

Protected Characteristics

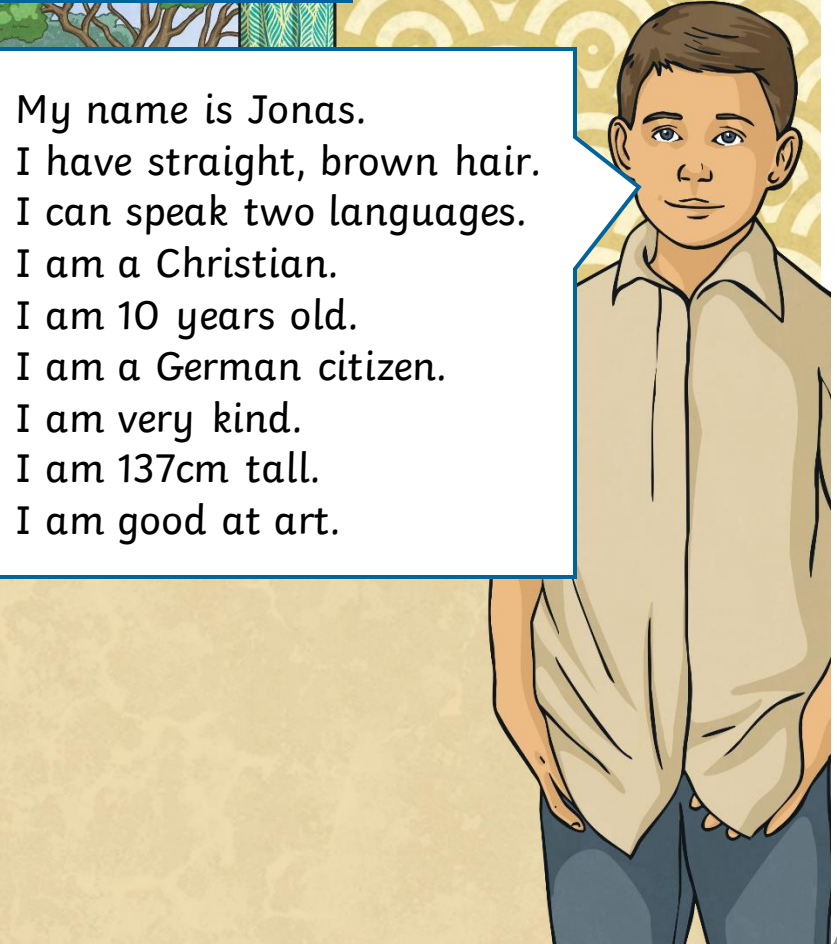


What are Characteristics?

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?

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.

Go back



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

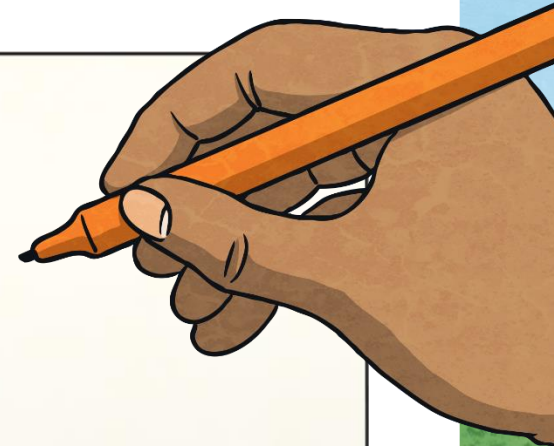
51-60

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.

Go back

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.



