Equality Act 2010

The Equality Act came into force in October 2010 and provides a single legal framework with clear legislation to effectively tackle disadvantage and discrimination. The Equality Act 2010 makes it unlawful to discriminate against people with regard to a ‘protected characteristic’. Protected characteristics are:

- Age
- Disability
- Gender Reassignment
- Pregnancy and Maternity (including breastfeeding mothers)
- Marriage and Civil Partnership
- Race
- Religion or belief
- Gender
- Sexual Orientation

Under the Equality Act 2010 people are not allowed to discriminate, harass or victimise another person due to any of the protected characteristics. The Equality Act 2010 also ensures protection against discrimination where someone is perceived to have one of the protected characteristics or where they are associated with someone who has a protected characteristic.

If we are not aware of the challenges faced by individuals with protected characteristics or how a protected characteristic can impact on someone’s life, we may be at risk of treating individuals in a less favorable way without truly understanding the consequences for that person and the organisation.