## Equality Assessment

Bromsgrove District Council
www.bromsgrove.gov.uk

# Equality Impact Assessment

**Please ensure the following:**

- That the document is understandable to a reader who has not read any other documents, and explains (on its own) how the Public Sector Equality Duty is met. This does not need to be lengthy, but must be complete.
- That available support information and data is identified and where it can be found. Also be clear about highlighting gaps in existing data or evidence that you hold, and how you have sought to address these knowledge gaps.
- That the equality impacts are capable of aggregation with those of other EIAs to identify the cumulative impact of all service changes made by the council on different groups of people.

| | |
|---|---|
| Title of Service, Policy, Procedure, Spending Review being Proposed | **Temporary Accommodation Policy** |
| Name of Service Area | **Housing Options & Homelessness** |
| Name of Officer completing this assessment | **Maria Bailey** |
| Date Assessment Started | **10.09.26** |
| Name of Decision Maker (in relation to the change) | **Maria Bailey** |
| Date Decision Made | **10.09.26** |

**Overview**

Provide a clear overview of the aims of the service/policy/procedure and the proposed changes being made. Will the current service users' needs continue to be met? Why is the change being proposed? What needs or duties is it designed to meet?

Temporary accommodation is an essential safeguard for households who would otherwise be homeless. The use of temporary accommodation should be a short-term remedy, ensuring people are safe and can continue essential life activities within a locality they know and where they are supported. Due to the increasing pressures of homelessness and demand for temporary accommodation, it has not always been possible to place households in ideal temporary accommodation.

The aim of this policy is to ensure temporary accommodation used to relieve or prevent homelessness is suitable, safe and decent. The purpose of this policy is to set out how the Council will work towards ensuring that all temporary accommodation secured by or on behalf of the Council is appropriate to the needs and circumstances of each household, taking account of household composition, affordability, health and disability needs, location, safety, property condition, safeguarding risks and the welfare of any children.

The policy sets out how the Council will secure, allocate, assess, manage and review temporary accommodation for households who are homeless, threatened with homelessness, or otherwise require accommodation under homelessness duties or discretionary powers.

| Who is the proposal likely to affect? | Yes | No |
|---|---|---|
| All residents | ☒ | ☐ |
| Specific group(s) | ☒ | ☐ |
| All Council employees | ☐ | ☒ |
| Specific group(s) of employees | ☐ | ☒ |
| Other – Provide more details below | ☐ | ☒ |

**Details**

Outline who could be affected and how they could be affected by the proposal/service change. Include current service users and those who could benefit from but do not currently access the service.

The policy is aimed at homeless single people, couples and families with children. The group will potentially include people of all ages, disabilities, race, religion or belief, sex, sexual orientation, gender reassignment, marriage or in a civil partnership status, pregnant and/or on maternity leave.

Homelessness data (HCLIC) provides information about homeless applicants in Bromsgrove District Council area, for example, age, sex, race and work status. There is less information collected about the wider households' personal details. The data below shows how different groups are represented in the homelessness data.

Groups Overrepresented in Homelessness

| **Homelessness Applicant Data (HCLIC 25/26)** | **Bromsgrove District Council Population (Census 2021)** |
|---|---|
| 60% female | 51.1% female |
| 2% Black / African / Caribbean / Black British | 0.8% Black / African / Caribbean / Black British |
| 37% households with dependent children | 28.7% households with dependent children |
| 28% mental health condition<br>24% physical health condition | 16% long term physical or mental health condition |
| 24% people between 16 and 24 years | 8.5% people between 16 and 24 years |

| **Homelessness Applicant Data (HCLIC 25/26)** | **Prevalence for England and Wales (25/26) (Crime Survey for England and Wales)** |
|---|---|
| 36% homeless due to domestic abuse | 7.8% Domestic Abuse |

The data indicates that some groups are disproportionately represented among people applying to Bromsgrove District Council for homelessness support. The clearest inequalities relate to younger people, Black residents, women, households with dependent children, applicants with health-related needs and those experiencing domestic abuse. Young people show the highest overrepresentation in homelessness data, Some young people may have additional support needs and vulnerabilities which may make them eligible for relief under the homelessness duties of the Housing Act 1996, however for those without a priority need, they may have to rely on less affordable private sector or short-term supported housing.

