

# PROTECTED CHARACTERISTICS: SUMMER 2

MATERNITY &  
PREGNANCY

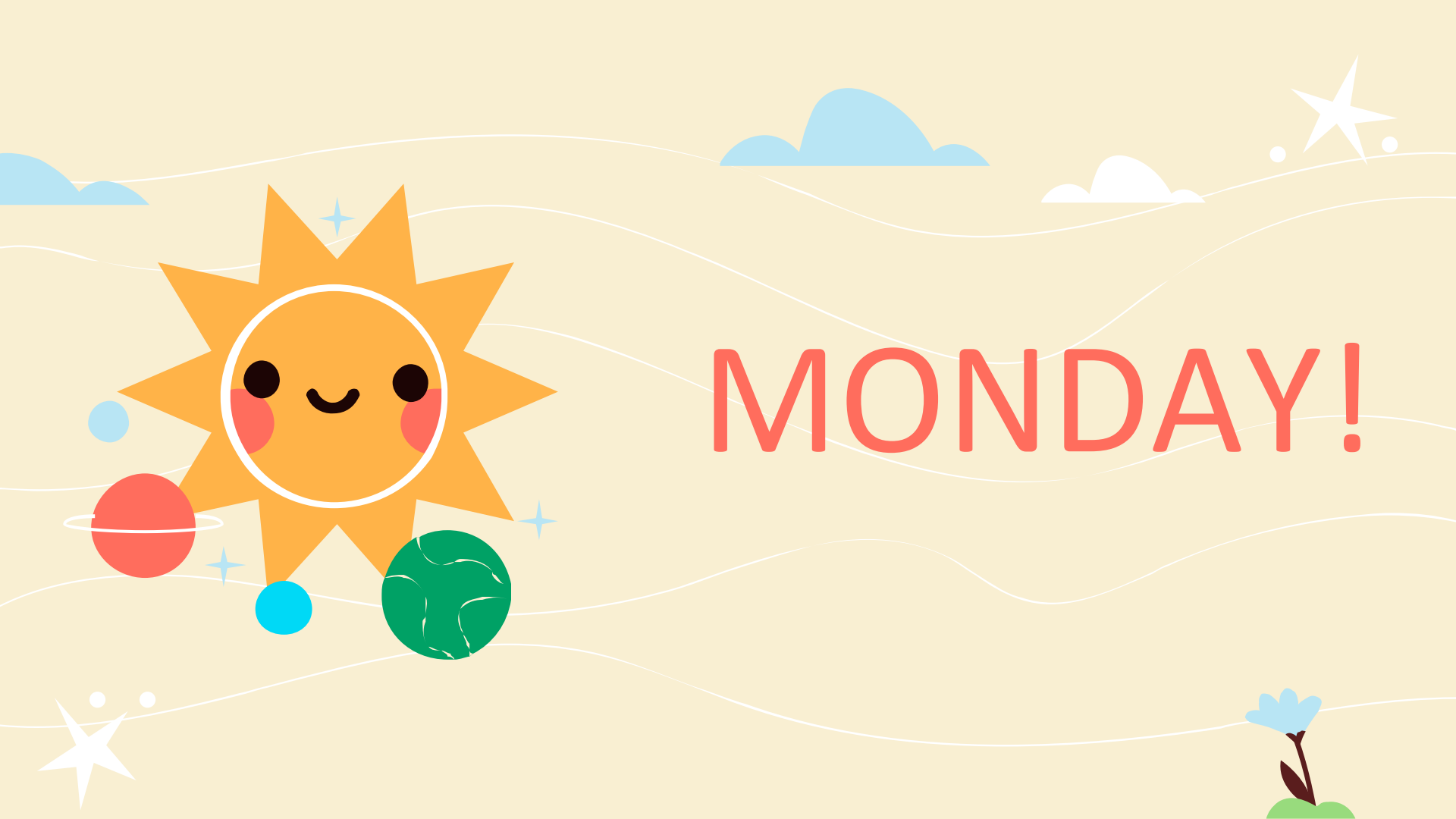
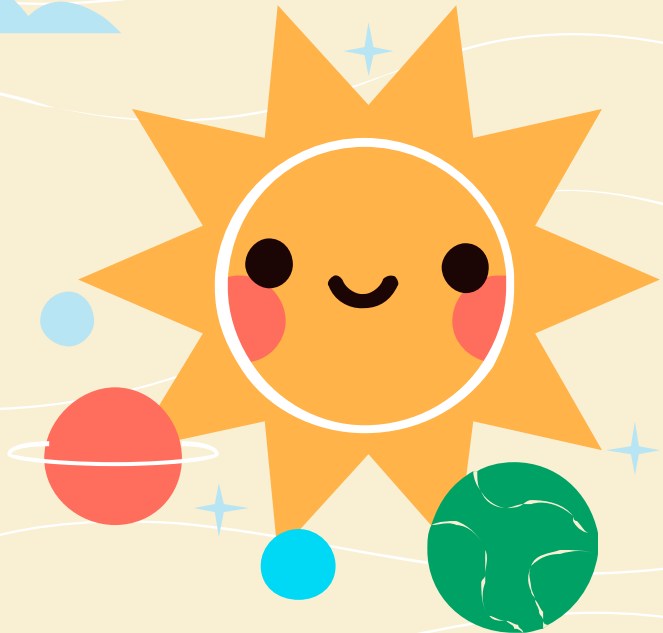


Why must we  
protect equality for  
women in pregnancy  
and maternity ?

