

Protected Characteristics

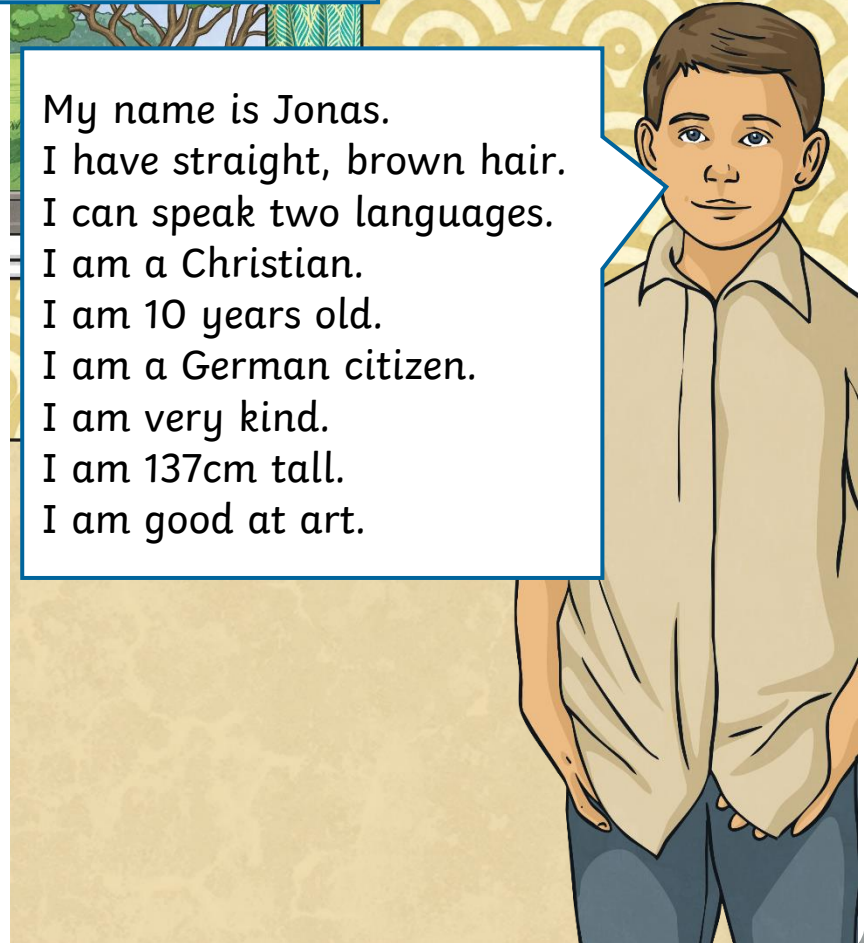


What are Characteristics?

All people are unique. Each person has a unique set of characteristics that make them different from everyone else.




My name is Jade.
I can play the clarinet.
I have brown eyes.
I am good at tennis.
I am 9 years old.
I am very honest.
I am 139cm tall.
I have dark, curly hair.
I am a British citizen.



My name is Jonas.
I have straight, brown hair.
I can speak two languages.
I am a Christian.
I am 10 years old.
I am a German citizen.
I am very kind.
I am 137cm tall.
I am good at art.

What are Protected Characteristics?

A stack of three white rectangular papers is positioned in the upper left quadrant of the slide. The papers are slightly offset, with the top paper being the most prominent. They are set against a background of vertical wood grain. To the left of the papers, a small portion of a green landscape with trees is visible. To the right, a larger portion of the same green landscape is visible, separated by a vertical line.

Protected characteristics are characteristics that are protected by a law called the Equality Act.

The Equality Act came into force in 2010 to protect everyone from discrimination and to help society be equal and fair for all.

