

# Birmingham City Council Equality Act 2010 Fact sheet

## AGE 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: **age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.**

This Fact Sheet discusses the provisions with regard to the characteristic, **AGE**. It forms part of a series of fact sheets that highlight the relevant points pertaining to the Act for each of the nine protected characteristics. More detailed guidance and information about the provisions can be found in the [Equality Act 2010 Statutory Code of Practice Employment](#) and the [Equality Act 2010 Statutory Code of Practice Services, public functions and associations](#).

### **WHAT IS THE PROTECTED CHARACTERISTIC OF AGE?**

The Act defines age by reference to a person's age group. As explained in the Equality Act 2010 Explanatory Notes:

"where the Act refers to the protected characteristic of age, it means a person belonging to a particular age group. An age group includes people of the same age and people of a particular range of ages. Where people fall in the same age group they share the protected characteristic of age"<sup>1</sup>



**ARE THERE ANY EXCEPTIONS?**

The following are examples of objective justification:

**Example:** A building company has a policy of not employing under-18s on its

