



USEFUL DEFINITIONS AND TERMINOLOGY



ABLEISM

Intentional or unintentional discrimination or oppression against people with disabilities.

AGEISM

Ageism is discrimination or unfair treatment based on a person's age.

ANTI-RACISM

Anti-racism is the process of actively identifying and opposing racism, through challenging policies, behaviours and beliefs that perpetuate racist ideas and actions.

ANTISEMITISM

Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities. (International Holocaust Remembrance Alliance).

ASSOCIATIVE DISCRIMINATION

Occurs where there is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

ASYLUM-SEEKER

An asylum-seeker is a person who has left their country and is seeking protection from persecution and serious human rights violations in another country, but who hasn't yet been legally recognized as a refugee and is waiting to receive a decision on their asylum claim. Seeking asylum is a human right. This means everyone should be allowed to enter another country to seek asylum. (Amnesty International).

BAME

BAME stands for 'Black, Asian and Minority Ethnic'. However, this term has come under scrutiny and is not recommended. More appropriate alternatives include: '**Ethnic minority**' and '**ethnically diverse communities**'.

BISEXUAL

Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender.





CULTURE

Culture is a term that refers to a diverse set of mostly intangible aspects of social life. According to sociologists, culture consists of the values, beliefs, systems of language, communication, and practices that people share in common and that can be used to define them as a collective.

DEMOGRAPHIC

Relating to the structure of populations.

DIRECT DISCRIMINATION

Treating someone less favourably because of a protected characteristic.

DISABILITY

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

DISABLISM

The term disablism is the discrimination of disabled people. The term describes the negative attitudes, behaviours, practices, and environmental factors which discriminate (intentionally or unintentionally) against disabled people and those perceived to have a disability, creating barriers to their equal participation in mainstream society.

DISCRIMINATION

To treat an individual or a group of individuals in a different way from others because of a protected characteristic. It usually refers to the treatment being less favourable, unfair or in some way detrimental.

DIVERSITY

Positively striving to meet the needs of different people and taking deliberate action to create environments where everyone feels respected and able to achieve their full potential.



E

EQUALITY

The state of being equal, especially in status, rights, or opportunities.

THE EQUALITY ACT 2010

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. The Act provides a legal framework to protect the rights of individuals and advance equality of opportunity for all.

EQUALITY POLICY

A statement of an organisation's commitment to the principle of equality of opportunity in the workplace or among its membership.

ETHNICITY

Belonging to a social group that has a commonality in cultural traits and traditions, or nation. Can have links to heritage, rituals, religion, and cuisines.



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GAY

Refers to a man who has a romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.

GENDER

Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.

GENDER IDENTITY

A person's innate sense of their own gender, whether male, female or something else (see non-binary below), which may or may not correspond to the sex assigned at birth.

GENDER REASSIGNMENT

The process of transitioning from one gender to another.

GYPSY

The term Gypsy refers to an ethnic group of Roma/Romani people, descending from North-Western India and who now have populations across the globe. The word 'Gypsy' originated in the 16th century and meant Egyptian, as it was believed Romanies were originally from Egypt.

The term Gypsy can be offensive to the both the Traveller and Roma/Romani community as it is often used as a racial slur.





HARASSMENT

Unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

HATE CRIME

Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender. (Metropolitan Police)

HOMOPHOBIA

The irrational fear and intolerance of, or aversion towards, people who are homosexual, or of homosexual feelings within one's self. This assumes that heterosexuality is superior.



INCLUSION

The creation and maintenance of an environment in which all individuals are treated fairly and respectfully and are provided with equal access to opportunities and resources and can contribute fully to the success of a team or organisation.

INDIRECT DISCRIMINATION

Occurs when there is a condition, rule, policy, or practice that applies to everyone but particularly disadvantages people who share a protected characteristic.

