

Equality Act

From 1st October 2010, the Equality Act 2010 replaces all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act.

The new Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discriminations that are unlawful. It simplifies the law by removing anomalies and inconsistencies that had developed over time in the existing legislation, and it extends the protection from discrimination in certain areas.

Leicester Community Islamic School will not unlawfully discriminate against pupils because of their sex, race, disability, religion or belief and sexual orientation. Protection is now extended to pupils who are pregnant or undergoing gender reassignment.

The exceptions to the discrimination provisions for schools that existed under previous legislation – such as the content of the curriculum, collective worship and admissions to single sex and schools of a religious character, are all replicated in the new act.

The impacts on schools are as follows:

It is now unlawful for employers to ask health-related questions of applicants before job offer, unless the questions are specifically related to an intrinsic function of the work. This means that schools should no longer, as a matter of course, require job applicants to complete a generic health questionnaire as part of the application procedure.

Leicester Community Islamic School will adhere to the following:

- It is now unlawful to discriminate against a transsexual pupil.
- It is now unlawful to discriminate against a pupil who is pregnant or has recently had a baby.
- New Positive Action provisions will allow schools to target measures that are designed to alleviate disadvantages experienced by, or to meet the particular needs of, pupils with particular protected characteristics. Such measures will need to be a proportionate way of achieving the relevant aim.

- Extending the reasonable adjustment duty to require schools to provide auxiliary aids and services to disabled pupils. However this duty is not due to come into effect until a later date, following consultation on implementation and approach.
- The three existing generic and specific equality duties on schools (race, disability and gender) to eliminate discrimination and advance equality of opportunity will be combined into a single, less bureaucratic and more outcome-focused duty extending to all of the protected characteristics.