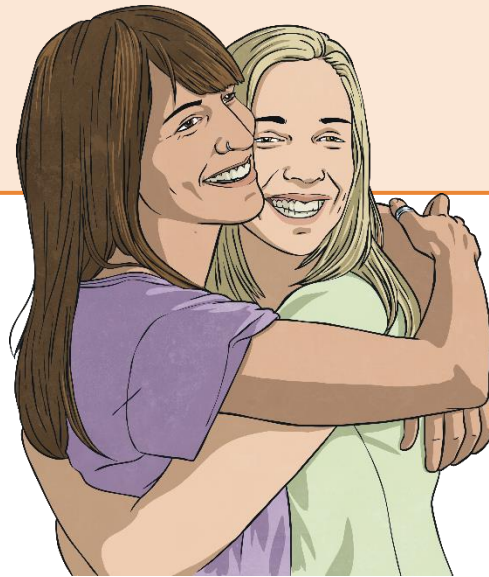
The Equality Act says that people must not be discriminated against or treated unfairly because they have these characteristics.

What are Protected Characteristics?

The Equality Act 2010 makes it illegal to discriminate against people in any way on the basis of any of these characteristics.

This aims to promote fairness and equality and protect everyone in Britain from discrimination, harassment and victimisation.

- race;
- religion or belief;
- sex;
- sexual orientation.



What are Protected Characteristics?

Let's look a little more closely at each of these protected characteristics.
Click on one to learn more.

gender reassignment

age

disability

race

marriage and civil
partnership

religion or belief

sex

sexual orientation


pregnancy and
maternity

Protected Characteristics?

Age

This means the age someone is or the age range their age is within.

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My name is Kemi.
I am 22.

It is illegal to discriminate against someone because of how young or how old they are.

Under 18

☐

18-30

☐

31-40

☐

41-50

☐

51-60

☐

61-70

☐

71-80

☐

81-90

☐


91-100

☐

Protected Characteristics?


Disability

A disability is considered a physical or mental condition which affects how people carry out tasks on a daily basis. This may affect someone's movement or it may affect the way they communicate. Some disabilities are visible and some are not.



My name is Connor.
I have a condition
called epilepsy.

It is illegal to discriminate
against someone because
they have a disability.



My name is
Charlotte. I have a
condition called
spina bifida.

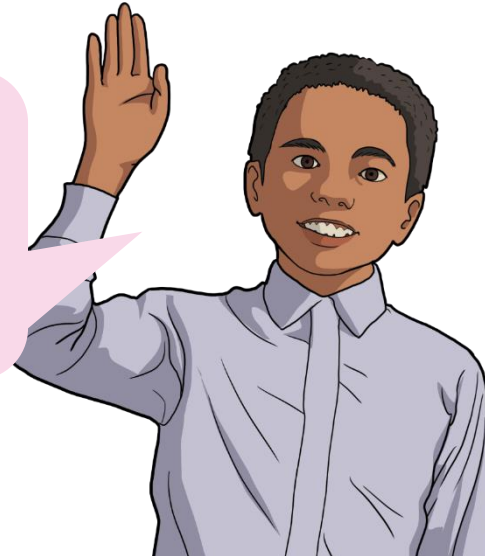
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Protected Characteristics?

Gender
reassignment:

Someone who has their gender reassigned means that they have gone through a process or are going through a process to live with a gender identity that is different to the sex they were registered with at birth.

I am Edward. I am transgender. When I was born, I was registered as being 'female' but my gender identity is male and I live as a man.