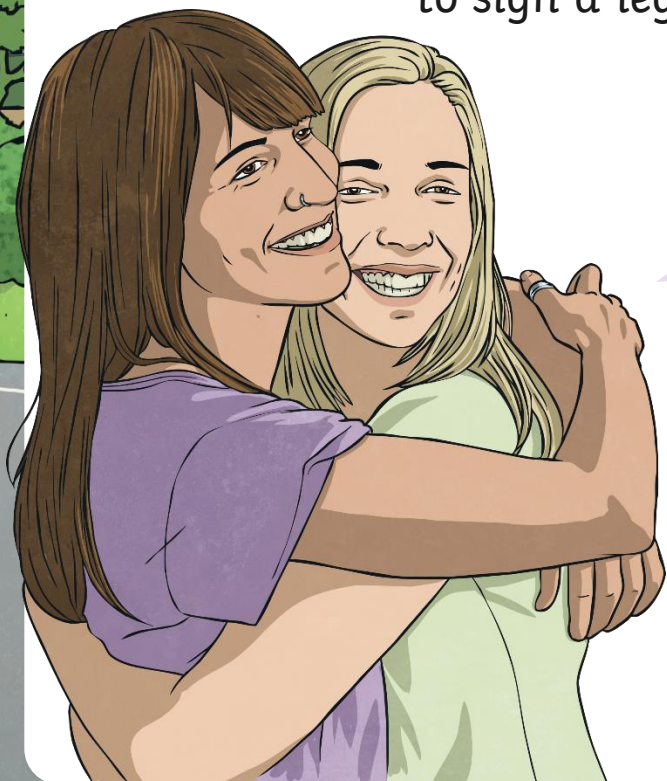
Go back

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.


Go back

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.


Go back

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.

Go back

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.



My name is Jamal. I am a Christian.


Go back

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.

Go back

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

Protected Characteristics?

Sexual Orientation:

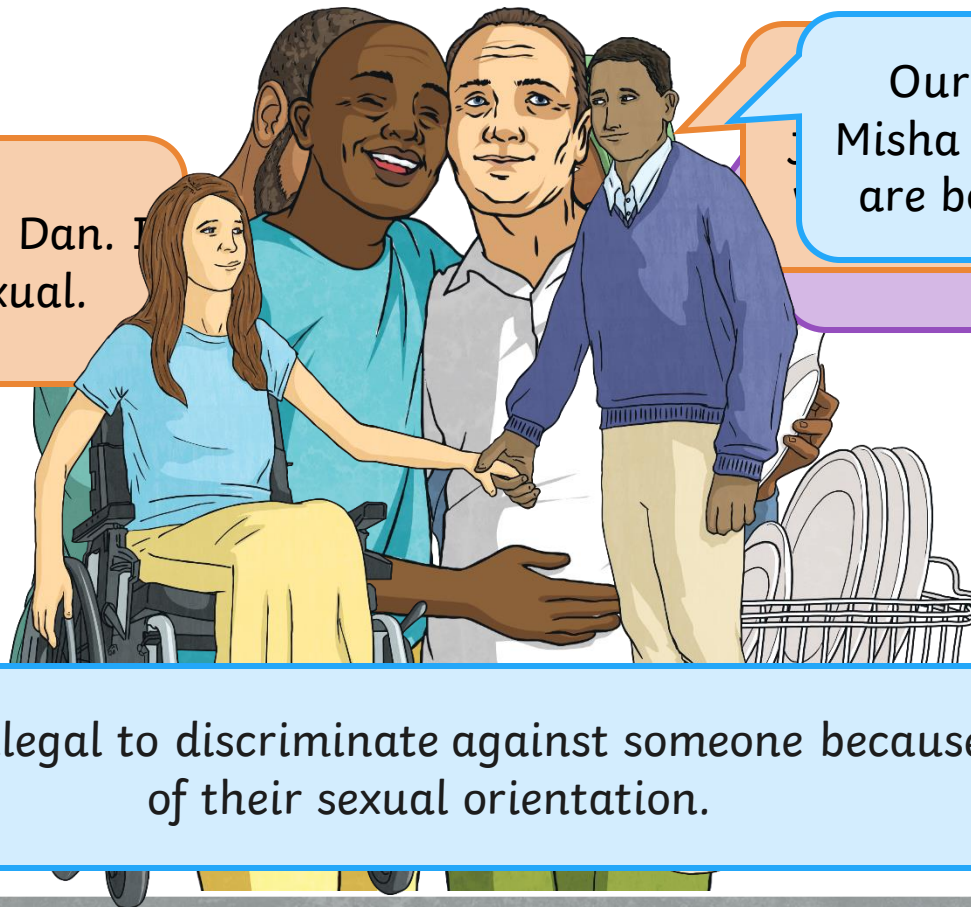
This describes a person's attraction to or relationships with other people, for example straight, gay or bisexual.

