

# **What is discrimination?**

Discrimination is when someone treats you differently, unfairly or worse because of a characteristic that you have such as your age or your race.

# **The Equality Act 2010**

The Equality Act is a law made by the Government which protects people from discrimination. It means that discrimination or unfair treatment because you have a certain characteristic such as your age or your race, is against the law (illegal).

# What does ***Characteristic*** mean?

**Characteristics** are features of something or someone. **Characteristics** make a person or a thing different from others. For example, the ability to camouflage is a **characteristic** of the chameleon. Understanding the **characteristics** of someone or something helps us to identify them.



**There are 9 Protected Characteristics for all people in our country.**

# Age



Our age means how old we are;  
how many years we have lived.  
People's ages can be called:

- Young
- Teen-agers
- Middle-aged
- Old



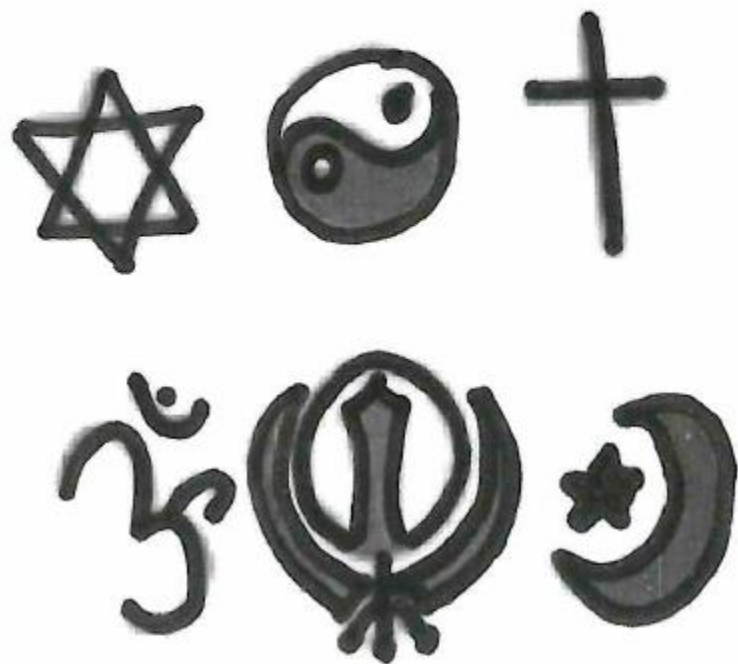
Age

# Religion (Belief or Non-Belief)



Some people follow a religion;  
some people do not follow a  
religion.





Religion (Belief or Non-Belief)



# Disability



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





Disability

# Marriage and Civil Partnership



When two people get married, they have a religious or civil ceremony. After this, they are legally 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.





## Marriage and Civil Partnership

# Race

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

Some examples of racial groups include

White British

British Asians

British Jews

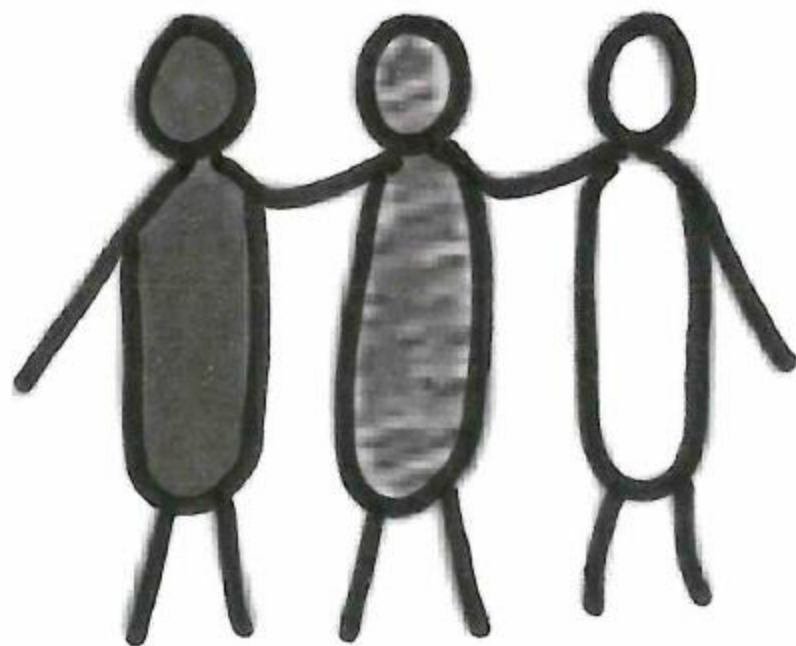
Irish Travellers

Black British,

British Sikhs

Romany Gypsies





Race



# Pregnancy and Maternity



Pregnancy is the time when a woman is expecting a baby.  
Maternity is the time when a woman is pregnant and when the baby is born and is very young.





