

Equality, Diversity and Inclusion Policy

This policy applies to all staff, workers, governors, agency temps, volunteers and visitors.

Commitment

Bootham values the diversity of its community because it believes this enriches employment, studying and learning experiences.

- We promote equality of opportunity for everyone
- We aim to create a workforce that's representative of our society
- We value all those associated with the school for their contribution and we celebrate diversity in all aspects of the school
- We want to create a genuinely inclusive workplace, where we embrace the similarities and differences of all
- We commit to training staff and about their rights and responsibilities under this policy.

Definitions

Equality: - Equality means fairness: we must ensure that individuals, or groups of individuals, are not treated less favourably because of their protected characteristics. Equality also means equality of opportunity: we must also ensure that those who may be disadvantaged can get the tools they need to access the same, fair opportunities as their peers.

Diversity is recognising, respecting and celebrating each other's differences. A diverse environment is one with a wide range of backgrounds and mindsets, which allows for an empowered culture of creativity and innovation.

Inclusion means creating an environment where everyone feels welcome and valued. An inclusive environment can only be created once we are more aware of our unconscious biases, and have learned how to manage them. The following are the **legal protected characteristics**, under The Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex

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- Sexual orientation

Discrimination on the grounds of any of these characteristics is illegal. Discrimination can take many forms including direct discrimination, indirect discrimination, bullying, harassment and victimisation.

Further definitions are provided at Appendix A

Responsibilities

Bootham recognises that all its staff, workers, governors, agency temps, volunteers, visitors and others associated with the School have a responsibility to ensure that their actions comply with both the requirements and the spirit of this policy. To help create an inclusive workplace all individuals are encouraged to:-

- Try to understand other peoples' points of view and help them understand yours
- Challenge or report it inappropriate behaviour
- Be aware of different cultures and customs, and respect the benefits that diversity can bring
- Respect the confidentiality others
- Deal with all in the Bootham community in an ethical and lawful way and with respect at all times
- Take responsibility for your own actions
- Look for solutions to problems and try to resolve issues constructively

Managers are responsible for:

- Ensuring that this policy is followed in relation to their role at Bootham
- Promoting a professional environment by being open and inclusive.
- Challenging behaviour or decisions that breach this policy.
- Taking accountability for the timely and appropriate action to address and resolve issues.

Bootham will take seriously complaints under this policy. Such complaints will be dealt with through the discipline and/or grievance policy and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

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Appendix A

This document is intended to provide as a starting point for individuals to establish a baseline understanding of key ED&I issues.

It is important to note however that ED&I terminology is often applied in a highly personalised way. For example, the language that one person identifies with and uses to describe themselves, may differ from the language another person uses. As such, it is important to remain respectful of individual preferences and not make assumptions about how a person chooses to self-identify.

It is also important to be mindful of trends in language and appreciate that, as our understanding and awareness of certain issues associated with ED&I change over time.

Advocate - someone who speaks up for themselves and others, e.g. a person who lobbies for equal pay for a specific group.

Affinity bias - relates to the tendency to connect with people who look and seem most like ourselves, this can result in us being more likely to ignore the negative traits of people we like and instead focus on the faults of those people we do not like. Also see the 'Unconscious Bias' definition.

Agency - is the capacity of a person or group of people to act independently or to make choices. It refers to their power to choose to act in a particular way, and to carry out their chosen action.

Ally - a person who uses their privilege to support and advocate for others who may be under-represented or discriminated against, in order to create an inclusive environment.

Attainment or Awarding gap - a term used to describe a persistent trend in the educational system in which certain groups achieve or are awarded greater academic success as opposed to other groups.

Care leaver - as described by the Care Leavers Association: "Any adult who spent time in care as a child (i.e. under the age of 18). Such care could be in foster care, residential care (mainly children's homes), or other arrangements outside the immediate or extended family."

Carer and Caring responsibility - a carer is a person who has total or substantial responsibility for providing help and support to another person. This could be a partner, a parent, a child, other relative, friend or neighbour. This might be due to a number of factors such as age, physical or mental illness, learning difference, addiction or disability. A carer can be an adult, child or young person.

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Cognitive diversity - relates to the different perspectives, ways of thinking and different skill sets that people from different backgrounds and diverse experiences have. In an ED&I context, it is often used to emphasise the benefits of including different people either in a conversation or team activity so as to provide a variety of different perspectives, ways of thinking and ideas.

Content warnings and Trigger warnings - a content warning, often abbreviated to 'CW', is either a written or verbal statement made at the beginning of a video, talk or other form of presentation that includes material that makes reference to topics such as sexual abuse, self-harm, violence, eating disorders, racial abuse etc, and this may take the form of an image, video clip, audio clip or a piece of text, which is part of the overall material. A content warning is similar to a 'trigger warning' and the two are often used interchangeably. However a content warning refers to material that is often known in advance, such as a lecture about domestic violence, which is likely to be upsetting for some people. Whereas a trigger warning, which can be issued in much the same way (prior to the start of a video, talk or presentation) is used to warn people about material that is not central to the overall content, but which may still have the effect of triggering an individual who has experienced some form of trauma. This may for instance occur as an unplanned, subtle or singular reference to a particular subject, rather than as a significant theme running throughout the material. Therefore the catalyst for a trigger warning may itself not appear frightening or traumatic and may only be indirectly or superficially reminiscent of an earlier traumatic event, but it may nevertheless have the effect of triggering an individual's trauma.

Dignity - a value owed to all humans, to be treated with respect.

Diversity - recognising that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected and valued.

Equal opportunities - Equal opportunities, or equality of opportunity, may be defined as ensuring that everyone is entitled to freedom from discrimination, where individuals have an equal opportunity to fulfil their potential and accessing opportunities. The term 'equal opportunities' has mostly been replaced by 'equality, diversity and inclusion' in recent years.

Equality - Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents, and believing that no one should have poorer life chances because of where, what or whom they were born, or because of other characteristics. Equality recognises that certain groups of people with particular characteristics e.g. those of a certain race, disabled people, women, gay and lesbian people etc, have and continue to experience discrimination.

Equality Act 2010 - the Equality Act 2010 came into effect on 1 October 2010 and legally protects people in the UK from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws, amalgamating them within a

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single Act, bringing together various pieces of equality legislation, such as the Disability Discrimination Act 1995; making the law easier to understand and strengthening protection in some situations, particularly under the nine protected characteristics.

