

The Law And Equal Opportunities – Religious And Age Legislation

Course length: 45 mins*

Course Code: 103080BT008

This course will help you to ensure that your employment policy does not contravene current and planned UK law and codes of practice in respect of religious or age discrimination.

Benefits for the Learner

In an age of increasing diversity in the workplace, you have both a legal and social responsibility to make a positive contribution to equal opportunity in your business.

This course will give you a better understanding of what is, and is not, acceptable in law in respect of the recruitment, selection and treatment of staff of different ages and religious belief.

Benefits for the Business

Recent headlines suggest that many businesses still choose to ignore their responsibilities under equal opportunity legislation. A survey by Axa Risk Monitor showed that 40% of small business leaders aren't aware of new age discrimination legislation that comes into effect in 2006, whilst in 2005, in the first case of its kind, a Muslim employee who was offered alcohol as a sales incentive sued his employer under the Employment Equality (Religion or Belief) Regulations 2003.

This course will help to ensure that your business fully complies with equal opportunity legislation in respect of age and religious discrimination.

What Does the Course Cover?

Employment Equality (Religion or Belief) Regulations 2003:

- Scope
- Aspects of Employment
- Direct Discrimination
- Indirect Discrimination
- Victimisation
- Harassment
- Genuine Occupational Requirements
- Exemptions
- Positive Action
- Age discrimination

How Long Does the Course Take?

You can work through this course at your own pace. It should take you around 45 minutes to complete.

*Courses are accessible for six months from the date of purchase.