



Equality and diversity



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Equality means that everyone has the same chances to do what they can. **Equality** is good for many reasons.

People enjoy life if they are treated fairly.



Everyone has different talents and strengths that make them unique.



It is easier for people to get along when they are treated fairly.



Diversity is a mix of different kinds of people. This can be about **gender, religion or belief, age, disability, race, sexual orientation, marriage and civil partnership.**

We will talk about these on pages 3 and 4.



Discrimination is when someone is treated unfairly for who they are. The law says you cannot **discriminate** against people for these reasons:



Sex or gender

If the person is male or female, or is **transgender**. **Transgender** is when someone identifies as a different sex to the one they were born as.



Marriage and Civil Partnerships

If two people have been legally married together. Or if two people have legally formed a civil partnership.



Religious beliefs

If the person follows a religion, for example, Christianity, Hinduism, Islam, or Buddhism.



Gender reassignment

If the person has changed their sex



Sexual Orientation

The sex someone is attracted to, which makes them, for example, straight, gay, lesbian or bisexual.



Pregnancy and maternity

A woman having a baby or who has just had a baby.



Race

The colour of the person's skin.

The country you were born in.

The culture you grew up with, these are things like the language, religions, or traditions of your country.



Age

How old the person is.



Disability

If a person has a disability or a mental health condition.



Those reasons listed in the boxes above are all part of the **Protected characteristics** of the **Equality Act**. **Protected characteristics** mean a person's **diversity**.



The **Equality Act** says it is illegal for a workplace to discriminate against its employees just for their **diversity**. For example, a person cannot be sacked because they have a disability.



Proving life can get better

Dimensions provides evidence-based outcomes-focused support for people with learning disabilities, autism and complex needs. We help people to be actively engaged in their communities.



Find out more about Dimensions

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