Equity - Equity relates to the proposition that individuals should be provided with the resources they need to have access to the same opportunities as the general population. Where 'equality' sometimes indicates uniformity and the even distribution of resources among all people, 'equity' tends to represent the distribution of resources in such a way as to meet the specific needs of individuals by acknowledging that some groups and individuals require more or less resources in order to access the same opportunities as other people and groups. Treating everyone equally does not necessarily lead to equality, rather equal treatment often perpetuates existing hierarchies.

Glass ceiling - is a term used to refer to the barriers, either real or perceived, that prevent a given group from rising beyond a certain level in a hierarchy, for example via promotions and hiring processes. This term is often applied to either minority or marginalised groups but is also used when referring to issues faced by women in the workplace and society at large.

Human rights - Human rights are the basic rights and freedoms to which all humans are entitled. They ensure people can live freely and that they are able to flourish, reach their potential and participate in society. They help to ensure that people are treated fairly and with dignity and respect. An individual has human rights by virtue of them being a human and they cannot be taken away.

Identity - relates to the characteristics and qualities of a person, considered collectively, and regarded as essential to that person's self-awareness. An important dimension of an individual's identity is their relation to a collective group identity, which is often socially realised and socially constructed. This means that a generalised view of an individual's identity, based on their perceived association with a group, may be formed and may lead to harmful stereotypes, disadvantages and discrimination.

Inclusion - concerns the active creation of a learning, working and social environment that is welcoming, which recognises and celebrates difference and is reflected in structures, practices and attitudes.

Inclusive language - refers to non-sexist language or language that "includes" all persons in its references. For example, the statement "a writer needs to proofread his work" excludes women due to the masculine reference of the pronoun. Likewise, "a nurse must disinfect her hands" excludes men and perpetuates the stereotype that all nurses are women. Therefore, unless you are referring to a specific person it is better to use language that is inclusive of all. This is especially important in policies and procedures. Also see the 'Gender neutral' definition.

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Intersectionality - the theory of intersectionality was originally coined by Kimberlé Crenshaw, an American civil rights activist, and was used to describe the specific inequalities faced by African-American women. The term is now used more broadly to refer to the idea that an individual's identity consists of various biological, social and cultural factors, including their race, ethnicity, gender, religion and sexual orientation etc, and that each of these contributes to their overall identity and to who they are as an individual. As such, it is important to note that a single person may experience multiple forms of discrimination and systematic social inequality as a result of belonging to more than one social category simultaneously. It may also mean that they experience either privileges or disadvantages on the basis of differing aspects of their identity, and they may experience barriers or even be excluded from one particular group as an indirect result of their identification with another. Also see the 'Lived experience' definition.

Liberation - is a term applied to forms of activism that oppose and fight against the oppression of marginalised groups. It refers to freedom from all forms of oppression in every aspect and every level of society and concerns more than tweaking the existing systems to establish better practices, it is centred around dismantling structural and interlocking systems of oppression.

Lived experience - refers to the unique knowledge an individual gains through direct, first-hand experience of living their life while identifying with one or more protected characteristic, such as race, religion or sexual orientation etc. Lived experience refers to a person's understanding of what life is like for them as a unique individual, how they are treated by others and their experience of navigating the systems and processes that are embedded into the society around them.

In an ED&I context, lived experience also refers to the different forms of direct and/or indirect discrimination that an individual may face due to their actual or perceived association with a particular group or protected characteristic. The discrimination that individuals face is unique to them and may be impacted by the intersection of other aspects of their identity as they identify with multiple protected characteristics. Also see the 'Intersectionality' definition.

(Equality) Monitoring - this is one of the ways that the School is able to find out more and build an accurate picture of the diverse composition of our staff community, so that it may create policies, procedures and sources of support that directly benefit and respond to the needs of individuals and groups.

Performative - in relation to ED&I, performative activism is a negative term that refers to an individual or an organisation's activist work in such a way as to suggest that the motives behind such efforts are for the purpose of appearing more inclusive or progressive, rather than resulting from a sincere devotion to a particular cause or goal. It may be the case that as a result of performative activism real and lasting change is achieved via tangible action that is taken;

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however, performative relates to a critique of the motivation behind action and not necessarily the end result. Also see the 'Tokenism' definition.

Positive Action - unlike positive discrimination (see below), positive action is lawful action that seeks to overcome or minimise disadvantages that people who share a protected characteristic have experienced, or to meet their different requirements (e.g. providing mentoring to encourage staff from under-represented groups to apply for promotion).

Making reasonable adjustments is another example of a positive action and where taking specific action, such as installing a wheelchair ramp, with a particular group in mind (i.e. wheelchair users) is required by law. It is worth noting that in the example of the wheelchair ramp, this adjustment does not provide wheelchair users with an advantage over non-wheelchair users, it merely provides the same level of access to a group of people who would otherwise be at a disadvantage and thus takes into account the needs of one particular group.

Positive Discrimination - unlike positive action (see above), positive discrimination refers to treating an individual or group with a protected characteristic more favourably in order to counteract the effects of past discrimination in such a way that is considered unlawful. An example of this may be promoting or recruiting an individual on the basis of a protected characteristic that they hold, despite them having failed to demonstrate that they are qualified to perform the role. As with the use of positive or inclusive statements in recruitment processes, it is lawful to encourage more individuals from a particular underrepresented group to apply for a vacancy, however it is unlawful to appoint an individual on the basis of their protected characteristic alone, without them meeting the criteria for the role.

Protected characteristic - is a term used in the Equality Act 2010 to describe the characteristics that people have in relation to which they are protected against discrimination and harassment. Under the Act, there are nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

Respect - refers to taking into account the views and desires of others in how you treat people.

Tokenism - Tokenism is the practice of making only superficial or symbolic gestures to appear inclusive of members of underrepresented or minoritised groups. For instance, by recruiting people from minority ethnic groups an organisation may attempt to give the appearance of racial integration or balance within a workforce, but may make no further efforts to invest additional resources into exploring the root cause of such imbalance, or to improving the experiences of minority groups once they are part of the workforce. Also see the 'Performative' definition.

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Unconscious Bias - refers to the unconscious associations and beliefs that are said to form outside of our own conscious awareness, which lead to positive or negative inclinations towards or against other people, groups or communities.

Unconscious biases can lead to stereotyping and interfere with impartial judgement and decision-making and have been shown to influence recruitment and selection decisions, as people tend to form positive associations for those who are like them, which leads to more negative outcomes for those people who are not like them. Also see the 'Affinity bias' definition.

