

**Sex (Gender)**

A man or a woman.

**Race**

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

**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 lave 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.

**Disability**

A person has a disability if she/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.

**Sexual Orientation**

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

**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.)

**Belief and non-belief**

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

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

**Gender Reassignment**

The process of transitioning from one gender to another.

**Age**

This refers to a person belonging to a particular age range.

The 9 Protected Characteristics

***https://www.gov.uk***

***These 9 characteristics are important because they are aspects of a person’s identity that makes them who they are. Everyone has at least a few of the characteristics.***

***The Equality Act (2010) identifies these characteristics as being ‘protected’ because there is evidence to show that there is still significant discrimination in employment, provision of goods and services and access to services such as education and health.***