

## **Equality Act 2010 Comes into Force**

Most of the Equality Act 2010 came into force on 1st October 2010. The Act replaces existing discrimination laws and covers discrimination in employment across the protected characteristics of age, disability, gender reassignment, married and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. As an employer, in order to ensure compliance with the new regime you may need to update your policies and practices, in particular equal opportunities and harassment policies; and train staff in your policies and notify clients and other third parties of them where relevant.

The Act repeals the Disability Discrimination Act 1995 and 2005 (amongst other legislation). Much of the property-related aspects of the 2010 Act is a restatement of the principles contained in the DDA along with certain enhancements to the protections afforded to the disabled. The responsibility is on all service providers, employers, owners and tenants to comply with the new Act. You should also ensure that any construction agreements entered into in the future are updated to reflect current legislation.