## Detailed contents

Prefa	ice		X		
List of tables					
Glossary of acronyms					
Table of cases					
Table of legislation					
•					
1	Equality				
	1.1	Purpose	2		
	1.2	How fair is Britain?	2		
	1.3	Equality	3		
	1.4	Stereotyping	6		
	1.5	Does discrimination still take place?	7		
	1.6	The grounds for discrimination	9		
	1.7	Multiple discrimination	10		
	1.8	Discrimination outside employment	12		
	1.9	Reflections	14		
2	European perspectives		16		
	2.1	Brexit	17		
	2.2	The European Union	17		
	2.3	The Equality Directives	18		
	2.4	Facilities, goods and services	25		
	2.5	Human rights	26		
	2.6	Reflections	28		
3	The Equality Act 2010		30		
	3.1	Introduction	31		
	3.2	The protected characteristics	31		
	3.3	Prohibited conduct	32		
	3.4	Burden of proof	39		
	3.5	Equality of terms	41		
	3.6	Remedies	41		
	3.7	Liability of employers and employees	42		
	3.8	Relationships that have come to an end	42		
	3.9	Aiding contraventions	43		
	3.10	Contracts	43		
	3.11	The Enterprise and Regulatory Reform Act 2013	43		
		Reflections	44		

## DETAILED CONTENTS

4	Age and ageism			46
	4.1	Introduction		47
	4.2	Population ageing		48
	4.3	Attitudes to age		49
	4.4	The Framework Directive		50
	4.5	Young workers		52
	4.6	Unlawful actions		53
	4.7	Direct and indirect discrimination		54
	4.8	The Equality Act 2010		56
	4.9	Reflections		58
5	Disal	oility		60
	5.1	Introduction		61
	5.2	The United Nations Convention		63
	5.3	The Equality Act 2010		64
	5.4	The meaning of disability		64
	5.5	Unfavourable treatment		70
	5.6	Duty to make adjustments		70
	5.7	Positive action		72
	5.8	Recruitment		72
	5.9	Reflections		73
6	Preg	nancy and maternity		75
	6.1	Introduction		76
	6.2	Discrimination		77
	6.3	The Pregnant Workers Directive		79
	6.4	Protection in the United Kingdom		81
	6.5	The Maternity and Parental Leave etc. Regulations 1999		81
	6.6	Employment rights		82
	6.7	Protection from detriment and dismissal		84
	6.8	Return to work		86
	6.9	Shared parental leave		86
	6.10	Reflections		87
7	Race	, colour, ethnicity and migrant workers		89
	7.1	Introduction		90
	7.2	The Race Directive		91
	7.3	The Equality Act 2010		92
	7.4	Migrant workers		96
	7.5	Reflections		103
8	Religion or belief			105
	8.1	Introduction		106
	8.2	Religion		106
	8.3	Belief		107
	8.4	The Equality Act 2010		108
	8.5	Occupational requirements relating to organised religion and belief		110
	8.6	Manifestation of religious belief		111
	8.7	Sexual orientation		112

	8.8	The European Convention on Human Rights	113
	8.9	The European Court of Human Rights	115
	8.10	Reflections	117
9	Sex e	119	
	9.1	Introduction	120
	9.2	Women and men	120
	9.3	The European Union	122
	9.4	The Equality Act 2010	123
	9.5	Marriage or civil partnership	124
	9.6	Older women	125
	9.7	Equality of terms	127
	9.8	Women on boards	131
	9.9	Gender pay gap information and discussions about pay	132
	9.10	Reflections	133
10	Sexual orientation and gender reassignment		136
	10.1	Introduction	137
	10.2	Sexual orientation	137
	10.3	LGBT	137
	10.4	Gender reassignment	140
	10.5	Marriage or civil partnership	142
	10.6	Reflections	143
11	Discrimination in the workplace		
	11.1	Trade union membership and activities	146
	11.2	Non-standard working	148
	11.3	Public sector equality duty	153
	11.4	How to prevent discrimination in the workplace	154
	11.5	Reflections	156
Арре	endix –	Equality Act 2010 Part 2	158
Bibliography			168
Inde			172