Although there is a lot of debate around the effectiveness of unconscious bias training, the purpose is to help people recognise when they are making a decision based on an unconscious belief or assumption, and to help people develop practical tools to mitigate the negative impact that a bias may have upon decision-making in the moment.

Underrepresented groups - refers to groups of people who are insufficiently or inadequately represented, relative to their representation in broader society. People within these groups may be subject to barriers and forms of discrimination.

Woke - Woke is a term defined by the Oxford English Dictionary as a person being "alert to injustice in society, especially racism".

Harassment, bullying, discrimination, hate crime and sexual violence

Antisemitism - Antisemitism is discrimination, prejudice or malicious acts against individuals, communities or organisations because of their Jewish identity or heritage. An act of Antisemitism may be considered a hate incident or a hate crime.

Bigotry - refers to an intolerance towards those who hold different opinions to you, and particularly what might be considered as an unreasonable or irrational attachment to negative stereotypes and prejudices about other individuals and groups.

Body positivity - refers to a social movement created to empower individuals no matter their physical weight, shape or size. It exists in opposition to the ways in which society often presents and views the 'ideal' physical body, along with the expectations that are placed on both men and women to adhere to such body types. Body positivity places a greater emphasis on the individual as a whole, celebrating the diversity and uniqueness of all body types and encouraging people to appreciate what they have and who they are, rather than striving for a particular body shape or size that may be either unattainable, not preferable or linked to unhealthy diet and lifestyle choices.

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Body shaming - this refers to the act of humiliating someone by making mocking or critical remarks based on the shape, size, or appearance of their body. This can be in the form of overt insults, jokes and/or subtle comments that have the effect of incrementally chipping away at someone's confidence and self esteem, often leading to someone feeling ashamed of their body type. Some related terms are 'sizeism', 'fatphobia' and 'lookism'.

Bullying - Bullying may be broadly defined as behaviour which is: usually persistent, unwarranted and unwelcome, offensive, intimidating, humiliating, malicious or insulting. It undermines another person's confidence, reducing feelings of self-esteem and self-worth.

Bystander - a bystander or an 'active' bystander is a person who witnesses prejudice or discrimination against another person and who has the opportunity to take action by challenging the behaviour.

Classism - refers to biased attitudes and beliefs that result in negative treatment toward people and groups, based on their social class or perceived social class. Classism is the systematic oppression of subordinated class groups and can also be expressed as public policy or institutional practice that prevents individuals from overcoming poverty, causes social injustice or results in a lack of opportunities related to such things as education and housing.

Cyber bullying - is a form of bullying which takes place online including via social networking sites, messaging apps, gaming sites and chat rooms. It involves sending offensive, hostile, rude, insulting or threatening messages or sending fake information about another person that is damaging and untrue.

Discrimination - Discrimination is when someone is treated unfairly, in relation to a protected characteristic, in one or more of the following ways:

- **Direct discrimination** refers to discrimination because of a person's protected characteristic.
- **Indirect discrimination** occurs when a provision, criterion or practice is applied in the same way for everyone but creates disproportionate disadvantage for a person with a protected characteristic as compared to those who do not share that characteristic.
- **Discrimination by perception** occurs due to the belief that someone has a protected characteristic, whether or not they do have it.
- **Discrimination by association** occurs against a person who does not have a protected characteristic but is discriminated against because of their association with someone who does.

Also see the 'Harassment', 'Bullying' and 'Victimisation' definitions.

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Fatphobia - refers to a fear or dislike of fat or people who are perceived to be overweight, often leading to harassment and discrimination of individuals and groups. Fatphobia is considered as a structural issue as it manifests in denial of access to certain facilities and services, including healthcare, social stigmatisation and the normalising of bullying and hatred. Some related terms are 'sizeism', 'body-shaming' and 'lookism'.

Gaslighting - this can be described as a form of psychological manipulation in which a person or group either consciously or unconsciously sow seeds of doubt in an individual or group, making them question their own memory, judgment or interpretation of a particular event. This often refers to a situation where someone minimises or denies the impact of a particular offensive comment or behaviour that someone else has been the victim of. The term gaslighting is often used in reference to liberation and activism work, but is also associated with forms of domestic abuse.

Harassment - harassment is unwanted behaviour relating to a protected characteristic that has the purpose or effect of violating someone's dignity or which creates an intimidating, hostile, degrading, humiliating or offensive environment.

Harassment may occur where an individual or group is targeted on the grounds of:

- an actual protected characteristic, for example, a disabled person,
- a perceived protected characteristic, for example, a manager decides not to support the advancement of a member of staff because they believe they have a disability,
- a person who is linked to one of the protected characteristics via association,

Harassment may be a single event, sporadic events or a continuing pattern, and can include behaviour via any means including verbal, non-verbal, physical, written or by means of electronic communication including social media.

Harassment (or bullying) may not be deliberate or intentional. In some cases the person being accused of the harassment may be unaware that their behaviour is having a detrimental impact on another person, has caused offence or has been interpreted in a particular way.

Hate incidents - Hate incidents are instances of bullying or harassment, which appear to an individual, group or anyone else to be based on prejudice, based on race, religion, sexual orientation, disability or transgender identity. Examples of hate incidents are verbal abuse, intimidation, abusive phone calls, online abuse, graffiti or threats of violence. Where there is an overlap with criminal law, a hate incident may also be a criminal offence and if so, is referred to as a hate crime.

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Hate crimes - hate crimes denote criminal acts such as assault, harassment, sexual offences, criminal damage and hate mail, which are perceived to be motivated by hostility or prejudice that is based on race, religion, sexual orientation, disability or transgender identity.

Hate speech - hate speech, which differs from verbal abuse, is a subset of a hate crime and is described as using 'threatening, abusive or insulting words or behaviours, or displaying writing, signs or other visual representations that causes or is likely to cause another person harassment, alarm or distress' and which may be deemed a criminal offence.

Implicit Bias - refers to negative associations expressed automatically by people and which affect a person's attitudes and actions towards other individuals, therefore creating real-world implications for others. Also see the 'Unconscious Bias' definition.

Islamophobia - is discrimination, prejudice or malicious acts against individuals, communities or organisations because of their Muslim identity or association. An act of Islamophobia may be considered a hate incident or a hate crime.

