yes	yes	yes	yes	no
Discrimination in provision of services	yes	yes	yes	no	yes	yes	yes	yes	yes	no
Discrimination in the delivery of higher education	yes	yes	yes	no	yes	yes	yes	yes	yes	no
The general statutory duty to promote equality	yes	yes	yes	no	yes	yes	yes	yes	yes	no
The work of general qualifications bodies	yes	yes	yes	no	yes	yes	yes	yes	yes	no
Positive action provisions of the act	yes	yes	yes	yes	yes	yes	yes	yes	yes	no
Dual discrimination	yes	yes	yes	no	no	yes	yes	yes	yes	no
Discrimination linked to perceived characteristic	yes	yes	yes	yes	yes	yes	yes	yes	yes	no
Discrimination by association	yes	yes	yes	yes	yes	yes	yes	yes	yes	no
Duty to make adjustments for disabled people	n/a	yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Duty to make adjustments for disabled people	n/a	yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Socio-economic duty	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	yes
Procurement provisions of the act	extent of the provisions scheduled to come into force April 2011 are being created									n/a

Source: Equality Challenge Unit