Women and households with dependent children experience overrepresentation in homelessness data. Where a household's homelessness status, eligibility, unintentionally homeless and local connection are established, these households are likely to be assessed as being in priority need and in need of a relief housing duty in the form of temporary accommodation. The Homelessness Reduction Act 2017 requires all households applying for homelessness support are supported and advice & assistance provided to secure housing, available for at least 6 months. The provision of emergency or interim accommodation depends on the council having reason to believe that the applicant may be homeless, eligible and in priority.

The Homelessness Reduction Act 2017 ensures that all eligible applicants who are homeless or threatened with homelessness receive an assessment of their housing and support needs, a personalised housing plan and reasonable assistance to prevent or relieve homelessness. The prevention and relief duties apply irrespective of priority need or intentional homelessness. This provides an important framework for identifying and responding to the specific needs of groups disproportionately represented among homelessness applicants

**Evidence and data used to inform your equality impact assessment**

What data, research, or trend analysis have you used? Describe how you have got your information and what it tells you.

The section below covers the existing data on service users and potential users who share a protected characteristic. It also considers gaps or limitations in the information currently held and additional analyses to support the impact assessment.

No robust district-level prevalence figure is currently available for 2025/26. Applying the latest England and Wales prevalence rate of 7.8% to Bromsgrove's adult population suggests that approximately 6,300 residents aged 16 and over may experience domestic abuse in a year. This is a modelled local estimate and should not be interpreted as a count of reported or identified victims.

**Physical and Mental Health Conditions**

The health data indicates a substantial prevalence of mental and physical health needs among applicants, although differences in definitions mean that these figures cannot be directly compared with the Census disability measure.
The findings support the need for:

- targeted homelessness prevention;
- accessible and trauma-informed services;
- culturally competent advice and communication;
- effective health and social care pathways;
- family-appropriate temporary and settled accommodation;
- and continued monitoring of outcomes by protected characteristic.

**Sex**

Women account for 60% of homelessness applicants, compared with 51.1% of Bromsgrove District's population. This is an overrepresentation of 8.9 percentage points, with the female share of applicants approximately 17% higher than the female share of the district population.

This may indicate that women face particular routes into homelessness or are more likely to seek assistance from the council. Potential contributing factors may include:

- domestic abuse and relationship breakdown;
- responsibility for dependent children;
- financial dependence or loss of household income;
- pregnancy or maternity-related housing pressures;
- and women being more likely to be recorded as the main applicant in some family households.

The data does not show why women are overrepresented, so causal conclusions should not be drawn without examining prevention reasons, household composition, domestic abuse, support needs and homelessness outcomes by sex.

The implications for the delivery of a homelessness service are:

- domestic abuse enquiry and safe referral arrangements are embedded within assessment processes;
- applicants can request a female officer or interpreter where practicable;
- private interview arrangements are available so applicants can disclose abuse safely;
- temporary accommodation is safe, appropriately located and suitable for women and children;

- pregnancy and maternity needs are identified during assessment and accommodation placement;
- and outcomes are monitored separately for women and men, including prevention, relief, temporary accommodation and repeat homelessness.

**Race and Ethnicity**

Black, African, Caribbean or Black British people account for 2% of homelessness applicants, compared with 0.8% of Bromsgrove District's population. Although the absolute percentage is small, this group is represented among applicants at 2.5 times its share of the wider population.

This is a notable potential inequality. However, the actual applicant count should be reviewed because a small number of cases may produce a relatively large percentage change. Data should ideally be considered over at least three years to determine whether this is a sustained pattern.

Considerations for the delivery of a homelessness service are:

- unequal access to secure, affordable housing;
- lower household income or insecure employment;
- discrimination in the private rented sector;
- awareness of housing rights;
- and differences in access to early homelessness prevention services.

