

Definition of Equal Opportunities Under The Equality Act 2010

The term "equal opportunities" upholds the idea that all workers within an organisation should be entitled to and have access to all of the organisations facilities at every stage of employment, including the pre-employment phase.

This means every individual should have:

- An equal chance to apply and be selected for posts pre-employment
- An equal chance to be trained and promoted while employed with the organisation
- An equal chance to have their employment terminated equally and fairly

Denying any employee or prospective employee their right to equal opportunity in the workplace is tantamount to discrimination, which is considered unlawful under the [Equality Act 2010](#). The Equality Act has specified 9 areas that are termed in the legislation as protected characteristics. These include (in no particular order):

1. Age
2. Sex
3. Race
4. Disability
5. Pregnancy
6. Marital status
7. Sexual orientation.
8. Gender reassignment
9. Religious background

Discriminating against workers because of any of the nine characteristics is against the law.

[Equal Opportunities Policy](#)

[Trans Equality Policy](#)