

Discrimination and mental health

The Equality Act 2010

This factsheet looks at what to do if someone has treated you unfairly because of your mental illness. It explains a law called the Equality Act 2010 and how it might apply to you when you are at work, applying for jobs or using services. This information is for people who are 18 or over and affected by mental illness in England. It is also for their loved ones and carers, and anyone interested in this subject.

Key points:

- The Equality Act 2010 protects disabled people and their carers from unfair treatment. This includes many people with a mental illness.
- The Equality Act 2010 explains what a disability is. If you match this definition, you could be protected from discrimination, harassment, and victimisation by the Act.
- Under the Act, you may have the right to get your employer to make changes to your job due to your disability. These changes are called 'reasonable adjustments.'
- The Act protects you when you are applying for jobs.
- The Act protects you when you use services. This includes when you try to get housing, education or any other services.
- The Act protects carers and relatives of people with a mental illness from direct discrimination.
- Volunteers are not generally covered by the Equality Act. The law can be complicated on this issue.
- You can resolve any issues you have informally, through a grievance procedure or through legal routes.
- The Equality Duty asks public bodies to stop discrimination. It also asks them to promote equality and good relations between those with protected characteristics and others.

This factsheet covers:

1. [Does the law protect me from discrimination if I live with a mental illness?](#)
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A note on the 'examples' in this factsheet

- The 'examples' given in this factsheet are not legal cases or real people.
- They are examples to help your understanding of the law.
- A court or tribunal could interpret the law in a different way to the examples.

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1. Does the law protect me from discrimination if I live with a mental illness?

Most people who live with a mental illness are protected from discrimination by a law called the Equality Act 2010.

But this depends on if your mental illness falls under what is defined as a 'disability' under the Act.

There are different types of discrimination.

Below we explain:

- what discrimination is,
- what a 'disability' means under the Act,
- the different types of discrimination, and what victimisation and harassment are under the Act.

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2. What is discrimination?

Discrimination is when a person is treated unfairly because the person has a certain characteristic.

A characteristic is a quality, feature, or trait that helps to identify someone.

The Equality Act protects certain groups of people from unfair treatment and discrimination if they have certain characteristics. These characteristics are:¹

The Equality Act protects you from discrimination because of your:

- age,
- race,
- sex,
- sexual orientation,
- pregnancy and maternity,
- gender reassignment,
- religion or belief,
- marriage or civil partnership, or
- disability.

These are known as 'protected characteristics'.

In this factsheet we focus on 'disability'. Mental illness may be considered a disability.

Employers and services in England, Wales and Scotland must follow the Equality Act.^{2,3} This means that the Act protects you in areas such as work, education, housing or using NHS services.

It also protects you when you are trying to buy goods or use facilities or services⁴. Services include things like:

- shops,
- petrol stations,
- hairdressers,

- hospitals,
- libraries,
- gyms, and
- estate agents.

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3. What does 'disability' mean under the Equality Act?

The word 'disability' has a wide meaning under the Equality Act. Even if you do not call yourself 'disabled' in everyday life, the Act may still protect you.

It says you have a disability if you have a:⁵

'physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities.'

This definition is quite technical. We have explained each term below.

The Equality Act does not say that you to have a diagnosis to be covered by it.

What is a 'mental impairment'?

The Equality Act does not define impairment.

The guidance to the Equality Act states that the term 'should be given its ordinary meaning'.⁶ This includes the effects or symptoms of the illness, as well as the diagnosis.

Most mental illnesses may be thought of as an impairment based on the effects it has on you.⁷

What does 'substantial and long-term' mean?

The word 'substantial' means that the effect that your illness has on you must be more than small or minor.⁸

Your illness will be 'long-term' if it:⁹

- has lasted for at least 12 months,
- is likely to last for at least 12 months, or
- is likely to last for the rest of your life.

What are 'normal day-to-day activities'?

This looks at whether your mental illness makes it harder for you to do things that a lot of people do in everyday life.

The Equality Act does not say what is meant by the words 'normal day-to-day activities.'¹⁰ But it can include things like:¹¹

- shopping,
- reading and writing,
- having a conversation or using the phone,
- watching TV,
- getting washed and dressed,
- preparing and eating food,
- carrying out household tasks,
- walking and travelling by various forms of transport, and
- taking part in social activities.

