**Equality Act 2010:**

The equality act of 2010 fights against the discrimination of the protected characteristics. These characteristics are age, disability, gender reassignment, pregnancy and maternity, race, region or belief, sex and sexual orientation. There are four types of discrimination: direct discrimination, indirect discrimination, harassment and victimisation. Direct discrimination is when you treat someone worse than someone else because of a protected characteristic. Indirect discrimination is when a policy or practice that is the same for everyone disadvantages one group. Harassment is when you engage in unwanted behaviour linked with a protected characteristic. Victimisation is treating someone badly because they complained about discrimination.

We can fight against this by practicing equality, diversity and inclusion. Equality is the state of being equal , especially in status, rights or opportunity. Diversity is 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 is 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.

There are quite a few barriers to equality in a workplace. This includes:

* 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).