INSTITUTIONAL RACISM

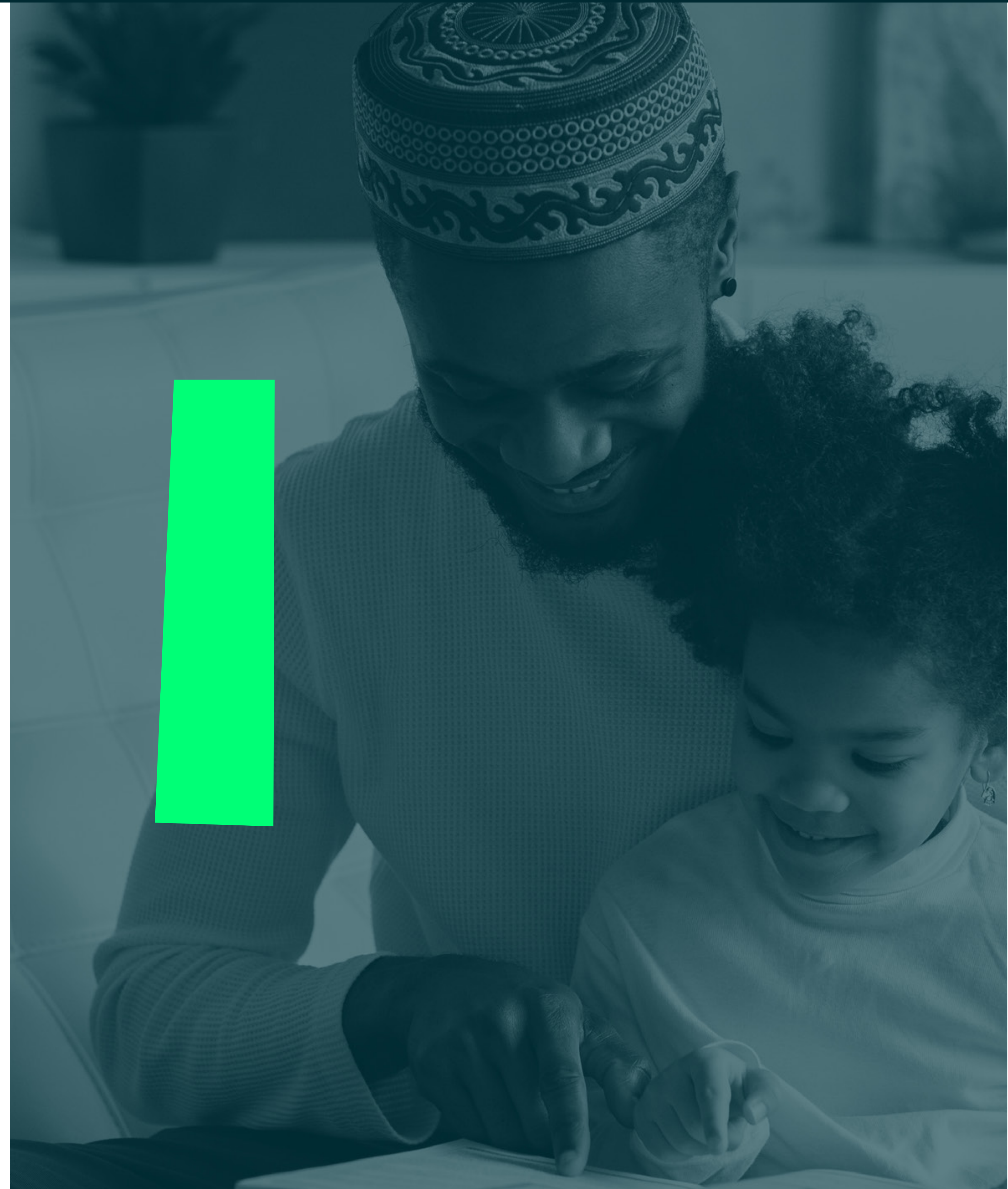
Institutions and organisations maintaining practices, procedures and values which perpetuate racism. This can be covert and hidden.

INTERSECTIONALITY

The interconnected nature of social categorisations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

ISLAMOPHOBIA

An unfounded hostility towards Muslims, and therefore fear or dislike of all or most Muslims.



L

LESBIAN

Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term.

LGBTQ+

The acronym for lesbian, gay, bi, trans, queer, questioning and ace (Stonewall).

