

EQUALITY AND DIVERSITY

FACTSHEET FOR BROKERS

Summary

The Learning and Skills Act 2000 includes a duty for us to 'encourage individuals to undergo post-16 education and training and to encourage employers to participate in the provision of post-16 education and training.' The Act requires us to have due regard to the need to promote equality of opportunity between people from different racial groups, between men and women, and between people with a disability and people without, and to report annually on how we have done this.

Providers and Employers

Providers and employers are required to comply with equality legislation which includes:

Age

Employment Equality (Age) Regulations 2006

Disability

Disability Discrimination Act 1995

Special Educational Needs and Disability Act 2001

Disability Discrimination Act 2005

Statutory Code of Practice on the Duty to Promote Disability Equality 2006

Gender

Sex Discrimination (Gender Reassignment) Regulations 1999

Equality in Employment (Sexual Orientation) Regulations 2003

Gender Recognition Act 2004

Equality Act 2006

Work and Families Act 2006

Gender Equality Duty Statutory Code of Practice 2006

Race

Race Relations Act 1976

Race Relations (Amendment) Act 2000

Statutory Code of Practice on the Duty to Promote Race Equality 2002

Religion

Equality in Employment (Religion or Belief) Regulations 2003

Other

Human Rights Act 1998

<p>Useful Documents</p>	<p>The Single Equality Scheme demonstrates the LSC's commitment to placing the promotion of equality and diversity at the centre of every aspect of its work.</p> <p>It is intended to meet the requirements for a race equality, disability equality and gender equality scheme and to implement these in an inclusive way which takes account of religion and/or belief, sexual orientation and age. http://readingroom.lsc.gov.uk/lsc/National/nat-singleequalityscheme-30apr07.pdf</p> <p>Business case for equality and diversity - for business, the lesson is clear. The failure to use human potential to the full will become more damaging as labour markets become more competitive and mobile. The imperative for employers to treat and reward all their staff fairly will become more and more difficult to resist.</p> <p>www.womenandequalityunit.gov.uk/research/bus_case_div.pdf</p>
<p>Useful Links</p>	<p>Equality South West - www.equalitysouthwest.org.uk/ -</p> <p>The Commission for Equality & Human Rights www.equalityhumanrights.com/en/Pages/default.aspx</p> <p>Employers forum on age - www.efa.org.uk/</p> <p>LSC - /www.lsc.gov.uk/aboutus/equality-diversity/</p> <p>Business Link - www.businesslink.gov.uk</p> <p>Opportunity Now - www.opportunitynow.org.uk/</p> <p>Women in Science, Engineering and Technology – www.setwomenresource.org.uk</p>
<p>Key contact</p>	<p>Regional Equality & Diversity Manager Mell Cossey-Haggar Tel: 01752 754127 Email: melanie.cossey-haggar@lsc.gov.uk (Contact for brokerage staff only)</p>