



## **STAMFORD TOWN COUNCIL**

### **Protected Characteristics Statement**

The purpose of this statement is to give further information on each of the nine protected characteristics as recognised by the Equality and Human Rights Commission. Where there are any specific references to any of the following protected characteristics, this document should be used for the purpose of cross reference / clarity.

#### **Age**

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

#### **Disability**

A person has a disability if he /she 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.

#### **Gender reassignment**

The process of transitioning from one gender to another.

#### **Marriage and Civil Partnership**

In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple.

Same-sex couples can also have their relationships legally recognised as 'civil partnerships'<sup>1</sup>. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

#### **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.

#### **Race**

Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

#### **Religion and Belief**

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

#### **Sex**

A man or a woman.

#### **Sexual orientation**

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

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<sup>1</sup> Section 1, Marriage (Same Sex Couples) Act 2013.