

PROTECTED CHARACTERISTICS REVIEW

Below to be adopted from 27 September 2023 (subject to agreement by Executive Cabinet)

PREVIOUS	NEW (27 September 2023)	Notes
<u>Equality Act 2010</u>		
Age	Age	
Disability	Disability	
Gender reassignment	Gender identity (incl. gender reassignment)	Recommendation: Extend Go further than the Act, and extend to Gender Identity
Marriage and civil partnership	Marriage and civil partnership	
Pregnancy and maternity	Pregnancy and maternity	Incl. Breastfeeding
Race	Race	The Act incl. colour, and nationality (including citizenship) ethnic or national origins. As such there is also relevance asylum seekers and refugees.
Religion or belief	Religion or belief	
Sex	Sex	
Sexual orientation	Sexual orientation	
<u>Tameside & Glossop</u>		
<u>Tameside</u>		
Mental health	Mental health	Recommendation: Retain
Carers	Carers	Recommendation: Retain
Low income	Socio-economic	Recommendation: Retain Adopted October 2022
	Cared for children	Recommendation: Retain Adopted March 2023
	Care leavers	Recommendation: Retain Adopted March 2023
	Neuro-divergence	Recommendation: Adopt
Armed Forces Veterans		Recommendation: Re-position Covered by Armed Forces Covenant
Breastfeeding		Recommendation: Re-position Implicit within pregnancy and maternity

The following potential local protected characteristic groups were considered, and following discussion, it was decided not to include for now as stand alone.

- Asylum seekers and refugees (but can have relevance in race, belief, socio-economic etc.)