



Pilot Equality Impact Assessment – Toolkit: Definitions

Policy developers should ensure they take the 10 grounds outlined below into account when developing a policy and conducting an Equality Impact Assessment.

- **Gender (including gender identity):** a person's gender identity including male, female, transgender or non-binary
- **Civil status:** a person's civil status be it single, married, separated, divorced, widowed, civil partnered and formerly civil partnered
- **Family status:** being a parent of a person under 18 years or the resident primary carer or parent of a person with a disability
- **Socio-economic status:** a combined economic and sociological measure of a person's work experience and of an individual's economic and social position in relation to others, based on income, education, and occupation
- **Sexual orientation:** a person's sexual orientation including gay, lesbian, bisexual and heterosexual
- **Religion:** a person's religious belief, background, outlook or none
- **Age:** a person's age, this does not apply to a person aged under 16
- **Disability:** includes people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions
- **Race:** includes race, skin colour, nationality or ethnic origin
- **Membership of the Traveller community:** now recognised as an ethnic group