



Equality and Diversity at work

- Equality and diversity exist to ensure an inclusive workplace, one where 'difference' is never an obstacle to getting a job or progressing in your career.
- In the UK, practises and procedures are in place to ensure all workers are treated equally and given the same opportunities regardless of their age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, sexual orientation or indeed anything else that could be discriminated against.

Legal Implications

- Companies in the UK are legally required to follow a set of practises to ensure discrimination is eradicated and expectations of equality are met in the workplace.
- The legislation is wide ranging and comprehensive, essentially making sure companies adhere to the minimum standards set out by the current discrimination acts.
- Including the [Equality Act 2010](#) and [Human Rights Act 1998](#).
- These laws ensure that the best staff from the widest possible pool of potential employees is chosen.
- In addition to treating everyone equally, employers must also provide any reasonable adjustments for workers that require it. Reasonable adjustments are anything that needs doing to make sure employees aren't disadvantaged at work. This can be anything, from slight tweaks to contracts, changing admin and procedural elements, adding a few new things to the building or changing more physical elements of the job.

For further information on Inclusion, Equality and Diversity in the workplace, please visit <http://www.inclusiveemployers.co.uk>

