



Equality Act 2010: The Changes and the Requirements

A Training Seminar for managers, trainers and HR professionals from the public, voluntary and private sectors

Date: 15th November 2010

Time: 10.00am to 4.30pm

Venue: City Halls, Candleriggs, Glasgow

Many of the provisions of the Equality Act 2010 will come into force on the 1st October 2010.

This participative training seminar will look at:

- **the requirements of the Act; and**
- **the implications of the changes for both employers and service providers.**

The day will be facilitated by OSDC and the presentations on the legislation will be provided by Muriel Robison.

The day will be interactive and each short presentation will be followed by a series of short case studies/scenarios to help explore the issues in practice. The emphasis will be on identifying the way that the new requirements could be applied and will highlight the implications of the legislation in practice. Feedback sheets will be provided for the case studies and there is time built into the programme for questions and answers on any issues raised.

What the seminar will cover

Morning session

Presentations and discussions on the overview of the Act including:

- The new approach to “Protected Characteristics” and an in-depth look at the aspects which have changed;
- Changes and extension to the definitions of discrimination;
- Extension and exclusions in the definition of harassment;
- Victimisation; and
- New provision relating to disability.

Afternoon session

Presentations and discussions covering

- The opportunities for positive action and other exceptions;
- The requirements relating to Equal Pay;
- The requirements relating to Pre-employment Questionnaires;
- Changes relating to clubs and associations and charities and sport; and
- Future changes: what's coming next and when?

Muriel Robison

Muriel is a solicitor who has specialised in equality law for almost 20 years. She was Head of Commission Enforcement at the Equality and Human Rights Commission and Director of Legal Affairs, Scotland at the Equal Opportunities Commission. She is an Honorary Professor and part-time lecturer in law at Glasgow University and a part-time employment judge. Recently she has been working with the Equality and Diversity Forum to produce leaflets on the Equality Act 2010 for the Government Equalities Office.

OSDC

OSDC have been providing training and consultancy in the field of Equality and Diversity since 1988. They have experience of working with the public, voluntary and private sector at all levels and in different fields including management training, organisation review and production of training materials. They have written a number of training manuals and guidance notes for managers on equality and diversity.

Booking Information

The cost of the seminar is £120 plus VAT per person.

To book a place complete the attached booking form and return it by Friday 29th October to wendy.osdc@gmail.com or by post to OSDC Ltd, 8 Brighton place, Portobello, Edinburgh, EH15 1LJ. If you wish to speak someone about the event call 0131 468 1374.

Cheques should be made payable to: OSDC Ltd

Invoices for BACS payments can be sent on request.