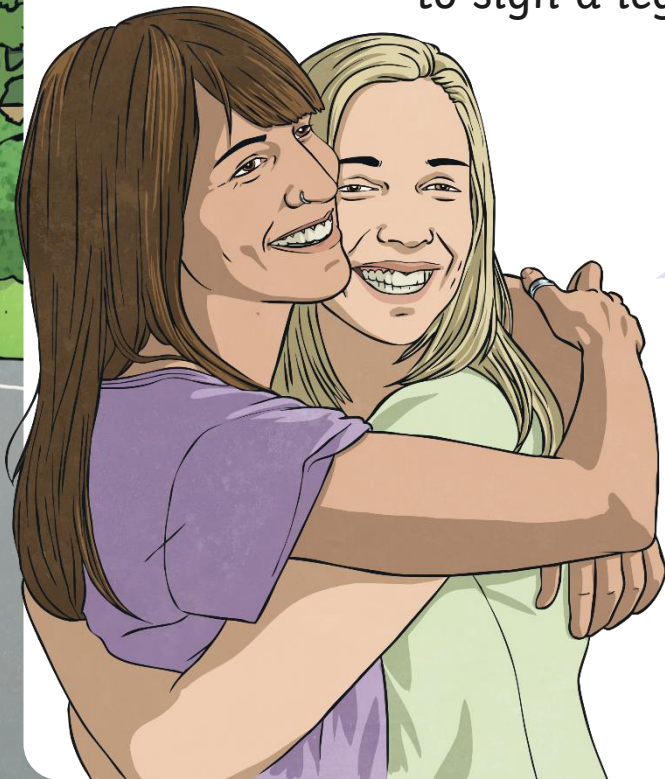
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It is illegal to discriminate against someone because their gender identity is different to the gender that corresponds with the sex they were registered with at birth.

Protected Characteristics?

Marriage or Civil Partnership:

When two people get married, they have a religious or civil ceremony. After this, they are legally recognised as being married. Another way a relationship can be legally recognised is by forming a civil partnership. To do this, two people need to sign a legal document in front of an official and two guests.



My name is Jackie. My wife's name is Clara. We are married.


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It is illegal to discriminate against someone because they are married or in a civil partnership.

Protected Characteristics?

Pregnancy or
Maternity:

Pregnancy is the time when a woman is expecting a baby.



My name is Eliza. This is
my baby, Holly.

Maternity is the period after a
woman has given birth to a baby.


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It is illegal to discriminate against a woman
because she is pregnant, has just had a
baby, or is breastfeeding her baby.

Protected Characteristics?

Race:

Someone's race can include the colour of their skin, their nationality, their citizenship or their ethnic or national origin.



My name is Isla. My ethnicity is White Welsh.

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It is illegal to discriminate against someone because of their race, colour, nationality or ethnicity.

Protected Characteristics?

Religion or Belief:

A religion is a set of beliefs that influence the way you live your life. Many people choose to follow a religion. Other people choose not to follow a religion.

An illustration of a man and a woman. The man, in the foreground, has a beard and is wearing a purple shirt. He is holding an open green book. The woman, behind him, is wearing a blue shirt and a patterned headscarf. They are both looking towards the right.

My name is Jamal. I am a Christian.

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It is illegal to discriminate against someone because of the religion they follow, or because they do not follow a religion.

Protected Characteristics?

Sex:

The sex of a person means whether they are male or female.

My name is Albert
and I am male.



My name is Elora
and I am female.



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It is illegal to discriminate against someone because
of their sex.

Protected Characteristics?

Sexual
Orientation:

This describes a person's attraction to or relationships with other people, for example straight, gay or bisexual.

My name is Dan. I
am bisexual.

Our names are
Misha and Fred. We
are both straight.

It is illegal to discriminate against someone because
of their sexual orientation.

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What is Discrimination?

Direct discrimination:

This is when someone is treated unfairly because of a protected characteristic.

There are four types of discrimination

Indirect discrimination:

This is when rules are put in place that are unfair towards someone with a protected characteristic.

Harassment:

This is when someone with a protected characteristic gets unwanted or upsetting attention based on their protected characteristic.