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.

Go back



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:

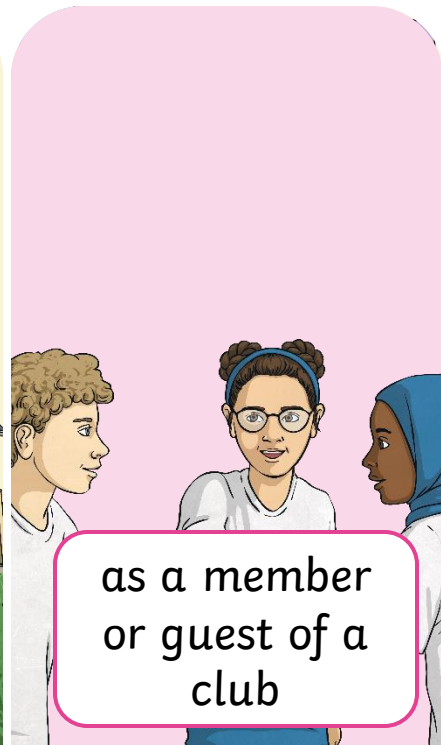
This is when someone who has complained about discrimination is treated unfairly.

What is Discrimination?

The Equality Act provides protection for people from discrimination to a child and young person. An example of this is when people are treated differently because of their race. This is only protected from age 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.

An illustration of two students, a Black girl with braids and a white boy, sitting at a desk. The girl is pointing at a book on the desk. A large white sign is positioned above them, containing the text 'Would it be fair if we were all treated in exactly the same way?'. The background shows a green landscape with trees and a blue sky.

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.

discrimination is being

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

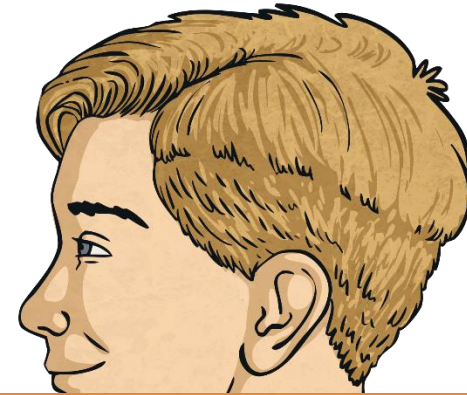
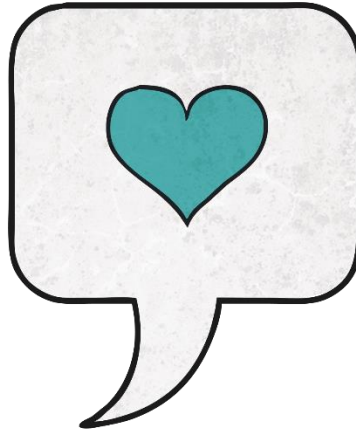
Family
members

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?

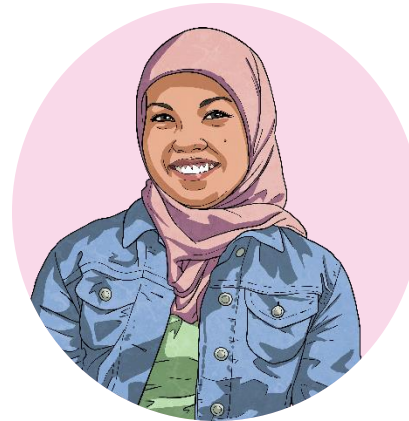
are treated with kindness and respect by people around us. We all deserve the same opportunities and chances to succeed.

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.



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