The council should consider:

- monitoring whether Black applicants receive comparable prevention and relief outcomes;
- examining access to private rented accommodation, deposit assistance and social housing;
- reviewing whether applicants report discrimination by landlords or letting agents;
- providing accessible information through community organisations and trusted local partners;
- ensuring staff receive training in cultural awareness and anti-discriminatory practice;

**Age**

People aged 16 to 24 account for 24% of homelessness applicants, compared with 8.5% of the district population. This is an overrepresentation of 15.5 percentage points and means that young people are represented among applicants at approximately 2.8 times their population share.

This is the most substantial disparity in the data. It suggests that younger residents may encounter particular barriers to sustaining accommodation or establishing an independent home.

Possible factors for further investigation include:

- family or relationship breakdown;
- leaving care or other supported settings;
- insufficient income to meet local housing costs;
- benefit restrictions affecting younger people;
- low or insecure earnings;
- lack of a tenancy history or guarantor;
- limited knowledge of housing rights and available assistance;
- and difficulties accessing suitable shared or self-contained accommodation.

**Households with dependent children**

Although having dependent children is not itself a protected characteristic, it may intersect with sex, pregnancy and maternity, disability, race and age. It is also relevant to the council's safeguarding responsibilities and its consideration of children's welfare**.**

Households with dependent children make up 37% of homelessness applicants, compared with 28.7% of Bromsgrove households. This is an overrepresentation of 8.3 percentage points, with these households appearing among applicants at approximately 1.29 times their share of all households.
This indicates that families with children may experience greater housing insecurity or may be more vulnerable to the consequences of homelessness. Housing loss can affect children's:

- education and school attendance;
- physical and emotional wellbeing;
- access to health and support services;
- family and social networks;
- and ability to study, play and maintain stable routines.

The council should ensure that:

- the needs and best interests of children are considered throughout assessment and placement;
- homelessness is prevented wherever possible to minimise disruption;
- temporary accommodation is suitable for the household's size and children's ages;
- travel to school, childcare, healthcare and family support is considered when locating accommodation;
- families are not placed for prolonged periods in accommodation lacking adequate cooking, washing or space facilities;
- safeguarding concerns are identified and referred appropriately;

- and links between homelessness, domestic abuse and lone parenthood are monitored.

**Disability, mental health and physical health**

Among homelessness applicants:
- 28% were recorded as having a mental health condition;
- 24% were recorded as having a physical health condition; and
- 16% of the wider population reported a long-term physical or mental health condition.

These figures indicate significant health-related needs among homelessness applicants, but they are not directly comparable.

Homelessness and unsuitable housing can exacerbate existing conditions through stress, disrupted treatment and poor accessibility.

The council should consider:
- applicants are asked sensitively about physical, mental health, sensory, learning and neurodivergent needs;
- reasonable adjustments are identified, recorded and implemented;
- communication is offered in accessible formats;
- applicants are given additional time or advocacy support where needed;
- accommodation suitability assessments address mobility, accessibility, medication, equipment and care arrangements;
- referrals to health, social care and support services are made with consent;
- staff recognise that some disabilities are non-visible or fluctuate;
- and vulnerability is assessed individually rather than relying solely on the presence or absence of a diagnosis.

The council should also monitor whether disabled applicants experience longer stays in temporary accommodation due to a lack of accessible housing.

**Limitations of the Data**

1. Different reference periods: H-CLIC covers 2025/26, while the population comparator comes from the 2021 Census.
2. HCLIC data captures the characteristics of the main applicant only
3. Different definitions: The H-CLIC health measures are not equivalent to the Census disability measure.
4. Small numbers: The 2% figure for Black applicants may represent a small number of cases and could fluctuate significantly between years.
5. Repeat applications can be included in the HCLIC data
6. Unknown information: Missing, refused or “not known” responses may affect the percentages, particularly for disability, ethnicity and support needs.

7. No outcome data: Applicant representation alone does not show whether different groups receive equitable decisions, accommodation offers or sustainable outcomes.
8. No causal evidence: Disproportionate representation identifies a potential inequality but does not explain its causes or prove discriminatory treatment.