Victimisation:

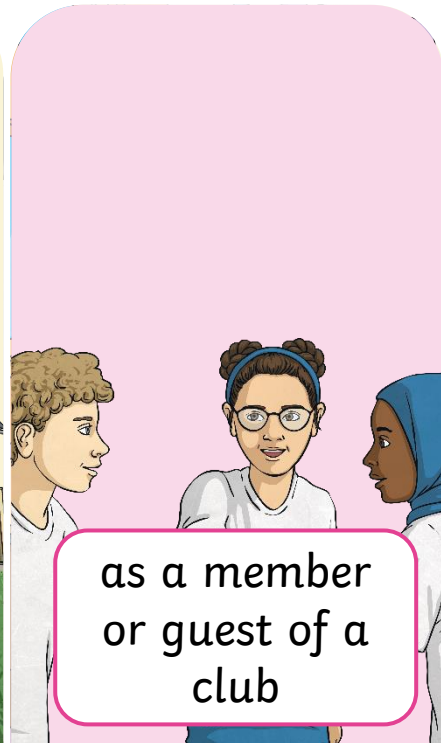
This is when someone who has complained about discrimination is treated unfairly.

What is Discrimination?

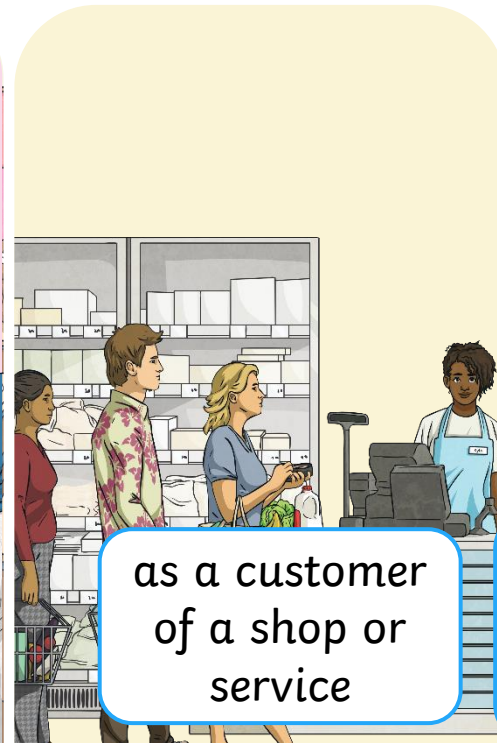
The Equality Act provides legal protection from discrimination to a wide range of people. An example of this is when people are treated differently because of their race. This is illegal. The Equality Act also protects people from discrimination at work.



when buying
or renting a
property



as a member
or guest of a
club




as a customer
of a shop or
service



when using
public services
(like hospitals
or buses)

What is Discrimination?

We have looked at what protected characteristics are and what it means to discriminate against them.



Would it be fair if we were all treated in exactly the same way?

Discrimination Scenario Cards

Direct discrimination:

This is when someone is treated unfairly because of a protected characteristic.

Indirect discrimination:

This is when rules are put in place that are unfair towards someone with a protected characteristic. Can you try to explain what type of discrimination is being shown?

Harassment:

This is when someone with a protected characteristic gets unwanted or upsetting attention based on their protected characteristic.

Victimisation:

This is when someone who has complained about discrimination is treated unfairly.

Discrimination Scenario Cards

All the **Discrimination Scenario Cards** show discrimination. It is not OK to discriminate against anyone on any basis.

Can you share your ideas about what you read in the cards?

Protected Characteristics Discrimination Scenario Cards

Lulia and Eva are having a baby. Lulia asks her manager for the afternoon off so she can go to her antenatal appointment. Her manager declines but allows her male colleague time off to attend a similar appointment with his wife.

Is this discrimination?



We are all equal and should have the same opportunities, being treated with the same kindness and respect. If anyone suffers discrimination, they are having their opportunity for equal chances removed. Discrimination is unfair and against the law.

Discrimination Scenario Cards

If we are worried someone is being treated unfairly for any reason, or if we are upset about unfair treatment towards ourselves, what can we do?

