

## **Equality and Diversity - Glossary of Terms**

Ability – the power or skill needed to do something, usually physical or mental.

Advancing – to move forward, to get somewhere, to achieve improved outcomes.

Age - the period of time a person has been living.

Appreciate - to recognise that something is important or valuable.

Association discrimination - discrimination against someone because they associate with a person who has a protected characteristic

Attitude - to speak or act in a way that makes values and beliefs very clear to others.

Barrier - anything that prevents people from accessing something, or understanding others.

Behaviour - actions or reactions to situations or circumstances.

Belief - feeling certain that something is true or exists.

Challenge – to question whether something is true, exists or is legal.

Citizen - an inhabitant of a town, city or country, who may be entitled to some privileges as a result.

Civil ceremony – a non religious legal partnership between members of the opposite sex.

Civil partnership – a legal partnership between members of the same sex.

Class – a group of people in society who have the same position, for example, social or economic.

Colour - the natural colour of a person's skin by birth.

Culture - the beliefs and customs of a particular group of people.

Dependent – a person who depends on another for support.

Differentiation - the process of recognising something as being different.

Direct discrimination - being treated less favourably than another person in the same situation because they have a protected characteristic.

Disability - a condition, illness or injury that makes it difficult for a person to do the same things others can do.

Discrimination - treating a person or group differently, often in a negative manner.

Diverse - different or varied in some way.

Diversity – valuing the individual differences of a person.

Domestic circumstances – belonging to, or relating to the family house or home.

Dysphoria - an unpleasant or uncomfortable mood, anxiety, irritability, or restlessness, the opposite of euphoria.

Education - the process of teaching or learning.

Employment status - when a person is paid to carry out a relevant job role.

Equal – of the same importance and deserving the same treatment.

Equal opportunity - the principle of treating all people the same.

Equality Act (2010) – legislation aimed at streamlining, harmonising and strengthening the law. Brought previous anti-discrimination into one Act for England, Scotland and Wales (there are separate requirements in Northern Ireland).

Equality - enjoying equal rights, being of the same importance and receiving the same treatment. A revised term for *Equal Opportunities* and based on the legal obligation to comply with anti-discrimination legislation.

Ethical – something which is morally right.

Ethnic minority – a national or racial group of people living in a country or area which contains a larger group of people of a different nationality or race.

Ethnic origin - where a national or racial group of people were born.

Ex-offender - person with a criminal record or criminal history.

Exclude – to keep out or omit.

Experience – skills, knowledge and/or attitudes obtained from various activities.

External quality assurer – a representative from an external awarding/examining body

Fair – treating others in a way that is reasonable and right.

Faith – a strong belief, often religious.

Fostering – encouraging the development of something.

Gender – the differences between men and women.

Gender reassignment - the modification of a person's biological sex characteristics, by surgery and hormone treatment, to approximate those of the opposite.

Grievance - a concern, problem or complaint.

Harassment - behaviour likely to annoy or upset another person.

Human rights - the basic rights which it is generally considered all people should have, for example, justice and freedom to speak.

Illegal - prohibited by law or official rules and regulations.

Immigrant - a person who permanently settles in another country after leaving their own.

Inclusive – involving everyone, treating them all equally and fairly, without directly or indirectly excluding anyone.

Indirect discrimination - when there are rules that apply to everyone but affect an individual or group of people more than others, without good reason.

Inequality - a lack of equality or fair treatment between people.

Integration - the process of combining a group of people, for example, a minority group, with members of a majority group.

Internal quality assurer – an occupationally competent person appointed by the organisation to assure the quality of the work assessed.

Intersectional discrimination - treating a person less favourably on more than one ground simultaneously, the grounds not being separated, for example, female and Asian.

Labelling – using word/words to describe someone or something, although usually applied to people.

Language - a system of communication used by people of a particular country or profession.

Learning difficulties - mental problems which affect a person's ability to learn things.

Marital status – whether or not a person is married.

Migrant – a person who moves from one region or area to another.

Minority - a small group of people who are different from the majority.

Modified grievance – a shorter grievance procedure for a person who has left employment.

Moral - behaving in ways considered by most people to be correct and honest.

Multidimensional discrimination - discrimination on more than one ground, the grounds could be separated depending upon the circumstances, for example, age and disability.

National origin – where a person’s ancestors come from, for example, a particular country, heritage or background.

Nationality - the official right to belong to a particular country or countries.

Offend – to upset a person or make them angry.

Oppose – to disagree with a person or something.

Others – carers, children, colleagues, employers, family, friends, local community, mentors, parents, partners.

Parental status – the status of one person in respect to another. The other being under the age of 18 (or who is 18 or older but is incapable of self-care because of a physical or mental disability). Examples include a biological parent; an adoptive parent; a foster parent; a stepparent; a legal guardian.

Perception discrimination - discrimination against someone because they are perceived to have a protected characteristic.

Policy - a set of ideas that has been agreed officially by a group of people.

Protected characteristic - aspects of a person’s identity explicitly protected from discrimination. There are nine identified characteristics: age, disability, gender, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sexual orientation.

Political conviction - opinions about how a country should be governed.

Positive discrimination - the practice of giving advantage to those groups in society which are often treated unfairly, usually because of race or sex.

Prejudice - an unfair and unreasonable view or judgement.

Race - a group of people, with similar characteristics.

Racism – the character and behaviour which is influenced by a person’s race against another race.

Racist - a person who treats other races unfairly, as they believe they are not as good as their own race.

Reasonable – being fair.

Reasonable adjustments - an employer has a duty to make reasonable adjustments where arrangements or physical premises could place a disabled person at a substantial disadvantage to a person who is not disabled.

Recognise - to accept something, based on experience.

Religion - any system of belief and/or worship.

Respect - to accept or admire.

Reverse discrimination - when an advantage is given to people who are typically thought to be treated unfairly, usually because of their race or sex.

Rights - the claim which a person has to be treated in a fair, morally acceptable or legal way.

Sex – being male or female.

Sexual orientation – relating to being male or female.

Social background – a person's family and experiences, for example, education, wealth, living conditions etc.

Statutory grievance – a three step procedure all workplaces must have.

Stereotype - a fixed, commonly held notion or image, which is possibly wrong.

Tolerant – to accept the behaviour and beliefs of others, even if not agreeing or approving of them.

Tradition – principles, beliefs or a way of life which people have followed for a long time.

Transgender or transperson - a person whose identity does not conform to conventional ideas of male or female. It ranges from how a person dresses to a person who has multiple surgical operations to reassign to their preferred gender role.

Unethical – something which is morally wrong.

Unfair – unreasonable or not right.

Value - the importance placed upon a person or something.

Victimisation - unfavourable treatment of a person.

Vulnerable – a person who could easily be hurt, for example, emotionally, physically or mentally.