I am getting treatment that stops my symptoms affecting my day-to-day life. Do I still have a disability?¹²

- You might take medication or have therapy to help your condition.
- You might find it hard to carry out day-to-day activities without this medication or therapy.
- You can still be defined as disabled under the Act.

What if my illness comes and goes?¹³

- Your mental illness might have a substantial adverse effect on your ability to carry out normal day-to-day activities.
- But your condition might come and go.
- The Equality Act says you still have a disability if your condition gets better but is likely to come back.

What if I have a short-term illness?

- Your doctor may think your illness will only last a short time.
- In this case the Equality Act's definition of disability may not cover you.
- But someone may have directly discriminated against you because they thought you were disabled.
- This is known as 'discrimination by perception' and you may be protected by the Equality Act.^{14,15}
- We explain the different types of discrimination under 'What types of discrimination are there?' below.

What is not a disability under the Equality Act?

The Act says that the following are not disabilities:¹⁶

- alcohol, nicotine or any other substance addiction. This does not include addiction caused by medical treatment, such as addictive drugs prescribed by a doctor,
- hayfever, or
- tattoos or piercings.

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4. What are the different types of discrimination? And what is harassment and victimisation?

There are different types of discrimination which the Equality Act protects you from.¹⁷

We explain the different types in the table below. We also explain what is meant by harassment and victimisation under the Act.

Type of discrimination	Meaning	Example
Direct discrimination ¹⁸	<ul style="list-style-type: none"> • When someone treats you worse than others because of your disability. • You need to show that someone treated you less favourably than a person in the same situation without a disability. • This person is called a 'comparator.' 	<ul style="list-style-type: none"> • Someone with a diagnosis of schizophrenia applies for a loan. • The bank turns down the loan simply because of their diagnosis. • This is direct discrimination.
Indirect discrimination ¹⁹	When there is a rule, criteria, or practice that applies to everyone. But this rule means people with a disability are at a disadvantage.	<ul style="list-style-type: none"> • Everyone in a team must make a public presentation at work. • One employee experiences panic attacks

		<p>during public speaking.</p> <ul style="list-style-type: none"> • They have asked if they can do something else as this triggers their anxiety. • If their request is refused this could be indirect discrimination.
Discrimination arising from a disability ²⁰	<ul style="list-style-type: none"> • When an employer or service provider treats you less favourably because of something relating to your disability. • You do not need to make a comparison to someone without a disability.²¹ • You only need to show you have been treated unfavourably due to your disability. 	<ul style="list-style-type: none"> • Someone who lives with schizophrenia needs time off work once a month to have their medication injection. • Their request is refused by their manager. • Their manager gives them a warning for taking time off to have the injection. • This could be discrimination arising from a disability.
Failure to make reasonable adjustments ²²	<ul style="list-style-type: none"> • When an employer or service does not stick to their duty to make reasonable adjustments.²³ • They only have a duty to make reasonable adjustments if 	<ul style="list-style-type: none"> • Someone with a diagnosis of depression takes medication that makes them very tired in the morning. • They have asked if they can start work a bit later,

	<p>they know about your disability, and if the adjustments are reasonable.^{24,25}</p>	<p>and finish later too.</p> <ul style="list-style-type: none"> • The service would not be affected. • This is turned down, but a reason is not given. • This could be considered a failure to make a reasonable adjustment.
Harassment ²⁶	<ul style="list-style-type: none"> • When someone behaves in an aggressive or intimidating way towards you. • Or their behaviour creates a hostile or offensive environment for you. • This includes sexual harassment. 	<ul style="list-style-type: none"> • Someone lives with obsessive compulsive disorder (OCD) and they are afraid of contamination. • Someone at work keeps moving their lunch around in the kitchen, knowing this will trigger their symptoms. • This is harassment.
Victimisation ²⁷	<ul style="list-style-type: none"> • When people mistreat you because of a complaint you make about the use of the Equality Act. • The Act protects people who make a discrimination complaint. 	<ul style="list-style-type: none"> • Someone makes a complaint to HR because they experienced direct discrimination. • Now their manager gives them more work than other

		<p>people in the team.</p> <ul style="list-style-type: none"> • This is victimisation.
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5. What are reasonable adjustments?

The way your workplace is set up may make it harder for you to work than people without your mental health condition. This could also be true of a service you use.

If this is because of your disability, the service or employer may have to make reasonable adjustments.²⁸ This is when a service or employer makes changes to a service or job to make things easier for you.