Parents
and
carers

Teachers

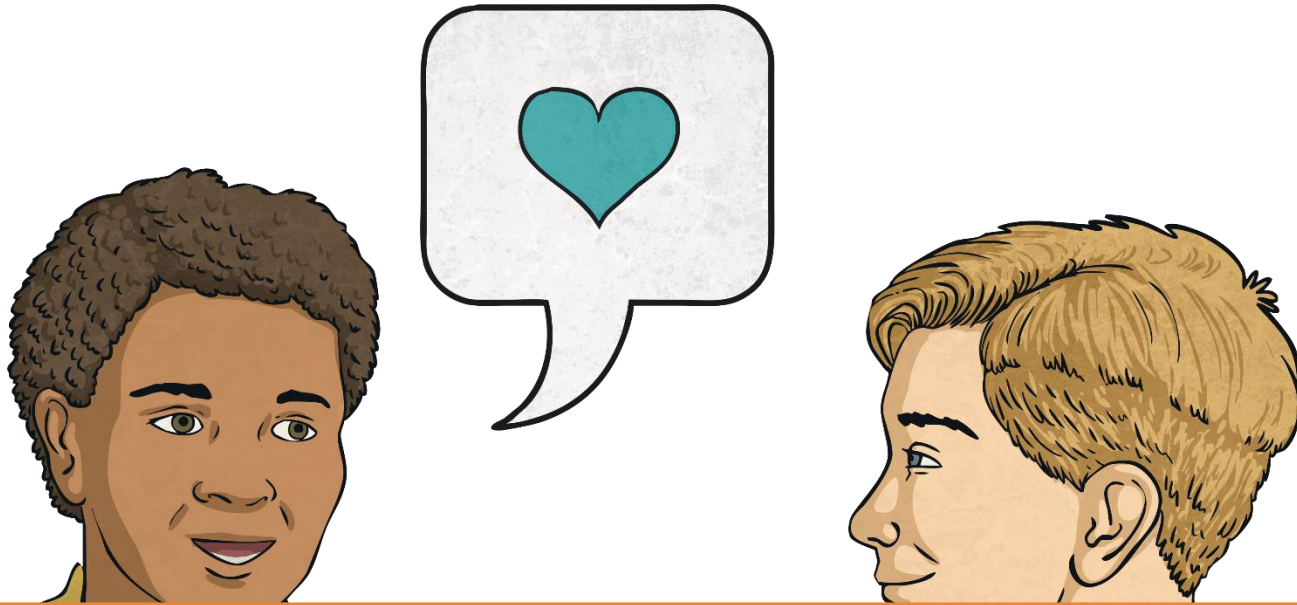
Family
members

Adults at
school

Family
friends

ChildLine
0800 11 11

Kindness and Respect



It is important we always remember that we are all special and unique.

Can you think of a way that someone has shown you kindness or respect today?

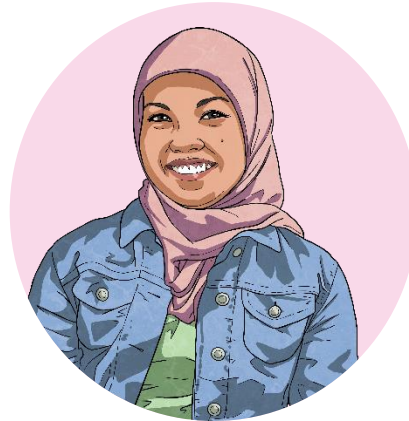
are treated with kindness and respect by people around us. We all deserve the same opportunities and chances to succeed.

