

A proposal to make
being in care or
care experienced a
legal 'protected
characteristic'.

Find out what this
would mean for
you



What are we asking about?

We are proposing that Trafford should make care experience a '**protected characteristic**'.

This means it will be against the law to discriminate against someone because they are or have been in cared for.

It will also mean that if you have care experience you will have the same protections from discrimination as people with nine other characteristics that are already protected.

These are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

What will Trafford (and its partners) have to do if we do this?

01

End any unlawful discrimination (treating you worse than someone else because you are care experienced or putting in place rule or a way of doing something that disadvantages you)

02

Aim to make opportunities more equal (between people who are 'cared for' or 'care experienced' and people who are not)

03

Encourage good relations (between people who are 'cared' or 'care experienced' and people who are not)

When someone is planning a change to how something currently works they would have to think about how to make it better for care experienced people



What will this mean for care experienced people? Hopefully it will lead to...



More care experienced people attending university



More care experienced people in well paid jobs and apprenticeships



Care experienced people getting access to better housing



Last year the government published an Independent Review of Children's Social Care, which made recommendations about how things can be improved for people with care experience.

This review said:

'Making care experience a **protected characteristic** would provide greater authority to employers, businesses, public services and policy makers to put in place policies and programmes which promote **better outcomes for care experienced people**. It will make the UK the first country in the world to recognise care experienced people in this way'