

Protected Characteristics For Care Experienced People.

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*People with experience
of care may face
additional challenges
and encounter poorer
outcomes in a number
of areas compared to
those without*

What Does It Mean To Have A Protected Characteristic?

Having a protected characteristic means you are protected from discrimination under the Equality & Diversity Act 2010.

These are the current protected characteristics:

- Age
- Gender/Gender Reassignment
- Disability
- Marriage/Civil Partnership
- Sexual Orientation
- Religion/Belief
- Sex
- Race
- Pregnancy/Maternity

Recommendations to the Committee

- To support the development of an agreed definition of care experienced for the purpose of making this a protected characteristic
 - Recommend to Cabinet that care experience will be treated as protected characteristic under the Equalities Act 2010
 - Approve the amendment of the Council's Equality, Diversity and Inclusion Strategy to reflect care experience being treated as a protected characteristic
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The Independent Review Of Children's Social Care 2022

What Were The Recommendations From The Review?

The review set out a number of recommendations to “fix” children’s social care.

One of these recommendations was to make care experience the 10th protected characteristic under the Equality & Diversity Act 2010.

For Care Experience To Be Made A Protected Characteristic

There are now over 50
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The campaign is also
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The campaign is also calling for partner agencies (ie. health, housing, police) to adopt the corporate parenting principles.

'as a responsible corporate parent, the council should recognise the significant challenges that people with care experience may have faced, regardless of their current age or the amount of time they have spent in the care

What Difference Will it Make?

The Impact

It will not only cement but also amplify, our corporate parenting responsibilities as a whole council.

It will put care experience at the heart of decision making and improve equality of access to services for all care experienced people. Influencing, for example, policy areas in housing, employment, service design, procurement and health.

It could help to create

'Making care experience a protective characteristic can be a change that can start making a difference to the system'

'It's needed to stop prejudice against a group that already suffers disadvantages.'

CW.