HCLIC data (25/26) is the most comprehensive, reliable and up to date source of homeless applicant information available for the Bromsgrove District Council area. The last census, 2021 is the most reliable source of data relating to the general population of the Bromsgrove District Council area.

**Additional Research Data**

**Health and Homelessness - Unhealthy State of Homelessness 2025 – Homeless Link**

Recent evidence confirms that homelessness is both a cause and a consequence of poor health. People may become homeless after physical illness, mental ill-health, disability or substance dependency affects their income, relationships or ability to sustain accommodation. Once homeless, exposure to unsafe environments, unsuitable temporary accommodation, disrupted treatment and barriers to healthcare can cause existing conditions to deteriorate and new conditions to develop

**Sex Inequalities & Homelessness – Single Homeless Project**

**Hidden Homelessness Research, Accessed September 2026**

Women's homelessness is hidden because the system isn't built for them. To survive, women sleeping rough often avoid being seen. They stay on buses, in A&E, in all-night cafés – anywhere they might feel less exposed. But staying out of sight to stay safe comes at a cost: it keeps them invisible to the very services that should be there to help.

Recommendations made by the Single Homeless Project are:
Women's strategy is a necessity, not an afterthought. An effective response to women's homelessness centres on ensuring recognition and understanding of women's needs, and in being prepared to create strategies and adapt systems to support these needs (organisational, local authority and national level).

- The intersection of domestic abuse and homelessness needs to be fully recognised

- Homelessness service models, like Housing First, will require some modification if they are to properly recognise, respect and respond to women's needs. The evidence points to services designed, built, and run by women as likely being the most effective.
- Coordination between domestic abuse and homelessness services at all levels must be highly developed if an effective strategy for women's homelessness is to be built.

**Race and Ethnicity**

The most recent major evidence is the July 2026 report by Parliament's Women and Equalities Committee, supported by the 2025 I-SPHERE study on race, ethnicity and homelessness. Both conclude that Black people face disproportionate risks of homelessness and poorer outcomes after entering the homelessness system.

Research indicates that Black people are almost four times more likely to experience homelessness than White people. Black-led households are also more likely to experience less visible forms of housing insecurity, being six times more likely to be overcrowded and more than three times more likely to include people who are sofa surfing.

The evidence also suggests that Black households are more likely to enter temporary accommodation and remain there longer. The parliamentary inquiry identified structural factors including lower home ownership, inequalities in income and employment, housing and welfare policy, limited access to affordable housing, and racial discrimination within housing and other services.

**Young people under 25 and Homelessness**

The latest available research shows that young people aged 16 to 24 are disproportionately affected by homelessness and face barriers that differ from those experienced by older adults. Centrepoint's Youth Homelessness Databank 2024/25, published in 2026, estimates that 123,934 young people across the UK were homeless or at risk of homelessness between April 2024 and March 2025, a 6% increase from the previous year. This equates to approximately one in every 60 young people, or one young person facing homelessness every four minutes. In England, the estimated number was 107,585.

The research identifies a significant concern about access to statutory help. Centrepoint estimates that only 65% of young people in England who approached a local authority in 2024/25 received a housing assessment, leaving around 35% without this essential stage of the statutory homelessness process. Because the Databank only captures young people who approached councils, it is also likely to underestimate hidden homelessness, particularly sofa surfing and informal or unsafe arrangements

Family breakdown remains the leading reported cause. In England, family or friends being no longer willing or able to provide accommodation accounted for 51% of recorded cases, followed by domestic abuse at 11%. Other important causes included

eviction from supported housing, the end of a private tenancy and having to leave Home Office asylum accommodation. These causes can overlap, even though official data generally record a single main reason.
Young people face particular structural disadvantages in obtaining or sustaining accommodation, including lower earnings, insecure employment, reduced benefit entitlements, limited access to guarantors and deposits, and a shortage of affordable housing. Care-experienced young people, young refugees and migrants, disabled young people and those with mental health or other support needs face increased and overlapping risks.

