

Appendix 1 - Equality Act 2010, protected characteristics

The following is a broad description of the protected characteristics set out in the Equality Act 2010, simplified for accessibility and understanding. For formal definitions of the protected characteristics, sections 4 to 12 of the Equality Act 2010 should be referred to.

- Age. Protection against unfair treatment because of a person's age (for example, being young or old), across employment and services.
- Disability. Covers people with a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes a duty to make reasonable adjustments.
- Gender reassignment. Protects people who are proposing to undergo, are undergoing, or have undergone a process to change their sex. Medical treatment is not required for protection to apply.
- Marriage and civil partnership. Protects against discrimination in employment for being married or in a civil partnership.
- Pregnancy and maternity. Protects women during pregnancy and maternity leave from unfavourable treatment related to pregnancy, childbirth, or maternity.
- Race. Includes protection based on colour, nationality, ethnic or national origins.
- Religion or belief. Covers religious beliefs, non-religious philosophical beliefs (such as humanism), and lack of belief.
- Sex. Protection against discrimination because a person is a woman or a man.
- Sexual orientation. Protects people who are lesbian, gay, bisexual, heterosexual, or of any other sexual orientation.