Equality Act 2010 – 1st October:

Protected characteristics:

* age
* disability
* gender reassignment
* pregnancy and maternity
* race
* religion or belief
* sex
* sexual orientation

[**Direct discrimination**](https://www.equalityhumanrights.com/en/advice-and-guidance/what-direct-and-indirect-discrimination)is when you treat someone worse than another person because they either have a protected characteristic, you think they have that protected characteristic, or they are connected to someone with that protected characteristic.

[**Indirect discrimination**](https://www.equalityhumanrights.com/en/advice-and-guidance/what-direct-and-indirect-discrimination)happens when there is a policy or practice that applies in the same way for everyone but disadvantages a group of people who share a protected characteristic. If this happens, you must show that there is a good reason for the policy.

[**Victimisation**](https://www.equalityhumanrights.com/en/advice-and-guidance/what-harassment-and-victimisation) is treating someone badly because they have done a ‘protected act’ or you believe they have done a ‘protected act’. A protected act means:

* making a claim of discrimination
* providing evidence or information to someone else to make a claim
* making an allegation that you or someone else has breached the Equality Act
* doing anything else for the purpose of or in connection with the Equality Act

[**Harassment**](https://www.equalityhumanrights.com/en/advice-and-guidance/what-harassment-and-victimisation)occurs when you engage in unwanted (meaning unwelcome or uninvited) behaviour which is related to a protected characteristic, and which has the purpose or effect of violating someone’s dignity, or creating an intimidating, hostile, degrading or offensive environment.

Unfair treatment of employees:

Where systems or individuals treat an employee different for reasons other than their job performance.

The equality act provides a legal framework to protect the rights of individuals and promote equal opportunities for everyone. It clarifies what private, public and voluntary sectors must legally do to ensure that people with protected characteristics feel safe.

Barriers to equal opportunities:

* Workplace culture.
* Lack of female leaders.
* Gender stereotypes.
* Lack of flexible work practices.
* Affordability and accessibility of childcare.
* Sexism.
* Lack of mentors.
* Societal expectations regarding gender roles (e.g. household work/childcare).

Equality - the state of being equal, especially in status, rights, or opportunities.

Diversity - the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

Inclusion - the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.

Inclusion is important in workplaces because it makes employees feel valued and important.

The equality act provides an area for people to feel safe when they are working.

The Equality Act 2010 protects you from discrimination by: employers. businesses and organisations which provide goods or services.