| **Equality Act Protected Characteristics** | **Other groups to consider (not legally protected, but structurally marginalised)** |
| --- | --- |
| Age | Academics/ PS |
| Disability (both visible and non-visible) | On campus/ hybrid workers |
| Gender Reassignment | Desk and non-desk |
| Marriage and Civil Partnership | Frontline/ office |
| Pregnancy and Maternity | Neurodiversity |
| Race | Class background |
| Religion or Belief | Introversion/ extroversion |
| Sex | Parents/ carers |
| Sexual Orientation | Military background |
|  | Body type |
|  | Work style |
|  | People with criminal records |
|  | People with lived experience of incarceration |
|  | Location |
|  | Military backgrounds |

Equity Groups to consider when developing or making changes to a process, policy, initiative