

2.3.1. (a) Equality, diversity and inclusion

The underlying aim of **equality**, **diversity** and **inclusion** is to prevent all forms of discrimination.

Discrimination refers to individuals being treated less fairly or less favourably than other individuals.

Diversity involves accepting, respecting and understanding that everyone is unique, recognising individual differences and embracing and celebrating the rich dimensions of diversity within each individual.

Inclusion is seen as a universal human right. The aim of inclusion is to embrace all people, irrespective of race, gender, disability, medical or other needs, giving equal access and opportunities to all and getting rid of discrimination and intolerance in all aspects of life. Inclusion enables individuals to participate equally, confidently and independently in everyday activities. It is about making places that everyone can use.

Equality refers to individuals being equal in terms of status, rights, or opportunities. It is about ensuring individuals or groups are not treated differently or less favourably on the basis of a specific protected characteristic.

The nine protected characteristics

1. **Age**
2. **Disability**
3. **Marriage and civil partnership**
4. **Pregnancy and maternity**
5. **Race**
6. **Religion or belief**
7. **Sex**
8. **Gender reassignment**
9. **Sexual orientation**

The nine protected characteristics are defined in the Equality Act 2010, which states that individuals and groups should not be discriminated against on the basis of these characteristics. The Equality Act 2010 protects everyone from discrimination as we all have some of these characteristics.



Key terms

Equality
Diversity
Inclusion
Discrimination



Getting rid of discrimination and intolerance = removal of barriers