

There are 9 protected characteristics as defined by the Equality Act of 2010.

Age

The Act protects employees of all ages

Disability

It is unfair to treat a disabled person unfavourably because of something connected with a disability

Gender Reassignment

It is discriminatory to treat people who propose to start to or have completed a process to change their gender less favourably

Race

Protects people against discrimination on the grounds of their race which includes colour, nationality, ethnic or national origin

Religion or Belief

Protects people against discrimination on the grounds of their religion or their belief, including a lack of any belief

Sex (gender)

Protects both men and women against discrimination on the grounds of their sex, for example paying women less than men for doing the same job

Sexual orientation

Protects bisexual, gay, heterosexual and lesbian people from discrimination on the grounds of their sexual orientation

Marriage and civil partnership

Protects employees who are married or in a civil partnership. Single people are however not protected by the legislation against discrimination

Pregnancy and maternity

Protects women against discrimination because they are pregnant or have given birth

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**Need more help,
support and advice?**

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