

Equality Act 2010 - Case studies

Case study 1

“I use a wheelchair to get around and I’m finding it very hard to get a place at my local college. I want to study science and the labs are on the first floor. The college hasn’t got a lift and they say they can’t afford to have one put in just for me so I must go somewhere else. Travelling any distance is really difficult and expensive so I don’t want to go to another college.”

What protected characteristic is potentially being discriminated against?

Could this be unlawful discrimination under the Equality Act 2010?

What action could the person take?

Case study 2

“I was refused an apprenticeship at a local hairdresser’s because I wear the hijab and they say that all staff must wear their hair in trendy styles to impress the customers. I’m not prepared to do this as it is against my beliefs.”

What protected characteristic is potentially being discriminated against?

Could this be unlawful discrimination under the Equality Act 2010?

What action could the person take?



Case study 3

“One of my friends, who is a girl, has said I can’t be a social care worker because it is a ‘girl’s job’. She said all men that work as social workers are probably gay.”

What protected characteristic is potentially being discriminated against?

Could this be unlawful discrimination under the Equality Act 2010?

What action could the person take?

Case study 4

“I am a Scottish Gypsy/Traveller. We live on a permanent site now and so we don’t move around anymore, which is great because I get to stay at the same school. But the other day I was in school and I heard a teacher making horrible comments about Gypsies and Travellers. They were saying our site should be shut down and we are all trouble.”

What protected characteristic is potentially being discriminated against?

Could this be unlawful discrimination under the Equality Act 2010?

What action could the person take?



Case study 5

“I have just been accepted into this really good school. I am really happy except they said I am only allowed to attend if I hide that I am gay. They want me to pretend I am straight.”

What protected characteristic is potentially being discriminated against?

Could this be unlawful discrimination under the Equality Act 2010?

What action could the person take?

Case study 6

“I am at college and I’m pregnant. I am required to attend parenting classes at the same time as my science GCSE classes. Both classes are really important and it seems unfair that I can’t attend them both.”

What protected characteristic is potentially being discriminated against?

Could this be unlawful discrimination under the Equality Act 2010?

What action could the person take?



Case study 7

“At the moment I am undergoing gender reassignment. The school has been informed that I am undergoing reassignment but does not seem to be willing to accept this, so won’t change my registration details and keeps referring to me by my birth name rather than my new name.”

What protected characteristic is potentially being discriminated against?

Could this be unlawful discrimination under the Equality Act 2010?

What action could the person take?