**Engagement and Consultation**

What engagement and consultation have you undertaken about the proposal with current service users, potential users and other stakeholders? What is important to them regarding the current service? How does (or could) the service meet their needs? How will they be affected by the proposal? What potential impacts did they identify because of their protected characteristic(s)? Did they identify any potential barriers they may face in accessing services/other opportunities that meet their needs?

Consultation with victim / survivors of domestic abuse, people staying in temporary accommodation and young people have been canvassed over the last 3 years and findings have been considered by decision makers. Further consultation with people with lived experience is planned over the next 3 years and will consider the findings of this equality impact assessment to investigate both barriers and solutions to preventing homelessness and reducing the time people are living in temporary accommodation. The reviewed temporary accommodation policy will provide a structured approach to gathering information about individuals and households to support suitable accommodation, good communication with wider statutory support networks and reducing any potential harm or disadvantage to people with protected characteristics.

Young people told us that early intervention is crucial to reducing homelessness as when relationships with family have broken down, there is little hope of reconciliation. Consideration is now underway for supporting Upstream work in Bromsgrove in schools. People using homelessness services identified a need for better training for homelessness officers dealing with applicants experiencing domestic abuse. This was followed up by additional training across the County. Overall, people in temporary accommodation reported satisfaction with their short term accommodation. However, consideration is now underway of an improved survey to gain a greater understanding of different household's experience, based on different protected characteristics.

**Public Sector Equality Duty**

Due regard must be given to the three aims of the Equality Duty. This means that you must consciously think about the three aims as part of the process of decision-making. Consider the current service and any proposed changes, thinking about what issues may arise.

| Equality Duty Aims | Evidence |
|---|---|
| **Eliminate unlawful discrimination, harassment and victimisation**<br>How does the proposal/service ensure that there is no barrier or disproportionate impact for anyone with a particular protected characteristic | Bdht deliver the statutory homelessness service on behalf of Bromsgrove District Council. Their staff are guided by a regularly reviewed policy;the Equality Diversity and Inclusion policy was rewritten in February 2025. Staff receive significant training to covers equalities, tThis is an example of training completed by the bdht staff, **Creating Conscious Inclusion.pdf.**<br><br>**I**n addition all new starters undertake Ihasco online training and this is the link to the course content. **https://www.ihasco.co.uk/courses/detail/equality-and-diversity#contents** |
| **Advance equality of opportunity between different groups**<br>How does the proposal/service ensure that its intended outcomes promote equality of opportunity for users? Identify inequalities faced by those with specific protected characteristic(s). | Overall, data indicates that some groups with protected characteristics are overrepresented in homelessness data. However, national research indicates that this phenomenon is a national trend and not specifically related to Bromsgrove District Council area. Many of the economic and social driving factors are national, for example, low incomes presenting barriers to accessing accommodation for young people.<br><br>However, using the analysis above and further engagement with service users will allow investigation of ways in which inequalities for these groups can be mitigated and prevented will be considered, for example earlier intervention for young people at risk of homelessness to avoid damaging experience.<br>Improved accessibility of temporary accommodation for people with disabilities is underway and a commitment to the reduction of the use of unsuitable B&B for families with children is also a key action point for Bromsgrove District Council. |

| | |
|---|---|
| **Foster good relations between different groups**<br>Does the service contribute to good relations or to broader community cohesion objectives? How does it achieve this aim? | The homelessness service is delivered by bdht, a registered social landlord bound by the Regulator for Social Housing regulations. The Neighbourhood and Community Standard require bdht to cooperate with relevant partners to promote the social, environmental and economic wellbeing of areas where they provide social housing;<br><br>Regulations also require bdht to manage anti-social behaviour and hate incidents. Providers must work with local authority departments, the police and other relevant organisations to deter and address anti-social behaviour and hate incidents. They must:<br>• have an anti-social behaviour policy;<br>• clearly explain their approach to hate incidents;<br>• make reporting easy;<br>• keep tenants informed about the progress of their case;<br>• respond promptly and appropriately;<br>• consider the full range of available legal powers and interventions; and<br>• support affected tenants, including signposting them to appropriate agencies.<br><br>These duties are central to cohesion because unresolved anti-social behaviour, neighbourhood disputes, harassment and hate incidents can undermine people's safety, trust and sense of belonging.<br><br>Specifically, bdht has achieved a bronze award from the Domestic Abuse Housing Alliance (DAHA) for its services for people experiencing domestic abuse and homelessness. |

