

July 2010

Disclosure

The e-newsletter bulletin for People Asset Management

Specialists in Employment Law, Occupational Health and Human Resource Management. Call 01925 227000

People Asset Management
Human Resource Solutions



Is your organisation ready for the Equality Act 2010?

New legislation commences in October 2010. A failure to comply by an employer could lead to discrimination claims with an UNLIMITED AWARD



Date: 16th Sep 2010

Venue: Halliwell Jones Rugby Stadium, Warrington, Cheshire

Time: 9:30 – 12:30

Cost: £75 per delegate

To book call 01925 227000

This programme is delivered by our Employment Law Specialists in an easy to understand way that makes learning easy, learning material and references provided.

What changes?

Find out how the Equality Act 2010 will impact on your organisation. This 1/2 day briefing will cover all the key changes. The new Equality Act will repeal and consolidate most current discrimination law within a single Act. Most of the provisions in the Act will take effect in October 2010.

The Equality Act marks a step change in Equality legislation; changes include the introduction of the concept of 'protected characteristics', the advancement of equality through positive action, changes to current discrimination definitions plus the introduction of the concept of 'dual discrimination'. Together with the extension of Tribunal recommendations plus the introduction of a new single equality duty for public bodies - to replace the existing 3 duties - your business or organisation will need to be aware of how these changes will impact, and what you need to do to implement them.

This briefing will cover the main provisions of the Act, the impact it might have on your business and help you identify the areas of your existing policies and procedures you will need to review.

Who should attend?

CEOs, Board Members, MDs, HR professionals; employee representatives and all people Managers or supervisors.

What does the course cover?

- Background to the changes
- Protected Characteristics
- Harassment including extension to third party harassment
- Tribunal awards
- Codes of practice
- Changes to the definitions of discrimination
- A Single Equality Duty
- Effect on current policies and procedures
- Disability Discrimination
 - Changes to disability discrimination
 - Pre Employment Health Questions
- Gender Pay Reporting
 - Secrecy
 - Recognising and measuring pay gaps

The programme will also cover how your organisation takes positive action in recruiting and promoting staff and ongoing monitoring and assessment