

Protected Characteristics

Under the Equality Act 2010



Age

Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds).

Disability

A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender Reassignment

The process of transitioning from one gender to another.

Marriage and Civil Partnership

Marriage is a union between same sex or opposite sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'.

Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context.

Race

Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and Belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism).

Sex

A man or a woman.

Sexual Orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Nodweddion Gwarchoddedig

O dan y Ddeddf Cydraddoldeb 2010



promoting equality in housing
hybu cydraddoldeb ym maes tai

Oed

Pan gyfeirir at hwn, unigolyn sy'n perthyn i oed penodol (e.e. 32 mlwydd oed) neu ystod o oedrannau (e.e. 18-30 mlwydd oed) a gyfeirir ato.

Anabledd

Mae anabledd gan unigolyn os oes nam meddyliol neu gorfforol arno sydd ag effaith andwyol sylweddol a hirdymor ar allu'r unigolyn hwnnw i ymgymryd â gweithgareddau arferol o ddydd i ddydd.

Ailbennu rhyw

Y broses o newid o un ryw i'r llall.

Statws priodasol neu bartneriaeth sifil

Yng Nghymru, ni chaiff priodas ei chyfyngu bellach i uniad rhwng dyn a menyw. Mae'n cynnwys uniad rhwng cyplau o'r un ryw hefyd. Yn gyfreithiol, gellir cydnabod perthnasau rhwng cyplau o'r un ryw fel 'partneriaethau sifil'.

Beichiogrwydd a mamolaeth

Cyflwr o fod yn feichiog neu'n disgwyl babi yw beichiogrwydd. Cyfeiria mamolaeth at gyfnod ar ôl y geni, a chysylltir ef ag absenoldeb mamolaeth, yng nghyd-destun cyflogaeth.

Hil

Cyfeiria at grŵp o bobl a ddiffinnir gan eu hil, lliw a chenedligrwydd (gan gynnwys dinasyddiaeth) a gwreiddiau cenedlaethol neu ethnig.

Crefydd neu gred

Ystyrir crefydd yn ôl ei ystyr arferol ond cynhwysa chredo gredoau crefyddol ac athronyddol, gan gynnwys diffyg cred (e.e. Anffyddiaeth).

Rhyw

Dyn neu fenyw.

Cyfeiriadedd rhywiol

Pa un ai yw atyniad rhywiol unigolyn tuag at ei ryw ei hunan, y rhyw arall neu'r ddau ryw.