The Equality Act says that a reasonable adjustment can include:

- changing policies or procedures,²⁹
- changing a physical feature of the workplace or service,³⁰ or
- giving you aids such as extra support or equipment.³¹

In all cases, the reasonable adjustment must reduce the disadvantage that you have compared to people without a disability.

But there is no list of what are reasonable adjustments and what aren't. What is reasonable for one organisation to offer may not be reasonable for another.

When deciding whether a change is reasonable, an organisation can look at:^{32,33}

- the cost to the organisation of making the change,
- how helpful the adjustment would be to you, and
- how practical it is to make the change.

Your employer or the service can't charge you for the costs of any adjustment.³⁴

Reasonable adjustments at work

Employers should make reasonable adjustments for disabled people who would otherwise find it hard to work or apply for jobs.³⁵

But you can only expect an employer to make adjustments if they know, or should reasonably be expected to know, about your condition.³⁶ If they don't know about it, they will not make adjustments.

Talk to your employer about how your condition affects you. You can discuss what would help you to overcome any problems.

At work, reasonable adjustments could include:

- allowing you time off work for treatment relating to your disability,
- allowing flexible working,
- changing your role, or
- offering counselling or mentoring.

You could also ask for some reasonable adjustments for your interview. They could include changing the room or the way the interviewer asks the questions.

You can read more about suggested reasonable adjustments for people with mental health conditions by clicking on the link below. It takes you to a Department of Health document called 'Advice for employers on workplace adjustments for mental health conditions':

www.nhshealthatwork.co.uk/images/library/files/Government%20policy/Mental_Health_Adjustments_Guidance_May_2012.pdf

The Advisory, Conciliation and Arbitration Service (ACAS), have produced an online guide to reasonable adjustments. You can find the guide here:

www.acas.org.uk/reasonable-adjustments/mental-health-adjustments

If you are not sure if you are entitled to reasonable adjustments, you can use the Work Rights Pathway. This is an online tool created by the Disability Law Service to help disabled people understand their rights at work. You can access the tool here:

www.workrights.org.uk/pathways

What if my employer refuses to make a reasonable adjustment for me?

Your employer may refuse to make an adjustment that you think is reasonable. In this case, you could consider taking action. See [Section 8](#) for further information on this.

Billy's Story

Billy works for a large supermarket chain. He has to drive to work every day. In the winter, he does not finish work until it is dark. Billy lives with post-traumatic stress disorder (PTSD). He finds it very difficult to drive home in the dark. This is because he gets bad flashbacks of things that have happened in his past.

Billy tells his manager, who knows about his mental health condition. His manager refuses to change his working hours in the winter. This would allow him to drive home while it is still light outside.

The supermarket is large, and it would be easy for his manager to arrange an earlier shift. However, his manager says he is being "over-sensitive". This could be a failure to provide reasonable adjustments. The employer could change his hours, and it would help Billy.

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6. Can discrimination be allowed?

Discrimination at work can affect a disabled person. However, a service or employer can allow this if it is a "proportionate means of achieving a legitimate aim".^{37,38} We explain this sentence below.

What does "proportionate" mean?

"Proportionate" means fair. There must be a balance between the service or employer's needs and your needs as a disabled person.

When a service or employer is thinking about their aims, they should make sure they are fair. They should try to reach their aim in a way that discriminates the least.³⁹

What is a "legitimate aim"?

The Equality Act doesn't say what a "legitimate aim" is, but this could be quite broad. Legitimate means valid. Something is likely to be a valid aim if it is fair and reasonable.

This could include:

- the health and safety of staff or people using a service,
- the needs of the service, and
- needing to make a profit.

Rosa's Story

Rosa works for an organisation where all employees must work from 9am to 5pm. Rosa takes medication for depression which makes her sleepy. This makes it difficult for Rosa to get to work on time and she is sometimes late and gets told off.

Rosa asks for different working hours, from 10am to 6pm, so that she can start and leave work later. Her employer says no.

This could be indirect discrimination. Rosa's employers say that this is a proportionate means of achieving a legitimate aim. They say that they cannot change her hours as there would be no security on site after 5pm.

This would mean that Rosa's health and safety would be at risk. They also say that the business needs Rosa to be at work from 9am to 5pm. These are the organisation's business hours. They say there would be no work for her to do after 5pm.

An employer or service may explain a rule or procedure as being a 'proportionate means of achieving a legitimate aim'. That does not mean disabled people are not affected by it.