Lad Culture - lad culture is a term associated with toxic masculine behaviours that are commonly - but not exclusively - linked to excessive alcohol consumption, male chauvinism, sexual harassment and violence towards others. Lad culture is a UK-specific term, but the attitudes and behaviours associated with it - including sexism, sexual harassment and violence - are not UK-specific.

Lookism - is discrimination or prejudice based on an individual's physical appearance, for instance when they are considered to be physically unattractive and may be treated unfavourably as a result of this perception. Some related terms are 'sizeism', 'body-shaming' and 'fatphobia'.

Marginalised - is a term used to describe communities that may have societal disadvantages placed upon them, often based on their identity or social class. People may belong to more than one marginalised community due to their intersectional identity.

Microaggressions or Microincivilities or Microinvalidations - these represent daily verbal and non-verbal indignities that occur in the form of subtle insults or demeaning comments, whether intentional or unintentional, that amount to a form of abuse.

Microaggressions are often, but not always, associated with racial abuse and have been described in the following way:

Microaggressions provoke distress because they dismiss a person of colour, leading to isolation, perplexity and a lack of belief in oneself. They are subtle forms of racism and more challenging and difficult to identify

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because they operate against the typical understanding of racism as something that is easily identifiable and blatant. As such, the vague nature of subtle racism makes it less recognisable and more insidious.

Oppression - refers to the systemic and pervasive nature of social inequality woven throughout institutions as well as embedded within individual consciousness. Oppression fuses institutional and systemic discrimination, personal bias, bigotry and social prejudice in a complex web of relationships and structures that saturate most aspects of life in our society. Oppression also signifies a hierarchical relationship in which dominant or privileged groups benefit, often in unconscious ways, from the disempowerment of subordinated or targeted groups.

Othering - is language or behaviour that implies or openly refers to a separation between individuals and among particular groups. 'Othering' is a process of power play, whereby one individual or group establishes themselves and their attributes as 'normal', and in doing so distances themselves from those they perceive to be different. This can expose individuals or groups to stereotypes and discrimination, and often reduces people to little more than generalised collective identities that fails to account for nuance and an individual's specific identity. Those making the distinctions often do so with the purpose of asserting their superiority over the 'other' group.

Power - in an ED&I context, power refers to the ability to control, coerce or influence other people and groups via the means of another person's individual privilege. Examples of individual privilege and social mechanisms through which power operates are said to be: wealth, citizenship, patriarchy, heterosexism and education.

Prejudice - refers to judging, perpetuating stereotypes or making assumptions about people without knowing them as individuals. Prejudice is often undertaken on the basis of what an individual looks like or what group they belong to.

Privilege - often used in the context of 'white privilege', privilege refers to the unearned social power (set of advantages, entitlements and benefits) afforded by the formal and informal institutions and structures of a society to the members of a dominant group. Privilege tends to be invisible to those who possess it, because its absence (lack of privilege) is what calls attention to it. For example, men are less likely to notice or acknowledge a difference in advantage because they do not live the life of a woman, who is more likely to experience sexism; white people are less likely to notice or acknowledge racism because they do not live the life of a person of color, who is more likely to experience racism; heterosexual or straight people are less likely to notice or acknowledge heterosexism because they do not live the life of a gay/lesbian/bisexual person who may experience homophobia etc. It is worth noting that a person may possess privilege as a result of one aspect of their identity e.g. the colour of their skin, while lacking privilege and therefore being more likely to experience discrimination as a result of their gender identity (for example).

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Rape - In England and Wales, the legal definition of rape is when someone intentionally penetrates the vagina, anus or mouth of another person with their penis, without the other person's consent. The act may be carried out by physical force, coercion, abuse of authority or against a person who is incapable of giving valid consent, such as one who is unconscious, incapacitated or is below the legal age of consent.

Rape is a form of sexual assault, but not all sexual assault is defined as rape. Many people have experiences of sexual assault or sexual abuse that do not fit the legal definition of rape. However, it is important to note that this does not mean their experience is less traumatic or not 'as bad'.

Revenge porn - Revenge porn is a term to describe the non-consensual distribution of nude or sexual images via mobile phones or the internet (typically by a former sexual partner). 'Revenge porn' is a form of image-based sexual abuse.

This term includes creating, disclosing or threatening to disclose nude, sexual or sexually explicit photographs, films or messages without consent and with intent to cause distress. The perpetrator may be a partner, an ex-partner, a friend, family member, acquaintance, colleague or a stranger.

The offence applies both online and offline and to images which are shared electronically or in a more traditional way, including the uploading of images onto the internet, sharing by text message and email, or showing someone a physical or electronic image.

Sexual assault - Sexual assault is a criminal offence and is defined under section 3 of the Sexual Offences Act 2003. The offence can be committed by any individual and is physical assault of a sexual nature involving intentional touching without consent where the touching is sexual.

Sexual consent - refers to when a person chooses to engage in sexual activity. Examples of when someone may not be able to give their consent include if they are being threatened, asleep, drunk and a variety of other reasons.

Sexual harassment - Sexual harassment is defined as an incident where a person engages in unwanted conduct of a sexualised nature that has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. This can include making sexual comments or unwanted sexual advances.

Sexual offence - is a term used to describe sexual acts which are criminal offences that can be reported to the police, such as sexual assault or rape. This can also be described as an unwanted sexual act. 'Sexual offence' is more widely used if the act is reported to the police.

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Sexual violence - is a non-legal term that is used as an umbrella term to refer to all incidents of unwanted sexual activity and acts, including sexual harassment, sexual assault and rape.

Sizeism - is the mistreatment of or discrimination against people based on their perceived (or self-perceived) body size or shape. Some related terms are 'fatphobia', 'body-shaming' and 'lookism'.

Slut shaming - is when someone uses derogatory names and makes comments to make another person feel guilty or ashamed about their (supposed) sexual activities and encounters.

Stalking - is unwanted and/or repeated surveillance by an individual or group toward another person. Stalking behaviours are interrelated to harassment and intimidation and may include following the victim in person or monitoring them.

Stalking could involve someone you know such as an ex partner or a person you were friends with, or it might be a stranger. If it's someone you know, or knew, it doesn't mean that it's your fault; it's still stalking and it's an offence.

Stalking may include:

- regularly following someone
- repeatedly going uninvited to their home
- checking someone's internet use, email or other electronic communication
- hanging around somewhere they know the person often visits
- interfering with their property
- watching or spying on someone
- identity theft (signing-up to services, buying things in someone's name)

It's stalking if the unwanted behaviour has happened more than once.

