

The Templenewsam Curriculum

Protected Characteristics



The Equality Act became law in 2010. It covers everyone in Britain and protects people from discrimination, harassment and victimisation. Everyone in Britain is protected. This is because the Equality Act protects people against discrimination because of the protected characteristics that we all have.

Under the Equality Act, there are nine Protected Characteristics.

At Templenewsam Halton we actively promote these in our curriculum and work to embed them in our ethos.

Sexual Orientation

A person's attraction towards their own gender, the opposite gender or more than one gender.

Age

This refers to a person belonging to a particular age (e.g. a 32-year-old) or a range of ages (e.g. 18-30 year olds)

Disability

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Sex

A man or a woman

Religion or Belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief or Atheism. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Race

Refers to a group of people defined by their race, colour, nationality and ethnic or national origins

Pregnancy and Maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context protection against maternity discrimination is for 26 weeks after giving birth and this includes treating a woman unfavourably because she is breastfeeding.

Gender Reassignment

The process of transitioning from one gender to another

Marriage and Civil Partnership

In England and Wales marriage is a union between same sex or opposite sex couples. Same sex couples can also have their relationships legally recognised as 'civil-partnerships' Civil partners must not be treated less favourably than married couples.

