

The Equality Act 2010 – ARE YOU PREPARED!

Due to come into force in October 2010:

The act aims to a) harmonise discrimination law and b) strengthen law to support progress on equality.

Amongst other things, the Act will:

- Combine all of the existing legislation on discrimination in to one single statute. It will cover all existing 'protected characteristics': sex, race, disability, age, sexual orientation, religious belief, gender re-assignment and marital status.
- Strengthen enforcement by allowing employment tribunals to make recommendations in discrimination cases not only in relation to individual claimants but also in relation to the wider workforce in order to prevent similar types of discrimination from occurring.
- Covers less favourable treatment because of an association with someone with a protected characteristic or an incorrect belief that someone has the protected characteristic.
- Render unenforceable any "secrecy clauses" preventing or restricting employees from discussing pay.
- Provide that an employee is not restricted to relying on comparators.
- Outlaw employers' pre-employment health enquires unless they are made for prescribed reasons.

- permit the introduction of regulations requiring private sector employers with at least 250 employees to publish information about the pay differentials between their male and female employees.

ALL THIS MEANS.

New duties on YOU to prevent and protect your employees from discrimination!!

FOLLETT STOCK SAYS:

An employer will have a better defence if it can prove that it has adequate procedures intending to prevent inequality. Steps should be taken to ensure that adequate procedures are put in place and as a minimum:

- Conduct an audit of your equality practices;
- Ensure that you have an equal opportunity policy;
- Ensure that robust "adequate procedures" are in place including maintaining monitoring forms and records; and
- Consider how best to communicate the policy and procedure to managers and employees. i.e. via training, team briefs, or announcements on notice boards etc.

HOW WE CAN HELP:

For £45.00 plus VAT we are able to conduct an Equality Audit of your current practices and advise on any potentially risky areas.

For £50.00 plus VAT we are able to draft an equal opportunities policy for you.

For £25.00 plus VAT we are able to provide you with monitoring forms.

For £200.00 - £600.00 plus VAT we are able to offer training to key members of staff which will provides essential guidance in this area and therefore better protection for you.

For further information please contact :

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