

Equality and Diversity

The following form will be useful in ensuring an accurate grading for Key Practice Standards 10 'inequality, diversity and the wider needs of the child and their family are identified and managed'.

Summary of protected characteristics in terms of equality and diversity.

Age

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

Disability

A person has a disability if s/he 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 this includes a marriage between a man and a woman and same-sex-couple.

Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. 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

This 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.

Gender

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.

Characteristic	Is there a potential wider impact on the child, young person and their family			Has this and potential support to reduce the impact been reflected in the assessment, plan and review process		
	Yes	No	N/A	Yes	No	NA
Age						
Disability						
Gender Reassignment						
Marriage & Civil Partnership						
Pregnancy & Maternity						
Race						
Religion & Belief						
Gender						
Sexual Orientation						
<i>Language – is an interpreter required including a signer?</i>						