Stereotypes - this refers to having a fixed mental impression of particular groups or individuals, for instance believing that all people who belong to a certain group are the same and labelling them in the same way, e.g. all young people who wear hoodies are thugs and all effeminate men are gay.

Tone Policing - refers to an instance where someone may, as part of an argument or discussion, focus primarily on the emotions expressed or displayed by another person rather than what they are saying. This is used as a tactic to silence the other person and deflect from the message they are attempting to convey.

Victim blaming - is when the victim of an offence is held responsible or partly responsible for what happened to them.

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Victimisation - victimisation is defined as treating someone less favourably because they have taken or intend to take action under a particular policy or procedure, or because they are supporting someone else who is taking action.

Voyeurism - involves a person observing or recording, for their sexual gratification, another person engaging in a private act.

Xenophobia - is used in reference to hatred or fear of foreigners/strangers or of their politics or culture.

Age

Adultism - refers to prejudiced thought or discriminatory action against young people, in favour of an older person.

Age - Age is one of the nine protected characteristics included within the Equality Act 2010. Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18-30 year olds).

Ageism or age discrimination - Ageism or age discrimination occurs when a person is treated less favourably because of their age and particularly affects young and older people. You can be discriminated against because of your age, or because you are in a specific age group.

Whilst ageism is often perceived as being less harmful than other forms of discrimination, normalising and reinforcing ageist attitudes manifests in discriminatory practices in everyday life that impact upon the health and wellbeing of older people in many different ways, both limiting their opportunities for employment and access to health care.

When speaking or writing about older people, for example, it is best practice to use terms that are precise and accurate. The term older adult(s) or older person/people is respectful and should be the standard if there is a clear need to reference the age of someone. Terms such as “Old person/people”; “Old Age Pensioner (OAP)”; “elderly” or “geriatric” are all terms that should not be used when referring to older people, as they help to perpetuate harmful, inaccurate stereotypes that associate ageing with frailty, vulnerability and the idea of becoming a burden to society.

Young - the definition of ‘young’ or a ‘young person’ changes over time and depending on the context or service responsibilities; therefore, it could mean children of school age and younger, or people under 25, who are generally considered to be ‘young adults’.

Disability

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Ableism - refers to the individual and social discrimination faced by disabled people. It is rooted in a social prejudice that assumes people who are not disabled are superior and more valid than those who are. At its heart, ableism defines individuals by their disability and medicalises them, taking the position that they are deficient, incomplete or require 'fixing' in some way as a result of them being disabled. Like racism and sexism, ableism classifies entire groups of people as 'less than', enabling harmful stereotypes, misconceptions and generalisations to form, while seeking to limit the ability and agency of disabled people.

Ableism can take the form of overt acts of disability discrimination, however it is often more subtle and discreet, working to form the basis of how a society and culture is structured. From the design of buildings, to the development of policies and even to the everyday use of language; an ableist culture is said to de-emphasise disabled people and presents those who are not disabled as the typical or 'ideal' human.

Access to Work - is a publicly funded employment support programme that aims to help more disabled people start or stay in work. It can provide practical and financial support if someone is disabled or has a long-term physical or mental health condition. For more information see the available guidance on [Gov.uk](https://www.gov.uk).

Accessibility - refers to the extent to which a service or facility is readily approachable and usable by disabled individuals, such as self-opening doors, elevators for upper levels, or raised lettering on signs.

Accessible toilets - previously referred to as 'disabled toilets', an accessible toilet is a toilet that is designed to accommodate disabled people and/or people with health conditions. They often allow for wheelchair access, increased privacy and several other facilities that help to accommodate specific requirements. Also see the 'Changing Places Toilet' definition.

Acquired brain injury - Acquired brain injury (ABI) is the result of damage to the brain. The impact of ABI can be temporary or permanent and can affect people physically and/or emotionally. It can also affect their behaviour and ability to carry out tasks and process information. People with ABI may experience tiredness or lack of stamina, and might also find it difficult to concentrate.

Anxiety disorders and stress - anxiety covers a range of phobias and disorders. Anxiety and stress are things that most people experience but for some people coping with anxiety and stress can become extremely difficult and may lead to panic attacks. There are lots of types of anxiety disorders, some of the most common ones are:

- Social phobias
- Agoraphobia
- Obsessive-compulsive disorder

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- Health anxiety (hypochondria)
- Generalised anxiety disorder
- Post traumatic stress disorder.

It is important to note that, as with many health conditions, the impact of a particular health condition on the day-to-day life of one person may be managed or reduced to the extent that their symptoms are minimised, perhaps via the use of medication, therapy or pain relief. While for another person with the same condition, it may have a significant and long-term adverse effect on their ability to carry out normal day-to-day activities, and as such that person would be considered as disabled, for the purposes of the Equality Act 2010.

Also, see the 'Disability' definition for more information.

Arthritis - Arthritis is a condition that includes inflammatory and non-inflammatory diseases that affect the body's joints and connective tissue. Tendons, cartilage, blood vessels, and internal organs are also often affected. There are more than 100 different types of arthritis, but two of the more common are osteoarthritis and rheumatoid. Pain and swelling are often associated with arthritis.

It is important to note that, as with many health conditions, the impact on the day-to-day life of one person may be managed or reduced to the extent that their symptoms are minimised, perhaps via the use of medication, therapy or pain relief. While for another person with the same condition, it may have a significant and long-term adverse effect on their ability to carry out normal day-to-day activities, and as such that person would be considered as disabled, for the purposes of the Equality Act 2010.

Also, see the 'Disability' definition for more information.

Autism Spectrum Condition - Autism Spectrum Condition (ASC) is a lifelong neurological difference that affects around 700,000 people in the UK. It includes autism as well as conditions previously described as Asperger's Syndrome or High Functioning Autism, and it can affect a person's perception, communication and social interaction. Most people with ASC share some challenges, which may include processing language or managing complex and intense social situations, but characteristics of ASC will vary from one person to another.

Bipolar disorder - Bipolar disorder, formerly known as manic depression, is a severe mental illness characterised by mood swings between mania (highs) and depression (lows).

As with many health conditions, the impact on the day-to-day life of one person may be managed or reduced to the extent that their symptoms are minimised, perhaps via the use of medication, therapy or pain relief. While for another person with the same condition, it may have a significant and long-term adverse effect on

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their ability to carry out normal day-to-day activities, and as such that person would be considered as disabled, for the purposes of the Equality Act 2010.

Also, see the 'Disability' definition for more information.