**Is there evidence of actual or potential unfairness for the following equality groups?**

- Does the proposal target or exclude a specific equality group or community?

This policy has been developed to gain a greater understanding, through person centred assessment of people's needs, and potentially any disadvantage or barriers some groups face to ensure the temporary accommodation response, helps to mitigate and prevent further disadvantage and ensure equality of outcomes for all homeless applicants.

The temporary accommodation policy sits within a wider local homelessness strategy, with a key objective of preventing homelessness and supporting people to maintain their homes, therefore avoiding the need to access temporary accommodation.

- Does it affect some equality groups or communities differently and can this be justified?

The aim of the policy, including the commitment to eliminate B&B use for families, is to develop a temporary accommodation that meets the needs of people using the service and the people who would be expected to live with them.

- Is the proposal likely to be equally accessed by all equality groups and communities? If not, can this be justified?

(It may be useful to consider other groups, not included in the Equality Act, especially if the proposal is specifically for them e.g. lone parents, refugees, unemployed people, carers)

All groups in society are at risk of homelessness and consequently the potential need to access temporary accommodation. The aim of the policy is to ensure that a consistent, person-centred approach, sensitive to the barriers faced by some groups with protected characteristics is provided. The service is delivered in such a way that any applicant approaching bdht for support with a homelessness crisis will have the opportunity to discuss and consider any barriers or specific concerns in regard to their circumstances and will be treated in a way that will avoid discrimination, prejudice and disadvantage and seek to empower people to be fully involved in the homelessness process.

Staff are well trained. Specialist staff work with young people, older people, people with experience of domestic abuse to ensure specialisms and links with the wider community are maintained and optimised on behalf of applicants.

**Impact of proposal**

Describe the likely impact of the proposal on people because of their protected characteristic and how they may be affected. How likely is it that people with this protected characteristic will be negatively affected? What are the barriers that might make access difficult or stop different groups or communities accessing the proposal? How great will that impact be on their well-being? Could the proposal promote equality and good relations between different groups? How?

**If you have identified any area of actual or potential unfairness that cannot be justified, can you eliminate or minimise this?**

What mitigating actions can be taken to reduce or remove this impact? (Include these in the action plan at the end of the assessment) Equal treatment does not always produce equal outcomes; sometimes you will have to take specific steps for particular groups to address an existing disadvantage or to meet differing needs.

| Protected Group | Impact of proposal | Justification for any actual or potential unfairness identified | If you have identified any area of actual or potential unfairness that cannot be justified, can you eliminate or minimise this? |
|---|---|---|---|
| Age | No negative impact | | |
| Disability | No negative impact | | |
| Transgender | No negative impact | | |
| Marriage and Civil Partnership | No negative impact | | |
| Pregnancy and Maternity | No negative impact | | |
| Race | No negative impact | | |
| Religion or Belief | No negative impact | | |
| Sex (Male/ Female) | No negative impact | | |
| Sexual Orientation | No negative impact | | |

| How will you monitor any changes identified? |
|---|
| The temporary accommodation policy includes a section on monitoring. Data relating to temporary accommodation use and experience will be collected and analysed in relation to people with protected characteristics. Data will regularly be made available to decision makers for consideration and action. |

**The actions required to address these findings are set out below.**

| Action Required | By Whom | By When | Completion Date |
|---|---|---|---|

| | | | |
|---|---|---|---|
| Monitor use and experience of temporary accommodation. This will include use by people with protected characteristics by types of temporary accommodation. Further analyses will be investigated to monitor that homeless applicants with protected characteristics are able to access suitable temporary accommodation without barriers.<br><br>The temporary accommodation policy has been updated to include equalities monitoring and reporting. | Strategic Housing | Quarterly | On-going process |

| Sign off on completion | Name | Signature | Date |
|---|---|---|---|
| Lead Officer completing assessment | | | |
| Equalities Officer | | | |

**When you have completed this assessment, retain a copy and send an electronic copy to the Policy Team (Equalities) attaching any supporting evidence used to carry out the assessment.**

# Glossary

**Direct discrimination**

Treating someone less favourably than someone else in the same circumstances e.g.

