

Appendix 2

Definitions

Protected Characteristics

This page gives you more information on each of the nine protected characteristics.

Age

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32-year-olds) or range of ages (e.g. 18 - 30-year-olds).

Disability

A person has a disability if they have 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.

Gender reassignment, gender identity and gender expression

Gender reassignment is the process of transitioning from one gender to another.

Gender identity is a way to describe how a person relates to their gender.

Gender identity can correlate to the gender assigned at birth or it can differ from it.

Gender expression is a person's behaviour, mannerisms, interests, and appearance that are associated with gender in a particular cultural context, specifically with the categories of femininity or masculinity. This also includes gender roles.

Marriage and civil partnership

Marriage is defined as a union between a man and a woman or same sex couples. Same-sex couples can have their relationships legally recognised through marriage, form a civil partnership or convert a civil partnership into a marriage in England and Wales partnerships'. Following a Supreme Court ruling in 2018 women and men can have a civil partnership rather than marriage being the only option for a legally binding union. 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. 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) ethnic or national origins.

Religion and 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 your life choices or the way you live for it to be included in the definition.

Sex

A biological man or a woman.

Sexual orientation Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.