

Definition of relevant Acts

The Race Relations Act 1976

This Act protects people from racial discrimination in the fields of employment, education, training, housing and the provision of goods, facilities and services.

The Race Relations Act 1976 (Amendment) Regulations 2003

The Government recently introduced regulations (The Race Relations Act 1976 (Amendment) Regulations 2003) that further improve the protection given. The regulations relate to discrimination and harassment on the grounds of race or ethnic or national origins. Under the new Regulations Charities as employers are now no longer exempt from the employment provisions of the Act.

Amendment to section 8 of the Asylum and Immigration Act 1996

This was introduced in May 2004 and alters the documents that employers need to check before employing staff, to avoid employing illegal workers.

The Employment Equality Regulations 2003

These regulations aim to prevent discrimination in employment and vocational training on the basis of sexual orientation and religion or belief. They outlaw direct discrimination, indirect discrimination, harassment and victimisation.

The Disability Discrimination Act 1995 as amended by the Special Educational Needs Act and Disability Act 2001 (SENDA)

This act aims to end discrimination against disabled people and gives them new rights in relation to employment and obtaining goods and services. The Special Educational Needs and Disability Act amends the Disability Discrimination Act to prevent discrimination against people in their access to education. Provisions will have to explain their arrangements for the admission of disabled pupils, how they will help these pupils gain access and what they will do to ensure they are treated fairly. This will apply to the schools sector including all private, voluntary and statutory providers of nursery education from September 2002. In January 2002 the SEND Act also introduced changes to the special educational needs provisions.

The Employment Act 2002

The Employment Act 2002 introduces a wide range of new legislation covering such matters as work and parents, dispute resolution in the workplace, and improvements to Employment Tribunal procedures. Implementation of the new legislation takes place over a period of time commencing in October 2002.

The Sex Discrimination Act 1986

This legislation aims to end discrimination on the basis of someone's sex (e.g. not allowing women to do certain jobs).

The Criminal Justice and Court Services Act 2000

Under this legislation orders can be made disqualifying people from working with children.

The Rehabilitation of Offenders Act 1974

People seeking to work within the childcare sector are exempt from the provisions of this Act, which means that they must declare any criminal convictions, cautions, current proceedings against them etc.

The Children Act 1989

This introduced a detailed statutory framework to ensure the welfare of children. It covers virtually all law relating to the care and up-bringing of children and the services to be provided for them. It also places a duty on social services to investigate child protection issues.

The Education Act 2002

This Act contains a whole raft of provisions on education requirements in general including curriculum requirements. It also gives power to the secretary of state to make directions that certain people cannot work with children.

The Health and Safety at Work Act 1974

This Act protects the health, safety and welfare of workers, children, parents and the public. It places various responsibilities on the employer to ensure the health and safety of the above.

Management of Health and Safety at Work Act 1992

This has more specific regulations than the above. They now include the basic principals of managing risk through a mixture of assessment, training and balanced control measures.

Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)

This place duties on employers to report certain accidents and ill health at work. This then assists the Health and Safety Executive (HSE) in establishing how and why incidents happen, and enables them to advise employers how to reduce accidents and ill-health at work.

Data Protection Act

This Act deals with access to personal data. It requires anyone processing personal data (i.e. data relating to a "living individual" - for example staff or pupils), if not within an exempt category, to notify the Office of the Information Commissioner. Failure to do so is a criminal offence.