- In employment, racist or sexist banter, derogatory comments and innuendo
- Failure to treat grievances seriously or to investigate effectively
- Unfairly denying access to employment, training or facilities and services

**Indirect discrimination**

Where a provision, criterion or practice is applied equally to all but has the effect excluding or reducing the access for a particular group and is not a proportionate means of achieving a legitimate aim. Even if this effect is unintentional, it can still be unlawful e.g.

- Unnecessary height restrictions for access to employment opportunities
- Refusing training for promotion to people who work part-time
- Requiring fluency in a language where this is not necessary
- Relying on word of mouth to recruit to employment or training opportunities
- Qualification requirements that are not justified for the level of the job.

**Policy, Practices and Services**

Refers to any activity the council does, be that a service we provide, an initiative we run, a policy we write or a procedure we observe**.**

- It may refer to the way we do things which are customary
- It may refer to activities we undertake such as meetings, focus groups or publications we produce.

## Protected Characteristics

**Age**

Consider all age groups although legal protection only applies to people aged 18 or over

**Disability**

Consider all types of impairment, physical and mental, sensory, visible and hidden

- Learning disability
- Families and carers of disabled children
- Mobility impairments
- Wheelchair users
- Mental health needs/ disorders and psychological conditions
- HIV/ Aids
- Sensory impairments such as sight and hearing
- Cancer and long term progressive conditions such as MS

**Gender**

Refers to the physiological fact of being male or female. consider whether something has a different impact on men or women - particularly if it's more of an impact on women, consider the impact if they have caring responsibilities whether its childcare or other types of care

**Gender re-assignment**

Transgender (Gender Dysphoria) or the preferred term, Gender Confirmation**.** Consider all stages of re-assignment**,** before, during and after re-assignment treatment or gender confirmation surgery

**Marriage and Civil Partnerships**

It *only* covers those who are married or in a civil partnership (NB single status is not protected in the Equality Act)

**Pregnancy and maternity**

This includes physical state of pregnancy, on maternity leave or planning maternity leave or returned from maternity leave and includes breast feeding

**Race**

This includes race, colour, nationality, national or ethnic origin and caste (caste through case law, not explicitly referenced)

- Race is a generic overall term
- Colour refers to the colour of a person's skin
- Nationality applies to internationally recognised nationalities
- National Origin applies where you have changed your nationality in your life time or there is something about you that indicates that your parents or grandparents' origins were in another part of the world – e.g. name, religion
- Ethnic Origin applies where identifiable groups have established a unique and different ethnicity to the rest of the population – this currently applies to Jews, Gypsies, Sikhs Irish and Scottish Travellers
- Caste is the traditional organisation of South Asian, particularly Hindu, society into a hierarchy of hereditary groups.

**Religion or Belief**

All established religions and beliefs (and non-belief) including but not limited to the following:

- Christianity
- Hinduism
- Islam
- Judaism
- Sikhism
- Baha'i
- Buddhism
- Jainism
- Paganism
- Parsi or Zoroastrianism
- Rastafarianism
- Atheism
- Agnosticism
- Humanism

**Sexual orientation**

- Gay – usually refers to men with sexual orientation towards other men although sometime refers to women with sexual orientation towards other women
- Lesbian – refers to women with sexual orientation towards other women
- Bisexual – refers to men and women with sexual orientation to either or both their own gender or the opposite gender
- Heterosexual refers to men and women with sexual orientation towards the opposite gender