British Sign Language (BSL) - is a sign language used in the United Kingdom and is often either the first or preferred language of some D/deaf people in the UK. BSL interpreters are people who assist D/deaf people by using sign language to communicate what is being verbalised during a talk or meeting (for example); as well as interpreting what the individual wishes to say and verbalising it on their behalf.

Changing Places Toilet - are specialised facilities with additional equipment that are used to assist people with specific requirements. They are different to accessible toilets as they are designed for individuals with profound and multiple learning disabilities, as well as people with other physical disabilities such as spinal injuries, muscular dystrophy and those with multiple sclerosis, who often need extra equipment and space to allow them to use the toilets safely and comfortably.

Chronic fatigue syndrome (CFS) - CFS is a long-term illness with a wide range of symptoms. The most common symptom is extreme tiredness, which varies in terms of its impact on an individual's day-to-day life, but can lead to a person being unable to walk even short distances. CFS is also known as ME, which stands for myalgic encephalomyelitis. Many people refer to the condition as CFS/ME. CFS/ME can affect anyone, including children. It's more common in women and tends to develop between a person's mid-20s and mid-40s.

It is important to note that, as with many health conditions, the impact on the day-to-day life of one person may be managed or reduced to the extent that their symptoms are minimised, perhaps via the use of medication, therapy or pain relief. While for another person with the same condition, it may have a significant and long-term adverse effect on their ability to carry out normal day-to-day activities, and as such that person would be considered as disabled, for the purposes of the Equality Act 2010.

Also, see the 'Disability' definition for more information.

Chronic pain - Chronic pain is pain that lasts longer than three months. It's severity can vary from mild to excruciating and can be continuous or sporadic. It can be caused by another condition such as arthritis or diabetes nerve pain, but is often an illness in its own right.

D/deaf and deafness - refers to having total or profound hearing loss. While the term 'hearing loss' refers to a reduced ability to hear sounds, deafness relates to when a person cannot understand speech through hearing, even when sound is amplified. The term 'profound deafness' can be used to refer to a total lack of

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hearing. An individual with profound deafness is unable to detect sound at all and a diagnosis of profound deafness is at the end of the hearing spectrum.

Note that it is considered impolite to refer to someone with hearing loss or who is D/deaf as having a 'hearing impairment', it is instead better to use 'hard-of-hearing'.

The term D/deaf is used throughout higher education and research to describe individuals who are either Deaf (sign language users) or deaf (people who are hard-of-hearing but who have English as their first language and may lipread and/or use hearing aids).

We use Deaf with a capital D to refer to people who have been Deaf all their lives, or since before they started to learn to talk. It is an important distinction, because Deaf people tend to communicate in sign language as their first language.

Dementia - Dementia is not one thing, it includes symptoms such as memory loss, difficulties with thinking, problem solving and language. It can be caused by diseases such as Alzheimer's or by a series of strokes.

There are many types of dementia, some of the more common are:

- Alzheimer's disease
- Vascular dementia
- Dementia with Lewy bodies
- Fronto-temporal dementia
- Creutzfeldt-Jakob disease
- Korsakoff's syndrome
- HIV-related cognitive impairment
- Mild cognitive impairment.

Depression - Depression is a common condition. Between 8 and 12 percent of people will experience it in any one year. It is characterised by a low mood and other symptoms, such as anxiety, which last for at least two weeks. Some people may become depressed just once and recover quickly, for others it can last much longer, recur and require treatment. For many people depression can be a permanent condition.

Disability - under section 6 of the Equality Act 2010, Disability is defined in the following way: "A person has a disability if they have a physical or mental impairment, and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities."

An impairment is considered to have a long-term effect if:

- it has lasted for at least 12 months

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- it is likely to last for at least 12 months, or
- it is likely to last for the rest of the life of the person

The Equality Act considers a diagnosis of health conditions such as cancer, HIV and MS as a disability and an individual does not have to have symptoms or consider themselves as disabled by their condition to be protected under the Equality Act 2010.

People who were previously disabled are also protected against discrimination, harassment and victimisation. This may be particularly relevant for people with fluctuating and/or recurring impairments/health conditions.

There are several other health conditions or impairments, which may or may not result in a person being classified as disabled under the Equality Act 2010.

As per the social model of disability, disability is said to result from the interaction between persons with impairments and the attitudinal and environmental barriers that hinder their full and effective participation in society on an equal basis with others. For more information on this see the ‘Social vs Medical model of disability’ definition.

Acquiring disability - a disability can be:

- Related to conditions that are present at birth and may affect functions later in life. This can include memory, learning and understanding, mobility, vision, hearing, behaviour and other areas.
- Associated with developmental conditions that become apparent during childhood (for example, autism spectrum disorder and attention-deficit/hyperactivity disorder or ADHD).
- Related to an injury or illness (for example, traumatic brain injury or spinal cord injury).
- Associated with a longstanding condition (for example, diabetes), which can cause a disability such as sight loss, nerve damage, or limb loss.

Disability justice - refers to an intersectional framework or approach that examines disableism and ableism as it relates to other forms of oppression that disabled people may face, depending on their other identities, such as race, gender, sexual orientation etc.

Disabled person and disabled people - the term “disabled person” rather than “person with a disability” is often the preferred terminology used by disabled people. This is because ‘disability’ is not a description of a personal characteristic. A disabled person is not a ‘person with a disability’ as the person does not own the disability in the way that you might be ‘a person with brown hair’, a person is instead ‘dis-abled’ by the barriers they encounter in their external environment.

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Consequently, the opposite of 'disabled' is not 'able-bodied' or 'abled', but 'non-disabled' or 'enabled'.

For more on this see the 'People-first language or person-first language (PFL)' definition as well as the 'Social vs Medical model of disability' definition.

Disability Pride - refers both to an individual's expression of confidence in and celebration of their physical and/or mental health difference and the community to which they belong. It also refers to the Disability Pride Parades and awareness raising events that are held annually, which seek to change the way people think about and define disability, with the goal of ending the stigma associated with disability.

Disableism - Disableism is discrimination, oppression or malicious acts towards individuals with a physical, learning and mental health disability. An act of disableism may be considered a hate incident or a hate crime.

Disablism isn't always easy to spot and in many cases, people do not realise that it exists. Disablism is first and foremost about people's attitudes, it does not only refer to consciously discriminatory behaviour, but also to the way that people unconsciously relate to disabled people. Also see the 'Ableism' definition.