MARRIAGE AND CIVIL PARTNERSHIP

In the Equality Act marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage and civil partnership can either be between a man and a woman, or between partners of the same sex. (Equality and Human Rights Commission).

MIGRANT

An umbrella term. There is no universally accepted definition for 'migrant'. The *International Organization for Migration* understands a migrant to be 'a person who moves away from his or her place of usual residence, whether within a country or across an international border, temporarily or permanently, and for a variety of reasons.'

MISOGYNY

Hatred, dislike, or ingrained prejudice against women. It is a form of sexism that keeps women at a lower social status than men, thus maintaining the societal roles of patriarchy.

MIXED RACE / MIXED HERITAGE / DUAL HERITAGE

These terms describe people who are of mixed ethnic origin.





N

NATIONALITY

The status or belonging of a certain nation.

NON-BINARY

An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.



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POSITIVE ACTION

Positive action refers to steps that an employer is permitted to take to lessen disadvantages or remove barriers and obstacles caused by someone possessing a protected characteristic.

POSITIVE DISCRIMINATION

Positive discrimination refers to giving preferential treatment to people with a protected characteristic rather than due to their suitability.

PREGNANCY AND MATERNITY

Pregnancy refers to being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

PREJUDICE

Preconceived opinions to form negative attitudes towards someone / groups of people, not based on actual experience.

PROTECTED CHARACTERISTIC

These are the grounds upon which discrimination is unlawful as per the Equality Act 2010. The characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.



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QUEER

Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBT community (racism, sizeism, ableism etc). Although some LGBT people view the word as a slur, it was reclaimed in the late 80s by the queer community who have embraced it.

RACE

A protected characteristic which refers to the social categorisation of the human race according to shared physical and social qualities, as well as cultural backgrounds.

RACISM

The belief that race accounts for differences in human character or ability and that a particular race is superior to others.

REFUGEE

A refugee is a person who has fled their own country because they are at risk of serious human rights violations and persecution there. Refugees have a right to international protection. (Amnesty International).

RELIGION

A personal set or institutionalized system of religious attitudes, beliefs, and practices.





SEX

The UK government defines sex as:

- referring to the biological aspects of an individual as determined by their anatomy, which is produced by their chromosomes, hormones and their interactions
- generally male or female
- something that is assigned at birth (www.ons.gov.uk)

SEXISM

Prejudice, discrimination or unwanted conduct based on sex or gender, especially against women and girls.

SEXUAL ORIENTATION

A person's sexual attraction to other people, or lack thereof.
Along with romantic orientation, this forms a person's orientation identity. (Stonewall)

STEREOTYPE

An exaggerated oversimplified belief about an entire group of people without regard for individual differences.

SYSTEMIC DISCRIMINATION

Systemic discrimination involves the procedures, routines and organisational culture of any organisation that, often without intent, contribute to less favourable outcomes for minority groups than for the majority of the population, from the organisation's policies, programmes, employment, and services.

TRANSGENDER [TRANS]

An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

TRANSPHOBIA

Transphobia has been defined by the Crown Prosecution Service as “the fear of or a dislike directed towards trans people, or a fear of or dislike directed towards their perceived lifestyle, culture or characteristics, whether or not any specific trans person has that lifestyle or characteristic. The dislike does not have to be so severe as hatred. It is enough that people do something or abstain from doing something because they do not like trans people.”

TRANSSEXUAL

This was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. This term is still used by some although many people prefer the term trans or transgender.

TRAVELLER

Traveller is an acceptable term to refer to Irish or Scottish Travellers, this being a different ethnic group to Roma/Romani people. However, ‘Traveller’ is sometimes used as an umbrella term for anyone who is from a Gypsy, Roma or Traveller background.





UNCONSCIOUS BIAS

This refers to the stereotyping of specific groups of people and, by extension, individuals from those groups, without the perpetrator being aware.

VICTIMISATION

Treating someone unfavourably because they have taken (or might be taking) action under the Equality Act or supporting somebody who is doing so.





XENOPHOBIA

Fear, hatred or prejudice against foreigners, people from different cultures, or strangers.