Kindness and Respect

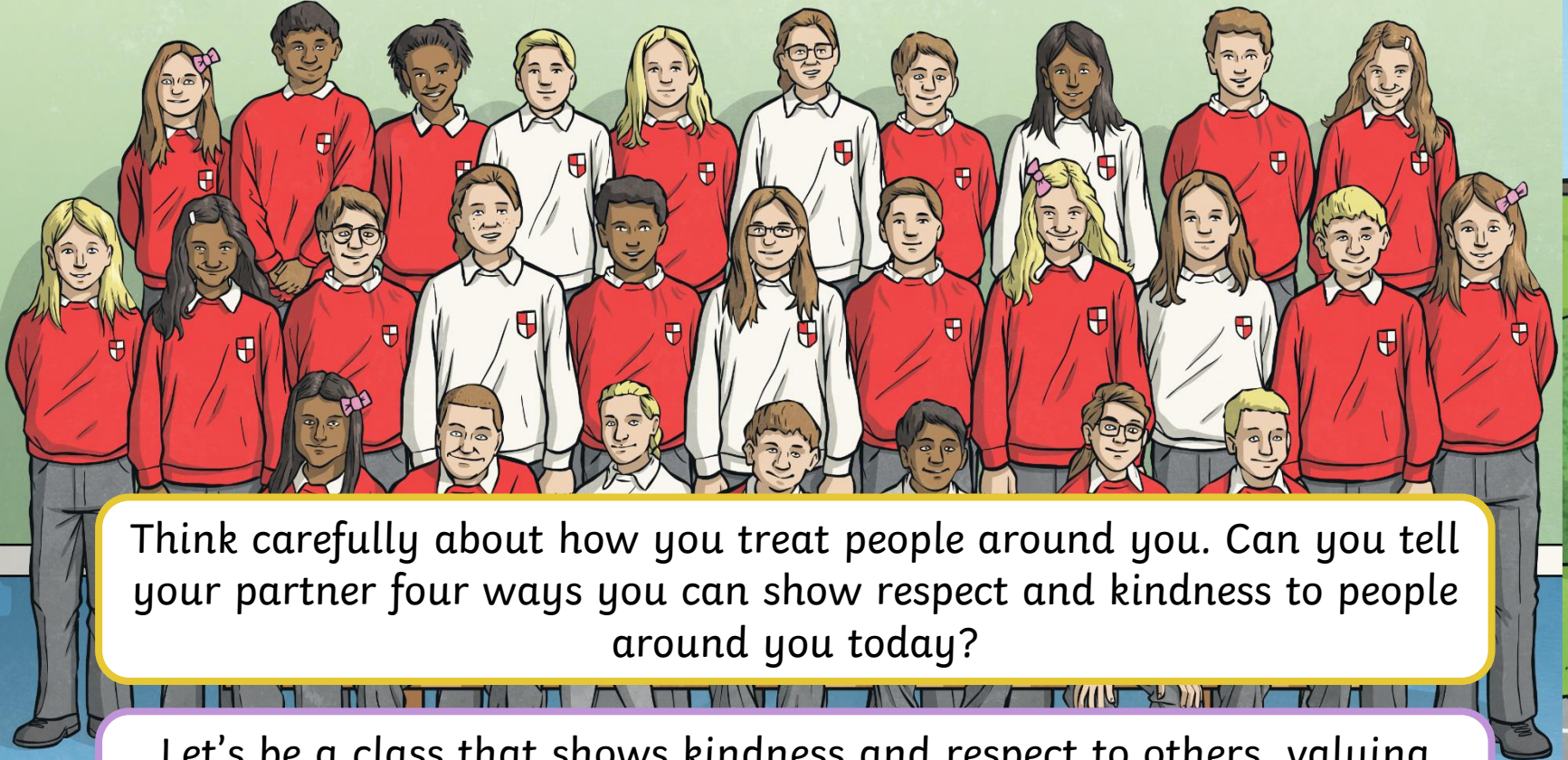
There are lots of ways we can treat people around us with kindness and respect.

We can:

- ask questions
- listen to each other
- give everyone equal opportunity
- challenge stereotypes
- express our views calmly and politely
- avoid assumptions
- understand that everyone is different
- speak politely to people around us



Kindness and Respect



Think carefully about how you treat people around you. Can you tell your partner four ways you can show respect and kindness to people around you today?

Let's be a class that shows kindness and respect to others, valuing our similarities and differences. We are all unique and special and this is what makes the world such an exciting place.