However, the law says that these rules are fair and legal. This is sometimes called 'objective justification'.^{40,41}

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7. How would a service provider or employer know that I am disabled?

It is not possible to tell from looking at someone that they have a mental illness. This may affect you when you apply for a job or try to use a service.

The person you are dealing with is unlikely to know that you have a disability. This means they may not know that you might need reasonable adjustments.

Services

You may not want to tell anyone about your mental illness when you are using services such as shops. But you may have more problems than others because of your mental illness.

You can tell services about your condition. If you tell them, the Equality Act may protect you from discrimination.

Employers

You may think that your employer needs to know about your mental illness. It is up to you whether to tell them.

But there are some jobs where you need to tell your employer. This is because of the regulations which cover these jobs.

The Equality Act stops most employers asking questions about your health before offering you a job.⁴²

At work, your employer does not have to make reasonable adjustments if they do not know, or cannot reasonably be expected to know, that you have a disability. This applies during the application process, at interviews and at work.⁴³

You can find more information about 'Work, volunteering and mental illness' at www.rethink.org. Or call our General Enquiries team on 0121 522 7007 and ask them to send you a copy of our factsheet.

What if everyone at work finds out about my condition?

You may decide to tell your employer about your mental illness. They should keep this information as private as possible.

Your employer may need to tell some people at work about your mental health. They may need to so you can have reasonable adjustments. For example, your line manager may need to know. Your employer should check with you before telling other people in your workplace.⁴⁴

If other staff talk about your mental health, the Equality Act may protect you.

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8. Can an employer ask me health questions before offering me a job?

The Equality Act says that an employer cannot ask you questions about your health before they offer you a job.⁴⁵ This is to stop discrimination because of your health.

In some cases, employers can ask you questions about your health before offering a job. For example, if the job relates to national security.⁴⁶

Employers can also ask you questions if they need to find out:⁴⁷

- if you need any reasonable adjustments for your interview,
- if you will be able to do something that is part of the job, or
- personal information to track who is applying for jobs with them. This helps with their equality and diversity policies,
- if you could be part of an employer's scheme that favours disabled people, or
- if you have a disability that you need for the job. For example, an employer with a project for deaf people may want a deaf person to run it.

For most jobs, you don't have to answer health questions before you are offered a position.

You could try to find out why the employer is asking these questions. This may help you decide whether to answer them.

You can find more information about 'Work, volunteering and mental illness' at www.rethink.org. Or call our General Enquiries team on 0121 522 7007 and ask them to send you a copy of our factsheet.

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9. I am a carer. Does the Equality Act protect me?

The Equality Act protects carers and relatives of people with a mental illness from direct discrimination.⁴⁸

An employer or service may treat you worse than others because you are caring for a disabled person. This is known as "discrimination by association".⁴⁹

If you are a carer, the Equality Act protects you in your own right. It protects you from being treated unfairly because of any of the 'protected characteristics'.

James' Story

- James is a carer for a man who lives with schizophrenia.
- James applies for a job, and he tells them that he is a carer. The employer does not give James the job.
- Another person who is equally as qualified as James gets the job instead.
- James asks why and the employer says that his caring responsibilities would have got in the way of work.
- This could be direct discrimination by association with a disabled person.

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10. I am a volunteer, does the Equality Act protect me?

Volunteers are not generally covered by the Equality Act as they do not have a contract of employment. Most volunteers are not employed by an organisation and will just get money towards travel and expenses.

If you have a contract which involves being paid more than travel and expenses, then you may be considered to be employed. So, you may be covered by the Equality Act 2010.⁵⁰

But when an organisation provides a volunteering opportunity for you, this may be seen as providing you with a service.

The law can be complicated on this issue. It is considered best practice for volunteers to be considered the same as service users or clients. Organisations should avoid discrimination in how they treat volunteers.⁵¹

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11. What can I do if I think I have been discriminated against?

Sometimes it can be difficult to prove discrimination. It is important to collect evidence and keep a record of what has happened.

If you feel like someone is harassing you, keep a diary of what people say, who said it and when. There are different things you can do if you have been discriminated against. Such as:

- try to sort things out informally,
- raise a grievance procedure,
- take your case to an employment tribunal or County Court, and
- get legal aid or legal advice from a solicitor.

Try to sort things out informally

You can try to sort out your problem informally first. This could involve talking to the people who have discriminated against you. You could write them a letter. Remember to keep a note of any conversations or meetings you have.

