

# EQUALITY AND DIVERSITY

TRAIN TO GAIN FACTSHEET	
<b>Summary</b>	<p>The Learning and Skills Council (LSC) has a duty to promote equality of opportunity between people from different racial groups, between men and women, and between people with a disability and people without. This is set out in the LSC Single Equality Scheme (SES). The South West LSC has specific actions set out for the Train to Gain service within its Regional Equality and Diversity action plan. These can be found at <a href="#">South West Equality and Diversity Plan</a></p>
<b>Business Case for Equality and Diversity</b>	<p>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- <a href="#">CBI</a></p>
<b>Equality Strands</b>	<p>Please click on each strand heading to find out more.</p> <p><b>Age</b> Age discrimination law currently applies only in employment and vocational training where you have been treated less favourably on the basis of your age, without justification. <a href="#">Employers Forum on Age</a></p> <p><b>Disability</b> The Disability Discrimination Act (DDA) says that it is unlawful for an employer to discriminate against you if you are disabled:</p> <ul style="list-style-type: none"> <li>• in the terms of employment offered;</li> <li>• in the opportunities for promotion, transfer, training or receiving any other benefit;</li> <li>• by refusing to offer you, or deliberately not offering, any such opportunity; or</li> <li>• by dismissing you, or subjecting you to any other negative treatment</li> </ul> <p><a href="#">Employers Forum on Disability</a> <a href="#">Employability</a></p> <p><b>Gender</b> Unlawful sex discrimination happens when someone is treated unfairly because of their gender. Women, men and transsexual people can all experience sex discrimination.. Goods or services that are available to the public must be provided in a way that does not discriminate unfairly on the grounds of gender. <a href="#">Opportunity Now</a> <a href="#">Women in Science, Engineering and Technology</a></p>

<b>Equality Strands Cont.</b>	<p><b>Race</b> It is unlawful for a person to discriminate on racial grounds against another person. The law defines racial grounds as including race, colour, nationality or ethnic or national origins.</p> <p><b>Religion and Belief</b> Under the Equality Act 2006, it is unlawful for someone to discriminate against you because of your religion or belief (or because you have no religion or belief):</p> <ul style="list-style-type: none"> <li>• in any aspect of employment</li> <li>• when providing goods, facilities and services</li> <li>• when providing education</li> <li>• in using or disposing of premises, or</li> <li>• when exercising public functions.</li> </ul> <p><b>Sexual Orientation</b> Unlawful sexual orientation discrimination happens when someone is treated less favourably due to their sexual orientation, their perceived sexual orientation, or the sexual orientation of those they associate with. <a href="#">Stonewall</a></p> <p><b>Transgender</b> The Sex Discrimination Act (Sex Discrimination Act) was amended in May 1999 to protect transsexual people against discrimination in employment and vocational training. <a href="#">Unison</a></p>
<b>Useful Links</b>	<p><a href="#">Equality South West Business Link</a></p> <p><a href="#">Government Equalities Unit</a></p> <p><a href="#">Department for Business Enterprise and Regulatory Reform</a></p> <p><a href="#">Audit Tools for Employers</a></p> <p><a href="#">Equality and Human Rights Commission</a></p>
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