**Worksheet 1.14b: Equality Act 2010 – true or false?**

Ten of the statements below are true and ten are false. Decide which is which and write T or F next to each one.

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| **Statement** | **T or F?** |
| **1.** If you live in the UK, but weren’t born here, the Equality Act doesn’t apply to you. | False |
| **2.** The Equality Act combined over 100 separate pieces of legislation, putting them into one Act. | True |
| **3.** Acts that were merged to create the Equality Act include the Equal Pay Act 1970 and the Disability Discrimination Act 1995. | True |
| **4.** ‘Dual discrimination’ means treating someone (e.g. a black bisexual man) worse than other people because of more than one factor. | True |
| **5.** The Equality Act has given humans and animals equal rights in the UK. | False |
| **6.** Nine protected characteristics are covered by the Equality Act (including age and race). | True |
| **7.** It’s now against the law to ask a student or a colleague if they’re vegetarian. | False |
| **8.** The Equality Act means that you’re not allowed to check if someone can drive when they’re applying for a job. | False |
| **9.** Equality law only applies to big businesses (not to small businesses). | False |
| **10.** The Equality Act tries to encourage people from different backgrounds to work as politicians and to get society’s well-paid jobs. | True |
| **11.** You’re allowed to stop a young adult from becoming a manager, if everyone in their team would be more than ten years older than them. | False |
| **12.** The Equality Act includes guidance on how to support lots of different citizens, including carers and people who are changing gender. | True |
| **13.** Schools have a duty to support breastfeeding students who want to feed their baby during the school day. | True |
| **14.** The Equality Act says that wheelchair users should automatically get a job if they didn’t get the last one they applied for. | False |
| **15.** The Equality Act made it illegal to have clubs for particular groups (e.g. a book club for over-60s). | False |
| **16.** Bosses are not allowed to email staff wishing them ‘Happy Christmas’, because not everyone celebrates Christmas. | False |
| **17.** If someone believes they’ve been discriminated against at work, they can take their concerns to an employment tribunal. | True |
| **18.** The Equality Act ranks personal characteristics in order of importance, e.g. someone’s age is seen as more important than their skin colour. | False |
| **19.** Organisations have to make ‘reasonable adjustments’ to support disabled people (e.g. a teacher should face forward so that a deaf student can lip-read). | True |
| **20.** There are some exceptions to sex discrimination, e.g. an all-girls school is allowed to reject any boys who apply. | True |

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