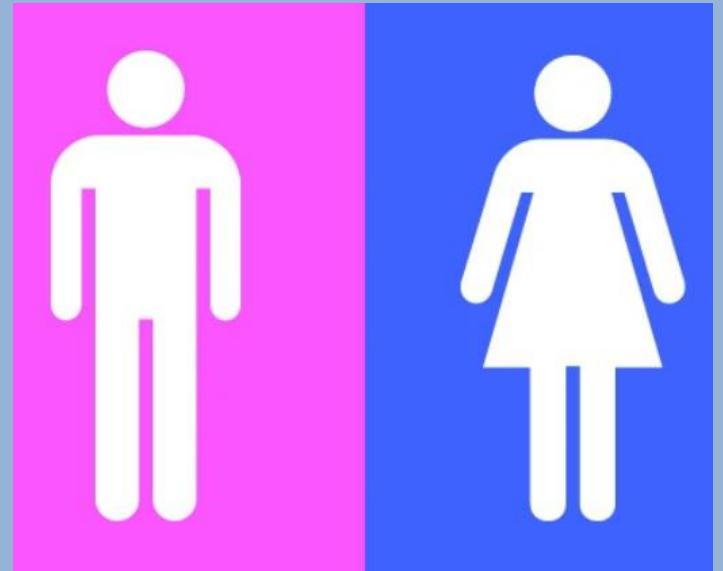
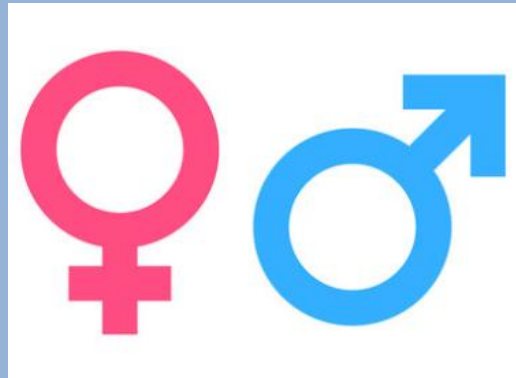
Pregnancy and Maternity

