



The Equality Act 2010 - A one day course

This course is aimed at HR professionals, lawyers and diversity practitioners who need to have a working knowledge of Equality Law. For those new to the subject it sets out the main principles of UK Equality law as it applies in the workplace and allows delegates to come to grips with some of the challenges that Equality law presents.

For delegates already familiar with discrimination law, the Course is an invaluable guide to the Equality Act 2010 and the changes that it introduces from October 2010 onward.

Course Programme

The Equality Act 2010

- Why and How the Act was introduced
- Implementation
- Transitional arrangements

Protected characteristics

- What is a protected characteristic?
- Special cases
- Scope for more characteristics to be added

Defining Discrimination

- Direct and indirect discrimination
- Discrimination by association and perception
- When is there a justification defence?
- The burden of proof

Disability discrimination

- Discrimination arising from a disability
- The duty to make reasonable adjustments
- Asking questions about health

Harassment

- Defining harassment
- Harassment from third parties
- The Employer's defence
- Liability of individual employees

Exceptions

- Positive action
- Occupational requirements

Equality of Terms (Equal Pay)

- Distinguishing equal pay from discrimination
- When the right to equality of terms arises
- The Genuine material factor defence and justification

Round-up of key issues to watch out for