

Equality Act

The [Equality Act 2010](#) consolidated and streamlined previous anti-discrimination legislation. It introduced measures that have direct implications for colleges and higher education institutions (HEIs) in relation to both staff and students, and protects against discrimination on ground of nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The Equality Act introduced a new [public sector equality duty](#) (PSED) which requires Universities to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

The PSED is underpinned by specific duties to:

- publish [information](#) to demonstrate compliance with the general equality duty;
- prepare and publish one or more [equality objectives](#).

University of Sussex's response to the Equality Act

The University has published a [statement on the equality duty](#), [equality objectives](#), [statistical equality information](#) in relation to staff and students and qualitative equality information in relation to [staff](#) and [students](#).

More information about the Equality Act

- [Home Office Equality Act information](#)
- [Equality Challenge Unit guidance for higher education institutions](#)
- [Commission for Equality and Human Rights guidance](#)