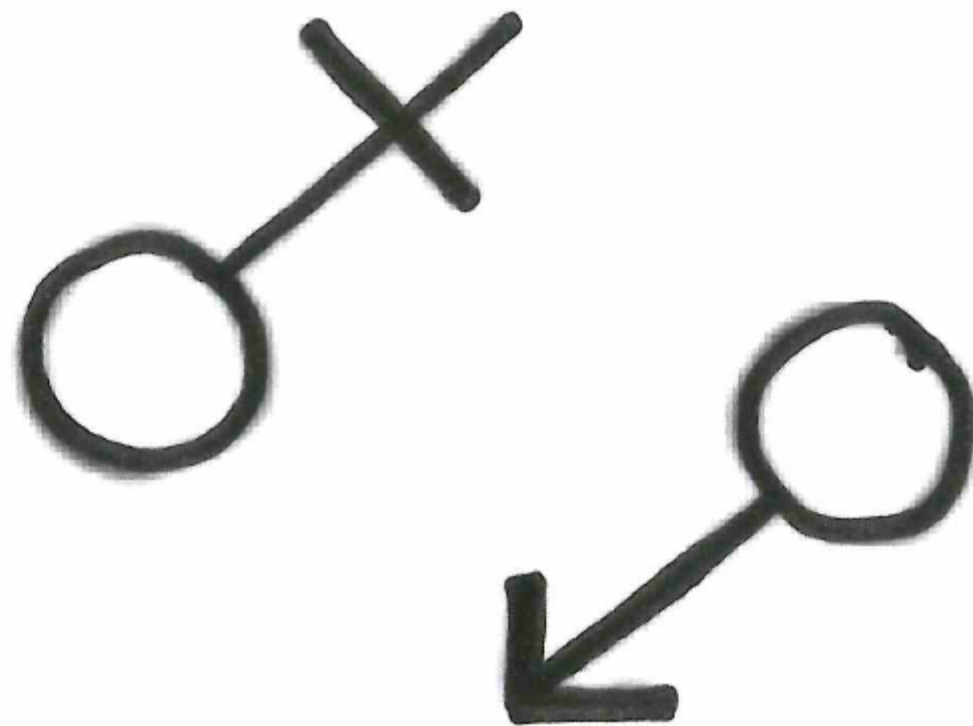


# Sex or Gender



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



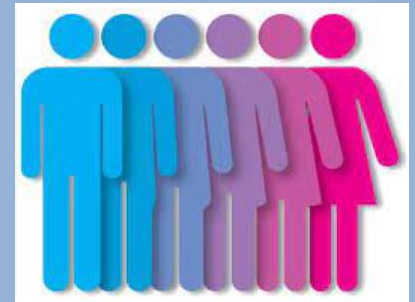


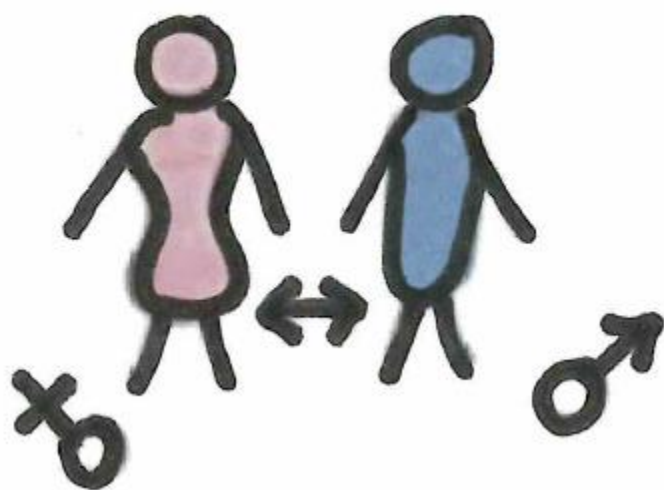
Sex (Gender)

# Gender Reassignment



Some people feel that the gender they are born with does not match how they feel as they grow up. Some people go through a process to change their gender.





Gender Reassignment  
(Changing from one Gender  
to another)

# Sexual Orientation

**Sexual Orientation means who we are attracted to. For example:**

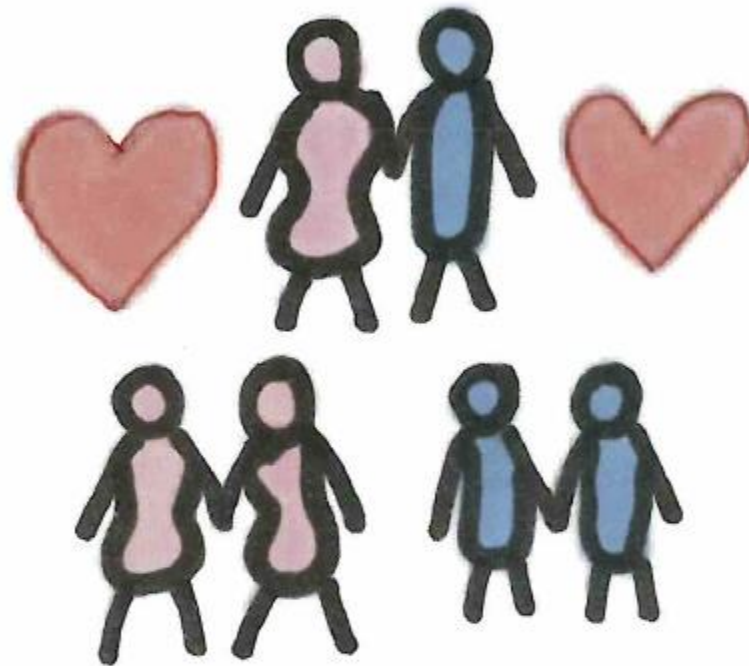
- **Women can be attracted to men**
- **Women can be attracted to women**
- **Men can be attracted to women**
- **Men can be attracted to men.**

People can be attracted to someone of the opposite gender, or someone of the same gender, or to people of both genders.

**There are many different kinds of families. For example:**

**In some families there are 2 mums or 2 dads or a mum and a dad. Some families have just a dad, some families have just a mum. There are also other kinds of families.**





Sexual Orientation (Who we  
love when we grow up)

**Can you remember the 9 Protected  
Characteristics?**