QUESTION OF  
THE WEEK!



MONDAY!



# EQUALITY

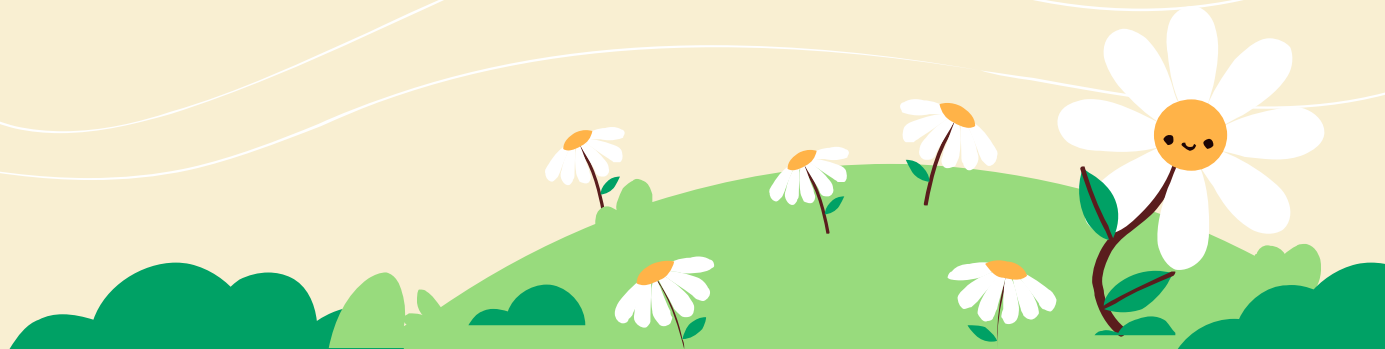


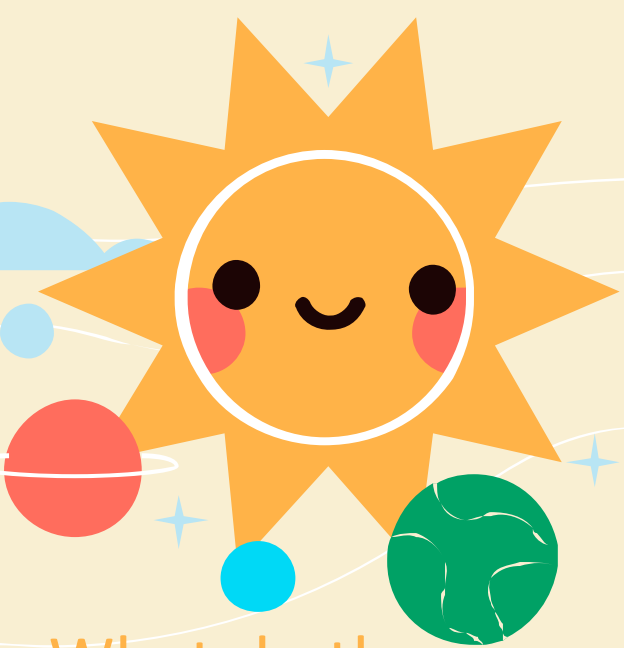
What does the word  
EQUALITY mean?



<https://www.youtube.com/watch?v=CF56D3AY9QQ>

Can you remember the Equality Act that we learn about every time we have a special week like this?





# Pregnancy vs maternity?

What do these words mean?

What is the difference between  
them?

What do you know about pregnancy  
and maternity?



As nouns the difference between **pregnancy** and **maternity** is that **pregnancy** is (countable) the condition of being pregnant while **maternity** is the state of being a mother - motherhood.



The background is a light beige color with several white wavy lines that create a sense of movement. There are three blue clouds of varying sizes and shapes scattered across the top. In the top right corner, there is a white five-pointed star with two small white dots above it. In the bottom left corner, there is another white five-pointed star with two small white dots above it.

