

**Birmingham City Council  
Equality Act 2010 Fact Sheet**

**SEX EQUALITY**

The Equality Act (2010) consolidates all previous equality legislation and extends some protections to groups that were not previously covered. Although there are similarities, there are also significant differences concerning the types of protection afforded the different protected groups. The protected characteristics include:





There are some circumstances where some measures and practices based on sex that are considered "to be justifiable, beneficial or needed for good public policy reason".

In such circumstances discrimination can be justified if you can show that you acted reasonably in managing your business, i.e. that it is 'a proportionate means of achieving a legitimate aim. The sole aim of reducing costs is likely to be unlawful

**Examples:**

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**Positive action is not the same as positive discrimination, which is**

Resources and Contacts:

1. Equality Act 2010 Statutory Code of Practice Employment  
<http://www.equalityhumanrights.com>