Dyslexia - Dyslexia can be described as difficulties in processing written language. These difficulties often do not reflect an individual's cognitive abilities and may not be typical of performance in other areas. Dyslexia is often under-diagnosed and it is a neurological difference affecting perception, and with the right adjustments its effects can be minimised. It is not related to intellect and should not be connected to intellectual capacity in any way.

As with many neurological differences the impact on the day-to-day life of one person may be managed or reduced to the extent that the effects are minimised, while for another person with the same condition, it may have a significant and long-term adverse effect on their ability to carry out normal day-to-day activities, and as such that person would be considered as disabled, for the purposes of the Equality Act 2010.

Also, see the 'Disability' definition for more information.

Dyspraxia - Dyspraxia is a form of developmental coordination disorder. It is a common condition affecting fine and/or gross motor coordination, in children and adults. Approximately seven to ten percent of the general population are affected by dyspraxia. A person with dyspraxia may have a lack of manual dexterity, difficulty with typing, handwriting and drawing, difficulty with dressing and grooming activities or poor balance and a 'clumsy' gait.

As with many neurological differences the impact on the day-to-day life of one person may be managed or reduced to the extent that the effects are minimised,

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while for another person with the same condition, it may have a significant and long-term adverse effect on their ability to carry out normal day-to-day activities, and as such that person would be considered as disabled, for the purposes of the Equality Act 2010.

Also, see the 'Disability' definition for more information.

E-Accessibility - refers to the use of online or electronic information and communication technologies such as websites or electronic materials like PowerPoint slides or documents etc, and the need to develop such resources so that disabled people can access the information whatever their individual needs might be.

Epilepsy - Epilepsy is a neurological condition where an abnormal electrical activity happens in the brain causing seizures - also known as fits. What people experience during a seizure depends on where the epileptic activity takes place in the brain. About one in 20 people with epilepsy will be affected by flashing lights and most will not be affected negatively by using a computer screen.

It is important to note that, as with many health conditions, the impact on the day-to-day life of one person may be managed or reduced to the extent that their symptoms are minimised, perhaps via the use of medication, therapy or pain relief. While for another person with the same condition, it may have a significant and long-term adverse effect on their ability to carry out normal day-to-day activities, and as such that person would be considered as disabled, for the purposes of the Equality Act 2010.

Also, see the 'Disability' definition for more information.

Fibromyalgia - Fibromyalgia is a complex, chronic condition that causes widespread pain and severe fatigue. Fibromyalgia is often considered a syndrome because it is a set of signs and symptoms that occur together, affecting muscles and their attachments to bones. It is not a true form of arthritis and does not cause deformities of the joints. It is, however, a form of soft tissue or muscular rheumatism. Deep muscular pain is the most common symptom of fibromyalgia. Usually starting at the neck and shoulders and spreading to other parts of the body over time, the pain varies according to the time of day, weather, sleep patterns, and stress level.

It is important to note that, as with many health conditions, the impact on the day-to-day life of one person may be managed or reduced to the extent that their symptoms are minimised, perhaps via the use of medication, therapy or pain relief. While for another person with the same condition, it may have a significant and long-term adverse effect on their ability to carry out normal day-to-day activities, and as such that person would be considered as disabled, for the purposes of the Equality Act 2010.

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Also, see the ‘Disability’ definition for more information.

Hearing loops - Hearing loops, also known as induction loops, are sound systems used by those who wear hearing aids. These systems send a wireless or magnetic signal to an individual’s hearing aid, delivering certain sounds directly to their ears.

Hearing loss - hearing loss can be described as a partial or complete hearing loss or tinnitus (noises in the ear). There are 3.7 million people of working age with hearing loss in the UK. Some people may be able to hear but have difficulty picking out sounds in a noisy environment. The impact of hearing loss could be:

- A sudden or unexpected loss in hearing that can have an emotional or negative impact on mental health.
- Workplaces may need aids and adaptations, for example to fire alarms or the way a job is carried out.

Note, it is considered impolite to refer to someone with hearing loss or who is D/deaf as having a ‘hearing impairment’, it is instead better to use ‘hard-of-hearing’.

Internalised disableism - refers to when a disabled person believes that they are less worthy due to them being disabled and where they see themselves as ‘other’, marginalised or unworthy. Internalised disableism can result from the difficulties experienced by a disabled person as they navigate an Ableist society that may be seen as prioritising people who are not disabled and thereby ‘othering’ or marginalising those people who are. Also see ‘Ableism’ definition.

Invisible disability - an invisible disability is a physical, mental or neurological condition that is not visible from the outside, yet can limit or challenge a person’s movements, senses, or activities. Examples include a visual impairment, hearing loss, dyslexia etc. There is still an incorrect tendency in society to associate disability with physical signs of disability such as a person who uses a wheelchair, and so it is important to appreciate that individuals may be disabled by factors or impairments that are not visible.

Image descriptions - refers to explanatory text that can be used alongside imagery in accessible materials in order to provide textual access to visual content, most often used online and in digital formats, it can be used as ‘alt text’ in coding.

Impairment - the word impairment can be used to help describe the specific grounds on which an individual is disabled. For instance, someone who is disabled may have a visual or mobility impairment.

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Note, it is considered impolite to refer to someone with hearing loss or who is D/deaf as having a hearing impairment, it is instead better to use 'hard-of-hearing'.

Learning differences and Learning disabilities - acquired at birth, a learning difference or disability is a lifelong intellectual impairment, which makes most everyday tasks harder than they are for other people, an example being Down's Syndrome. For more examples of learning differences and specific information about how individuals are affected visit the [Remploy Learning disabilities webpages](#).

It is important to note that some individuals, groups and institutions prefer to use the term 'learning differences' as there are concerns that the term 'learning disability' focuses on an individual's cognitive weaknesses and isolates them from other learners, while the term 'learning difference' highlights the fact that individuals simply learn differently than others.

Mental health - mental health can be described as a state of wellbeing. We all have health and we all have mental health. Mental health is a continuum, demonstrating fluidity and the possibility for change over time. Everyone exists somewhere on the continuum.

Mental illness - mental illness can be defined as an acute, diagnosed condition, mental health crisis, or suicidal depression. Examples of mental illness include: eating disorders, depression, anxiety, bipolar affective disorder, psychoses. The definition of 'mental ill health' or 'mental health problems' covers a wide spectrum. Everybody responds differently to the stresses and strains of modern life and it is common to describe ourselves as 'depressed', 'stressed' or 'anxious' at times. For some people, these feelings can become serious enough to

Migraines - a migraine is a condition of recurring headaches, which happen again and again. The headaches may be linked with other symptoms, such as sensitivity to light and noise, nausea (feeling sick), vomiting (being sick), dizziness, and eyesight changes.

