

## What are the 9 protected characteristics?



Characteristics describe us as people.

A characteristic is how you see yourself or a group that you feel part of.

A protected characteristic is one that is covered by the Equality Act.

The 9 protected characteristics in the Equality Act are:



- age

This means a person belonging to a particular age (for example 50 year olds) or range of ages (for example 16 to 25 year olds).

- disability

A person has a disability if they have a physical or mental difficulty that makes it hard for them to do everyday things.

It will have affected them for over a year.





- gender reassignment.

This is usual called being trans or transgender.

This means you do not identify as the sex on your birth certificate.

For example: a person who was born female decides to spend the rest of their life as male.



- marriage and civil partnership

These are legal partnerships between 2 people.



- pregnancy and maternity

Pregnancy means expecting a baby.

Maternity is the time after birth.



- race.

This means how we describe our background.

People from an ethnic group might have the same language, culture or religion.



- religion or belief

A religion is a set of important beliefs and practices that a group of people share, usually about God or Gods or life and death.

A belief means a strong idea that someone feels is true and lives their life by.



- sex

Sex means if you are a man or a woman.



- sexual orientation.

Sexual orientation means what kinds of people you love or have sexual or romantic feelings about.

This might be:

- only men
- only women
- both men and women
- or neither.

