

The New Equality Act

Helping organisations prepare

What's new?

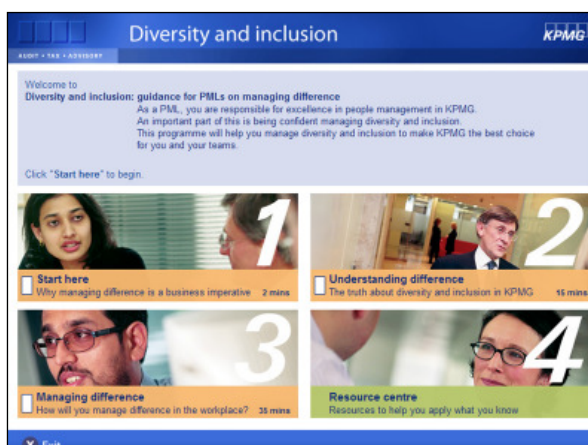
The new Equality Act comes into force in October 2010, the aim being to simplify existing laws and bring them together under single legislation. This will cover disability, sex, race, age, religion and belief, and other grounds for discrimination.

The changes will require organisations to revisit existing policies, particularly in relation to the following:

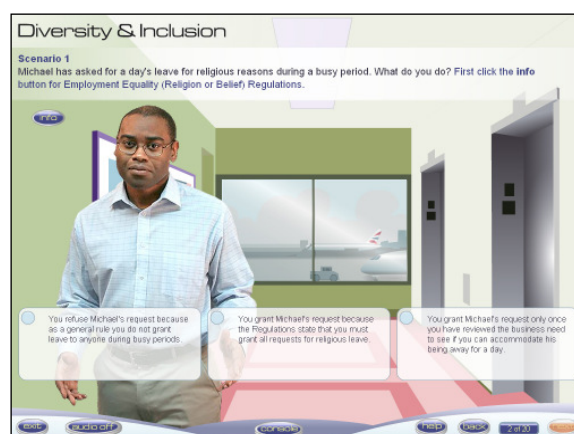
- A single objective 'justification' will replace the different tests currently in use. In short, employers will find it more difficult to justify less favourable treatment of individuals
- 'Discrimination arising from disability' and 'indirect discrimination' will replace the existing 'disability-related discrimination'
- Employers will be discouraged from asking disability related questions during recruitment
- Greater encouragement for transparency of reporting on disability employment rates

Is your organisation ready for these changes?

If not, Epic is uniquely placed to help ensure your employees and line managers are aware of the new Equality Act and their responsibilities and obligations following these changes.



We have a selection of approaches that bring value, expertise and return on investment when addressing this important training requirement. Whether your specific requirements could be met by an 'off-the-shelf' online solution, a more customised approach or a fully bespoke solution, Epic offers a range of options to suit different budgets.



1. Advice and guidance from recognised experts

Our team of Equality and Diversity consultants can advise on how the new act will impact *your* organisation, and how you should respond. They will spend a few days with you to explore the implications on processes and procedures and agree an action plan to ensure you're ready for October.

We also offer a workshop support service. Our team have experience in designing and delivering workshops and events on 'Diversity Awareness for Teams and Key Leaders' and are members of advisory work groups on 'Widening Opportunities for Women and Disability'.

2. Off-the-shelf generic e-learning

We offer a range of fully up-to-date e-learning courses, developed in the UK, covering:

- An overview of Diversity and Discrimination

- The Law and Equal Opportunities (EO), covering race, gender, disability, religion, age and ex-offenders
- Applying EO in the Workplace, covering recruitment and selection, and training and workplace development
- Parents in employment

3. Customised e-learning

We also offer contemporary e-learning content and expertise developed and endorsed by government departments such as BIS, UKTI, FCO, but with specific online case studies and scenarios tailored to *your* requirements. This approach gives you a personalised solution but closer to an off-the-shelf price.

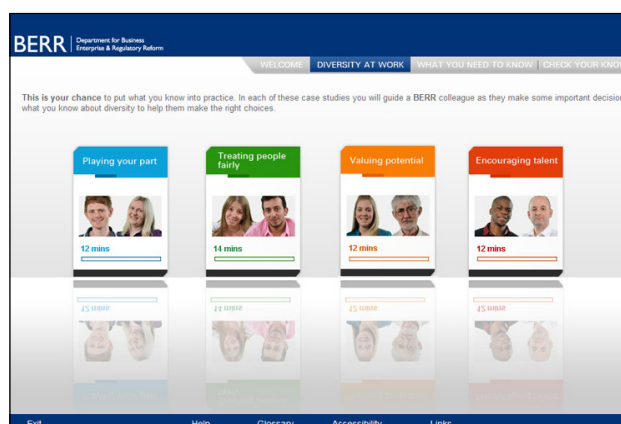
4. Updating existing e-learning programmes

You may already have equality and diversity programmes that now need updating. If so, we'd be happy to help, even if another supplier developed the original. We have a proven track record in updating code from a range of different suppliers, including Epic!

5. Fully bespoke e-learning

If you'd prefer a bespoke solution, we have in-depth expertise in developing equality and diversity solutions fully tailored to our clients' specific requirements, culture, policies and procedures. For examples, please visit:

<http://www.epic.co.uk/case-studies/subject/equality-and-diversity.html>



What do I do next?

We've helped more than 20 major organisations to address their training needs in relation to Diversity, Equality and Human Rights.

To explore how we might help with your needs, please contact our team on +44 (0) 1273 728686, or email us at marketingnq@epic.co.uk