

The 9 Protected Characteristics

As defined within the Equality Act (2010)

Age

This refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).



Belief and Non-Belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief or Atheism.

Generally, a belief should affect your life choices or the way you live for it to be included in the definition.



Disability

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.



Gender Reassignment

The process of transitioning from one gender to another.



Marriage and Civil Partnership

In England and Wales marriage is a union between same sex or opposite sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'.

Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).



Pregnancy and Maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.



Race

Refers to a group of people defined by their race, colour, nationality (including citizenship) and ethnic or national origins.



Sex (Gender)

A man or a woman.



Sexual Orientation

A person's attraction towards their own gender, the opposite gender or more than one gender

