

The 9 Protected Characteristics

Age

This refers to a person belonging to a particular age (e.g. 50 year old) or range of ages (e.g. 18 to 30 year old). Age includes treating someone less favourably for reasons relating to their age (whether young or old).



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 their ability to carry out normal day-to-day activities.



Gender Reassignment

The process of transitioning from one gender to another.

Gender Identity refers the way an individual identifies with their

own gender, e.g. as being either a man or a woman, or in some cases being neither, which can be different from biological sex.



Marriage and Civil Partnership

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.



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. Protection against maternity discrimination is for 26 weeks after giving birth. This includes treating a woman unfavourably because she is breastfeeding.



Race

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



Religion and Belief

Religion has the meaning usually given to it but belief includes religious convictions and beliefs including philosophical belief and lack of belief. Generally, a belief should affect your life choices or the way you live, for it to be included in the definition.



Sex (Gender)

A man or a woman.



Treating a man or woman less favourably for reasons relating to their sex.

Sexual Orientation

A person's sexual attraction towards their own sex, the opposite sex or more than one sex.