If you try to sort things out informally you might miss the time limit for taking legal action. The time limit is three months minus one day from when the discrimination last happened⁵². It is important to bear this in mind when you are deciding what to do and your next steps.

Grievance procedure

You could try raising your concerns through your employer's dispute procedure. Especially if informal action doesn't work. This is called 'bringing a grievance'.

The Advisory Conciliation and Arbitration Service (ACAS) has produced a code of practice on disciplinary and grievance procedures. You can find it here: www.acas.org.uk/acas-code-of-practice-on-disciplinary-and-grievance-procedures

The code of practice explains how employers should handle complaints at work. An employer or employee may not follow this code. In this case, you could go to an employment tribunal.

You can find more information on how to raise a grievance, including template letters you can use, here: <https://medium.com/adviser/writing-a-grievance-letter-about-discrimination-9a075ae2096>

Employment tribunal

You can take legal action to get an employment tribunal to look into your case.

The tribunal is like a court. They can decide if someone has discriminated against you. The tribunal will sometimes award you compensation.

There is a strict time limit for asking the employment tribunal to look at your case. You have 3 months minus one day.⁵³

This means that if someone discriminated against you on 2 March, you have until 1 June to take action.

An employer or service may have discriminated against you over a period of time. In that case the time limit may start from the last time someone discriminated against you.

Usually, the time limit will start from the date of each act of discrimination. It is best to talk to a specialist as soon as you can to make sure you don't miss a time limit.

You must tell ACAS that you intend to make a claim to the tribunal. You'll be offered the chance to try and settle the dispute without going to court by using ACAS's free Early Conciliation Service.⁵⁴

Conciliation is when an independent person talks to both you and your employer about your dispute. It gives you the chance to come to an agreement without having to go to tribunal.

If early conciliation does not work, ACAS will send you an early conciliation certificate – you can use this when you make your claim to the tribunal.

You will have a minimum of 1 calendar month from the date of receipt of the certificate to make a claim to the employment tribunal⁵⁵.

In some cases, you might have longer than 1 month to make a claim to the employment tribunal. Working out the exact time limit can be complicated. You might want to get legal advice.⁵⁶ If you think you are going to run out of time, you should talk to a specialist.

Where can I get more advice and information?

You can read more about employment tribunals and how to apply for one here: www.gov.uk/employment-tribunals

ACAS has produced a guide to asking questions at work if you think someone has discriminated against you. Using this will help you get evidence together before going to an employment tribunal.

You can get a copy of the guide at: www.acas.org.uk/acas-code-of-practice-on-disciplinary-and-grievance-procedures

If you want advice on employment tribunals, you can contact the ACAS helpline for free advice. You can find their details in the 'Useful contacts' section at the end of this factsheet.

How can I take action in a case involving a service provider?

If you think a service provider has discriminated against you, you can take this to the County Court.

You have a strict time limit of 6 months minus one day to do this.⁵⁷

You should bear this in mind if you try to sort out the problem informally. You may run out of time to take your problem to the County Court if you do so.

How much does it cost to take legal action?

Employment

You do not have to pay fees to go to an employment tribunal.⁵⁸

Services

The County Court costs vary, depending on how much compensation you are asking for.

You will have to pay a small amount to make your complaint to the court.

If you lose your case, you may have to pay the costs of the service that you were complaining about. This could be very expensive, so it is important to get legal advice before making a claim.

Can I get legal help for my discrimination case?

If you are on a low income, you might be able to get legal aid to pay for specialist legal advice.

This is called representation. This is when someone who is legally trained argues your case.

Legal Aid is available for discrimination cases. To get legal aid, you usually need to show you cannot afford to pay for legal costs and your problem is serious.⁵⁹ Legal aid does not cover other kinds of employment problems.

Civil Legal Advice can tell you if you can get legal aid. You can also check this on their website. If you can get legal aid, they can give you details of lawyers who will help legal aid clients. You can find their details in the '[Useful contacts](#)' section at the end of this factsheet.

The Equality Advisory and Support Service (EASS) can provide advice on discrimination issues. You can find their details in the '[Useful contacts](#)' section at the end of this factsheet.

You can find more information about 'Legal advice – How to get help from a solicitor' at www.rethink.org. Or call our General Enquiries team on 0121 522 7007 and ask them to send you a copy of our factsheet.

