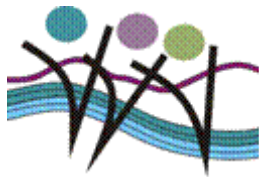


**Remember, we all have the right to be treated fairly,
whether at work or receiving a service**

**All our written information can be made available,
on request, in a range of different formats and
languages. If you would like this document in any
other language or format, or if you have any queries,
please contact:**

Frazer Campbell
Service Director
Blide Trust
Frazer@blidetrust.org
Telephone: 01856 874874

Marie Love
Policy Officer (Equalities)
Orkney Islands Council
marie.love@orkney.gov.uk
01856 873535



Orkney Equality Forum

Working together for a fairer Orkney

www.orkneycommunities.co.uk/communityplanning

Where can I get further information?

This leaflet is for information only. If you feel you have been treated unfairly you should seek expert advice. You could contact a solicitor, the Citizens' Advice Bureau or the Equality and Human Rights Commission.



**Orkney Community Planning Partnership
Orkney Equality Forum**

Equality - What's it got to do with me?

The Equality Act 2010 ensures people are treated fairly. It protects people in certain groups, known as 'protected characteristics', from discrimination or other prohibited conduct when they use services or during employment. Everyone belongs to several of these groups. These 9 'protected characteristics' are:

- **Age**
This refers to a person belonging to a particular age (for example someone who is 50 years old) or belonging to a range of ages (for example someone in the 18 to 30 age group).
- **Disability**
A person has a disability if they have a condition (physical or mental) which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.
- **Gender Reassignment**
A person has this protected characteristic if they are proposing to undergo, are undergoing or have undergone a process of transitioning from one gender to another.
- **Race**
Race refers to a group of people defined by their race, colour, nationality (including citizenship), ethnic or national origins.
- **Sex (male or female)**
A man or a woman.

- **Pregnancy and Maternity**

This is when a woman is pregnant or during maternity which is the period after the birth and is linked to maternity leave in employment. Protection against maternity discrimination is for 26 weeks after giving birth. A woman who is breast feeding is included in this protected characteristic.

- **Religion and Belief**

This refers to a person's religion or belief, and includes people who don't have a religion or belief.

- **Sexual Orientation**

This refers to whether a person's sexual attraction is towards persons of the same sex or persons of the opposite sex or both.

- **Marriage and Civil Partnership**

Anyone who is married or in a civil partnership is protected from discrimination in employment.

So when am I protected by the Act?

When you are at work or receiving services. Services include those provided by: public bodies such as Orkney Islands Council, Orkney College, NHS Orkney, voluntary and community organisations, associations, clubs, societies, businesses, charities, legal services, transport, housing, central government, Parliament, politicians and political parties.

What is discrimination and prohibited conduct?

Direct discrimination is when someone is treated less favourably than other people because of a protected characteristic. An example would be a hairdresser who refuses to give someone a haircut because of their race.

Indirect discrimination is where an organisation or service has a rule or has made a decision that treats some people less favourably than it treats others. An example would be if a job is advertised and the employer states they are looking for 'recent graduates'. This would indirectly discriminate against most older people.

Discrimination arising from disability is when an organisation or service treats someone unfairly because of something arising from their disability. An example would be a shop or premises that doesn't have wheelchair access or that doesn't allow a person to bring their guide dog or hearing dog inside.

Discrimination by association is when an organisation or service treats someone less favourably than other people because of someone they associate with, or a family member, who has a protected characteristic. An example would be a restaurant that won't serve someone because their disabled partner is with them.

Discrimination by perception is when a service or organisation treats someone unfairly because they think they are from a particular group who have a protected characteristic. An example would be a club that won't let someone join because they think they are gay.

Harassment is when a person is at work or receiving a service and someone in the organisation behaves in an offensive or malicious way that violates their dignity. An example would be a colleague picking on someone because they are older than the other members of the team and telling jokes or making comments which humiliate or belittle them.

Victimisation is when a service or organisation treats someone unfairly because either they, or someone they are supporting, has taken action to challenge discrimination. An example would be a person who has given a statement supporting a colleague's case and then finds their employer refuses to give them overtime.