

Equality and Diversity



What are protected characteristics?

It is against the law to discriminate against someone because of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

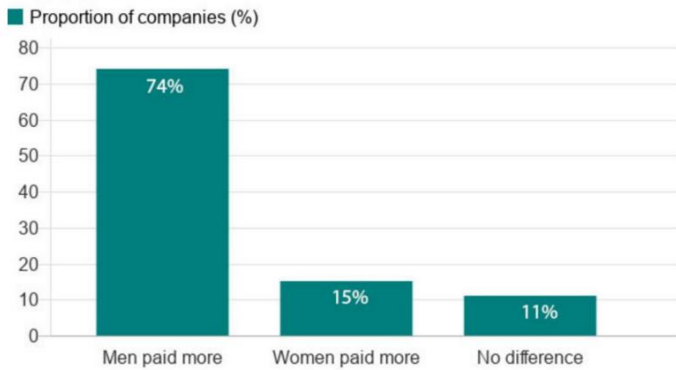


Further information and a video about the 9 Protected characteristics:

<https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

Gender in Focus

Almost three quarters of UK companies pay men more than they pay women



Source: Government Equalities Office data for the 1,047 companies with more than 250 employees that have reported so far.

In 2018 the BBC reviewed the pay proportion of males and females in **1,047** companies and found that only **11%** paid male and female staff equally and **74%** of companies paid males more. In the same year, participation rates in Higher Education were **56% female** and **44% male**, suggesting more females were exiting University with a degree than males.

Does this mean that there is still a long way to go with equality in the workplace?

Gender in Sport



On Sunday 20th February 2022 Great Britain's women's curling team became the first ever British Curling Team to win a gold medal at the winter Olympics. This outstanding achievement from the team that included an **NHS nurse**, a former **office assistant** and a **garden furniture buyer**, is further evidence of just how far British Sport has come in offering equal opportunities for males and females in support of achieving their goals. In recent years we have seen increased opportunities, funding, coverage, and fan bases in female sport.

Other successes in 2021 and 2022

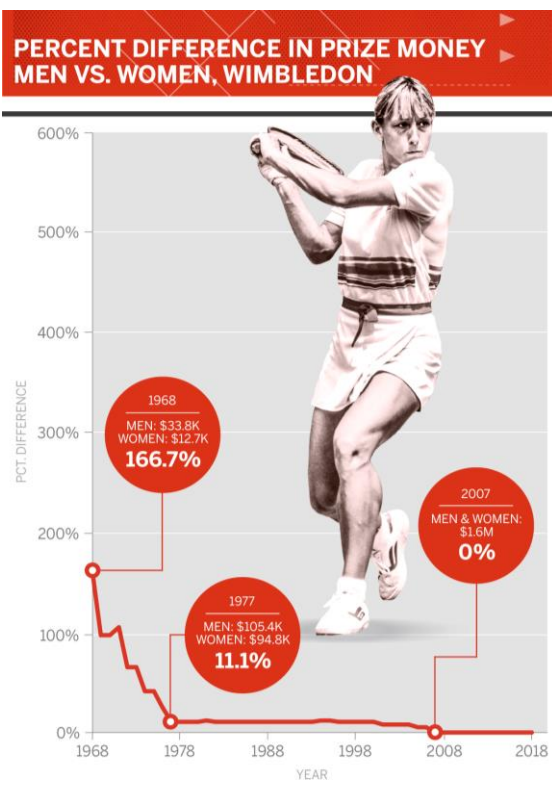


Raducanu's triumph on Saturday 11th September 2021 makes her the first British woman in 44 years to win a grand slam title. She is also the first ever qualifier to win a major title. To add to her achievements, in the updated WTA rankings Raducanu will now be placed at number 28 in the world



The jockey became the first female to win the Champion Hurdle at Cheltenham and followed up a month later with victory at the Grand National. Irish jockey Rachael Blackmore has been **voted BBC Sports Personality's World Sport Star of the Year for 2021**

Equal Pay in Sport



In 2007, tennis became the first sport at professional level to offer equal pay to the winners of male and female grand slam competitions.

But do these developments in opportunities mean that there is now gender equality in sport?

Challenges females are still facing...



Lindsey Vonn: Olympic champion skier on long depression battle, double standards for sportswomen, and thrill of racing at 85mph

Vonn told *Sky Sports News*: "Generally speaking the biggest issue is when a woman's successful and pretty it's they only get things because they're pretty and that conversation would never be had on the men's side."

Pay gap in other sports



In 2018/2019 the pay gap at the football World Cup was a staggering £360+ million. This is one of many sports where the pay gap is still huge, limiting opportunities and reward for females in comparisons to males.



Further reading

<https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

<https://www.bbc.co.uk/news/business-43129339>

<https://www.forbes.com/sites/niallmccarthy/2019/06/11/the-gender-pay-gap-at-the-fifa-world-cup-is-370-million-infographic/?sh=66fe97972751>

<https://www.skysports.com/more-sports/winter-olympics/news/30787/12529629/lindsey-vonn-olympic-champion-skier-on-long-depression-battle-double-standards-for-sportswomen-and-thrill-of-racing-at-85mph>