

Protected Characteristics

Age: The length of time that a person has lived.*

Disability: A condition that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities. It can be a physical or mental impairment.

Gender reassignment/Transgender: The process of transitioning from one gender to another. This can include people who have expressed a genuine desire change gender, live as another gender or dress as another gender.

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**'.

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.

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

Religion or Belief: Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect life choices or the way someone lives for it to be included in the definition.

Sex/Gender: A man or a woman.

Sexual orientation: Whether a person's sexual attraction is towards their own sex (gay/Lesbian), the opposite sex (heterosexual/straight) or to both sexes (bisexual).