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12. What is The Equality Duty?

The Equality Duty means that public bodies have to do certain things for service users.

A public body is an organisation that carries out a public service but is not a government department. An example is the Advisory, Conciliation and Arbitration Service (ACAS). They are included in the '[Useful Contacts](#)' section at the end of this factsheet.

The Equality Duty asks public bodies to:⁶⁰

- stop discrimination, harassment and victimisation,
- promote equality between people with a protected characteristic and those without, and
- promote good relations between people with a protected characteristic and those without.

Private organisations that are doing work for public bodies also have to do this.⁶¹ An example would be if a private company were running a day care centre for the local council.

Public organisations must make sure that they treat disabled people and non-disabled people the same. To do this they must:⁶²

- remove or minimise disadvantages that disabled people face,
- take steps to meet the needs of people with disabilities, and
- encourage people with disabilities to take part in activities that they are not normally able to take part in.

The public organisation must try to tackle prejudice and increase understanding of disability.⁶³

Reasonable adjustments for NHS services

The NHS is a public body who must provide support to access their services under the Equality Duty.

If you have a mental illness, you may need a reasonable adjustment to access a health service. For example, you may get anxious in busy waiting rooms. You could ask if you can wait in a private room instead.

If you think you will need reasonable adjustments, you can ask for these to be added as a digital flag to your care record. This means that when you arrive at an appointment the reception staff can see your support needs and make sure they are followed.

If you would like a reasonable adjustment adding to your care record, you can ask your GP to do this for you.

This service is available to anyone in England. But your GP might not know about this service yet. You can show them this website for more information:

<https://digital.nhs.uk/services/reasonable-adjustment-flag#about-this-service>

How do I make a complaint about discrimination from the NHS?

If you feel that your GP or another NHS professional has discriminated against you because of your mental illness, you can make a complaint.

You can find more information about 'Complaining about the NHS or social services' at www.rethink.org. Or call our General Enquiries team on 0121 522 7007 and ask them to send you a copy of our factsheet.

Useful Contacts

Equality and Human Rights Commission

An independent statutory body. It aims to help end discrimination, reduce inequality, and protect human rights to build good relations. It makes sure that everyone has a fair chance to take part in society.

Phone: 0808 800 0082

Address: Arndale House, Arndale Centre, Manchester M4 3AQ

Email: correspondence@equalityhumanrights.com

Website: www.equalityhumanrights.com

Advisory, Conciliation and Arbitration Service (ACAS)

ACAS provide free and impartial information and advice to employers and employees about workplace relations and employment law, including the Equality Act 2010.

Phone: 0300 123 1100

Relay UK service: 18001 0300 123 1100

Website: www.acas.org.uk

Civil Legal Advice

This is a government funded agency that deals with legal aid. They can do a financial check to see if you are eligible, and signpost you to solicitors who work under legal aid.

Phone: 0345 345 4 345

Minicom: 0345 609 6677

Website: www.gov.uk/civil-legal-advice

Equality Advisory and Support Service (EASS)

This organisation gives practical advice and information about the Equality Act 2010 and discrimination.

Phone: 0808 800 0082

Text phone: 0808 800 0084

Address: FREEPOST EASS HELPLINE FPN6521

Email online form: www.equalityadvisoryservice.com/app/ask

Website: www.equalityadvisoryservice.com

Equality and Human Rights Commission

This organisation provides information about discrimination and the Equality Act

Website: www.equalityhumanrights.com

Did this help?

We would love to know if this information helped you or if you found any issues with this page. You can email us at feedback@rethink.org

References

¹ s4, Equality Act 2010 c15.

² s39(1), Equality Act 2010 c15.

³ s29(1), Equality Act 2010 c15.

⁴ s29(1), Equality Act 2010 c15.

⁵ s6, Equality Act 2010 c15.

⁶ Office for Disability Issues. *Equality Act 2010 Guidance*. Page 8, clause A3.

www.gov.uk/government/uploads/system/uploads/attachment_data/file/570382/Equality_Act_2010-disability_definition.pdf (accessed 4 September 2024).

⁷ Office for Disability Issues. *Equality Act 2010 Guidance*. Page 8, clause A4.

www.gov.uk/government/uploads/system/uploads/attachment_data/file/570382/Equality_Act_2010-disability_definition.pdf (accessed 4 September 2024).

⁸ s212(1) Equality Act 2010 c15.

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