M2 evaluate the effectiveness

This act is effective because it allows employers to treat people with different skin colours equally. This allows employability options for people with different coloured skin. This is good as people with different colours of skin can employed for the public services as they can be just as respected as everyone else. However, in some cases this act is not effective as racism can still happen as some people still believe their race is a lot more superior to everyone else’s resulting in conflict.

Employer Equality Regulations

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it’s unlawful to treat someone.

It is against the law to treat someone less favourably than someone else because of a personal characteristic for example religion or age. There are different kinds of discrimination. It can include not hiring someone, selecting a particular person for redundancy, paying someone less than another worker without good reason all because they may not be the right person because they may have a disability, their age or their race or ethnic background.

Discrimination does not have to be deliberate and intentional. You can discriminate indirectly with working conditions or rules that disadvantage one group of people more than another.

https://www.gov.uk/employer-preventing-discrimination/recruitment

M2 evaluate the effectiveness

This act is effective as it changes the rules so people have the right to work in places no matter of their ethnic background or colour of their skin. For example the public services have changed the dress form so everyone can join as the laws applies for everyone. For example, some religions such as Muslim have to cover up arms and legs, so the police have provided a long sleeve uniform for religions that accept that,