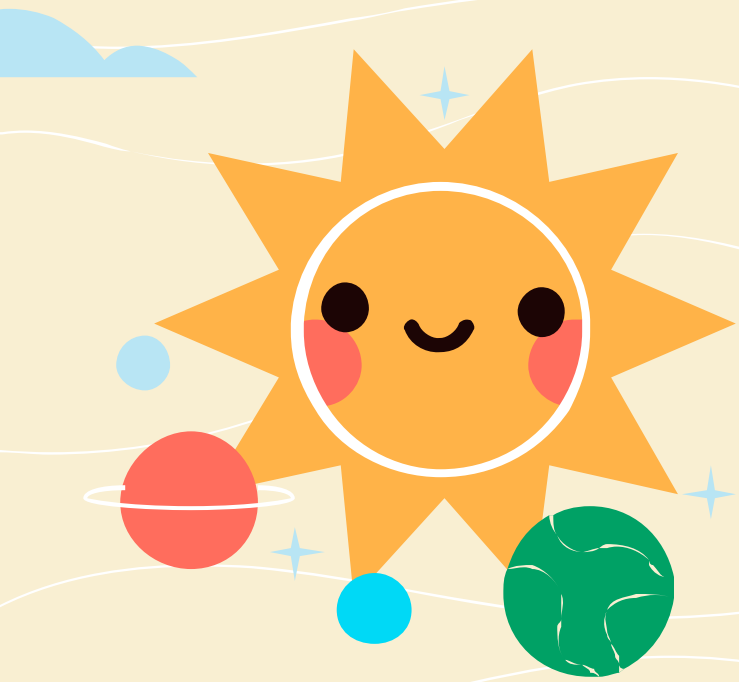
Let's learn a little  
more about the  
differences...

# What is pregnancy?

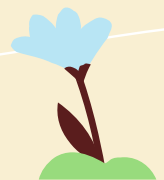
Pregnancy 101 | National Geographic – YouTube

What other protected characteristic does pregnancy link to?

**GENDER!** Do you know the only animal where the male gives birth to their young?



TUESDAY!  
Singing  
assembly!



No one is you  
and that is  
your  
super power





WEDNESDAY!



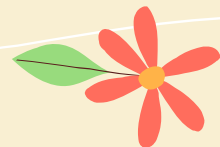
# What is maternity?

The state of being a mother; motherhood.

Women who have given birth are protected under the Equality Act 2010. Out of work situations, women are protected under the law until 26 weeks after birth – that's 6 months. The law also protects women from being discriminated against for breast feeding.

But, what about PATERNITY? What does this mean? Do you think this should be a protected characteristic also?


The Act also provides for protection against discrimination by association, which provides protection for people who are discriminated against because someone close to them falls under the definition of one of the protected characteristics.



# SO, why do we need protection during pregnancy and maternity?

The Equalities and Human Rights Commission conducted a formal investigation into pregnancy discrimination in 2015. Their final report found that **54,000 women a year are forced out of their job** because of pregnancy discrimination, **one in five mothers experienced harassment and negative comments** because of their pregnancy and **10% of mothers were discouraged from taking time off** for their antenatal care.

The main areas of unfair treatment during pregnancy were found to be denial of a pay increase, refusal of promotion, having to take lower-paid work, being excluded from training and refusal of time off for ante-natal care.



**WE ARE ALL  
DIFFERENT  
AND THAT'S  
BEAUTIFUL**



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*Karen Salmansohn*




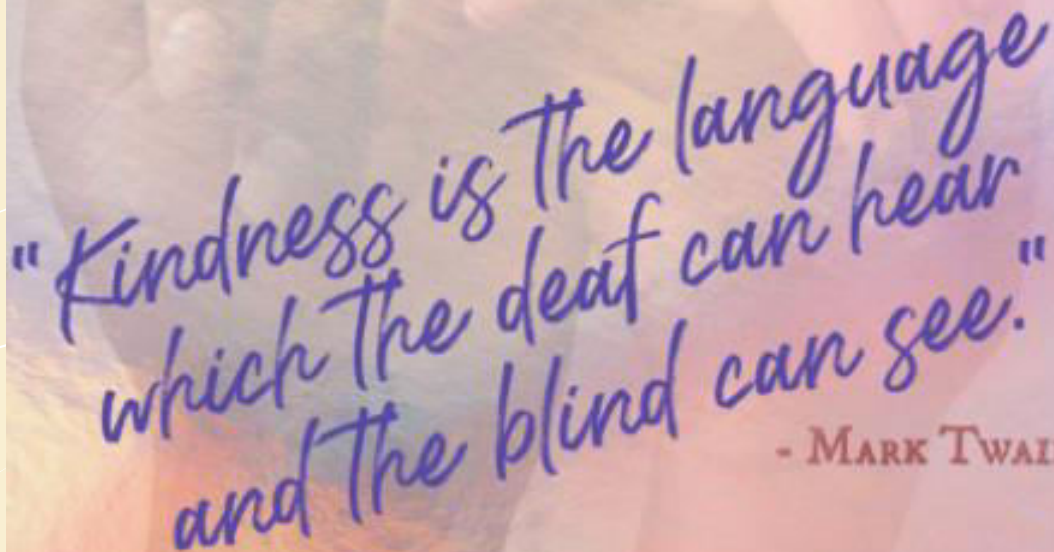


THURSDAY!  
Reading Café!



**LOVE YOURSELF,  
NO MATTER HOW  
DIFFERENT YOU FEEL,  
BEING UNIQUE**  
*is the key to life!*





*"Kindness is the language  
which the deaf can hear  
and the blind can see."*

- MARK TWAIN