

Workbook 1 (1.2 & 1.4)

The Equality Act 2010 - Protected Characteristics

Sex

A man or a woman

Disability

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

Gender reassignment

The process of transitioning from one gender to another

Religion or belief

Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and a lack of belief. A belief should affect your life choices or the way you live for it to be included in the definition

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.

Marriage and civil partnership

Marriage is a union between opposite sex or same-sex couples. Same-sex couples and opposite-sex couples can also have their relationships legally recognised as civil partnerships

Age

A person belonging to a specific age group (E.g. 32 year -olds) or range of ages (for example 18 to 30-year olds)

Sexual orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Race

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

You are protected under the Equality Act 2010 from these types of discrimination