It is important to note that, as with many health related conditions, the impact on the day-to-day life of one person may be managed or reduced to the extent that their symptoms are minimised, perhaps via the use of medication, therapy or pain relief. While for another person with the same condition, it may have a significant and long-term adverse effect on their ability to carry out normal day-to-day activities, and as such that person would be considered as disabled, for the purposes of the Equality Act 2010.

Also, see the 'Disability' definition for more information.

Neurodiversity and Neurodivergent - Neurodiversity / neurodiverse or neurodivergent is a term first used by Judith Singer in 1998, and refers to the

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different ways the brain perceives and interprets information. While it is natural for people to think about things and to see the world differently, neurodiversity highlights the different ways people interpret information as a result of specific conditions, such as autism and dyslexia etc.

Neurotypical - the opposite of neurodiverse, this refers to individuals who do not display, or who are not characterised by, neurologically atypical patterns of thought or behaviours, such as individuals who have specific conditions like autism or asperger's syndrome, for example.

Non-disabled - the opposite of disabled, non-disabled refers to a person who is not 'dis-abled' by the external barriers they encounter in the world as a result of a long-term mental or physical health condition or impairment.

Nothing about us without us - "nothing about us, without us" is a central motto or principle expressed as part of global disability activism, which highlights the fact that disabled people know what is best for them and their community, and that they must therefore be valued as integral and essential contributors to anything that is developed for or with disabled people in mind.

PEEP - stands for a Personal Emergency Evacuation Plan. A PEEP is a bespoke plan detailing the most suitable and safe method for individuals who may have difficulties evacuating a building and getting to a place of safety, in the event of a fire or other emergency, without the support or assistance of another person.

People-first language or person-first language (PFL) - in relation to disability, person-first language is considered outdated as it relies on the medical model of disability, which places an individual alongside their diagnosis, for instance labelling someone as "a person with a disability" instead of a "disabled person".

The social model of disability views environmental, physical, structural and attitudinal barriers as disadvantaging or disabling the individual. For instance someone who uses a wheelchair due to a mobility impairment is not defined as "a person with a disability" because that places the emphasis on the individual as having the problem. Instead, it is more accurate to describe them as "a disabled person" because it is the barriers and limitations of the world around them which effectively 'dis-ables' them and makes navigating their environment by use of a wheelchair more difficult.

Also see the 'Disabled person & disabled people' definition along with the 'Social vs Medical model of disability' definition.

Personal Assistant or PA - this is usually someone who is employed to provide personalised and specialist care for someone who is disabled, either at home or at work (or both), by undertaking specific tasks to assist the individual. This often differs from 'carers' who are not paid to provide care for the individual and who are more likely to be family members or friends of the disabled person.

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Personal Independence Payment (PIP) - is a social security benefit in the United Kingdom that helps with the extra costs of a long-term health condition or disability for people aged 16 and over. PIP has replaced the older system that was known as Disability Living Allowance (DLA)

Reasonable Adjustments - universities recognise that achieving equality for all members of a diverse community means making reasonable adjustments to meet the needs of those who are disabled. All HEIs have an ‘anticipatory duty’ to make, where possible, reasonable adjustments or adaptations to buildings and to the services it provides in order to make them more accessible and to anticipate the requirements of individuals. The duty to make reasonable adjustments requires institutions to take positive steps to ensure that disabled staff can perform their roles, and that they can enjoy the other benefits, facilities and services on offer. It is owed to disabled people generally and requires service providers and those exercising public functions to proactively remove barriers that could put disabled people at a substantial disadvantage.

What is considered reasonable will depend on all the circumstances of the case including the size of an organisation and its resources, what is practicable, the effectiveness of what is being proposed and the likely disruption that would be caused by taking the measure in question, as well as the availability of financial assistance.

For more information, particularly on employment law as it relates to reasonable adjustments, see the [Equality and Human Rights Commission guidance](#).

Schizophrenia - Schizophrenia is a psychotic disorder, which often results in the individual being unable to tell their own intense thoughts, ideas, perceptions and imaginings from reality. It can be a chronic and debilitating illness that affects how a person thinks, feels and behaves. However, it can also often be very successfully managed and there are many people with schizophrenia working very well in a whole range of jobs in the UK. Schizophrenia is not a split personality.

It is important to note that, as with many health related conditions, the impact on the day-to-day life of one person may be managed or reduced to the extent that their symptoms are minimised, perhaps via the use of medication, therapy or pain relief. While for another person with the same condition, it may have a significant and long-term adverse effect on their ability to carry out normal day-to-day activities, and as such that person would be considered as disabled, for the purposes of the Equality Act 2010.

Also, see the ‘Disability’ definition for more information.

Sensory disability - A sensory disability is a disability of the senses (e.g. sight, hearing, smell, touch, taste). As 95% of the information about the world around us comes from our sight and hearing, a sensory disability can affect how a person gathers information from the world around them.

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Examples of sensory disability are: blindness and low vision, hearing loss.

Sight loss - this is when a person experiences some degree of irretrievable loss of vision, which cannot be corrected using glasses or contact lenses. It can also be referred to as a visual impairment. There are two main categories of sight loss: partially sighted, or sight impaired, where the level of sight loss is moderate; or severe sight impairment, where the level of sight loss is so severe that a person is unable to complete any activities that rely on eyesight and who may therefore be blind.

Social vs Medical model of disability - in an ED&I context, the social model of disability seeks to define disabled people as people, first and foremost, and emphasises that they are not inferior, incomplete or 'less than' but simply different from people who are not disabled. The social model seeks to celebrate difference and is preferable to the medical model as it involves a proactive approach to anticipating and then removing external barriers that exist and hinder disabled people. It does this by including the individual in the process, emphasising their individual requirements and personal experiences above all else, acknowledging that it is not the disabled person who is the 'problem' instead it is the barriers and limitations of the world around them which effectively 'dis-ables' them.

The medical model of disability views individuals via the lens of their disability. It confines people to the perceived limitations of their physical, learning and/or sensory abilities, which are defined via a deficit model that imposes restrictions on what they are capable of doing. The medical model places emphasis on the individual being the owner of their disability, using 'person-first language' to describe them as "a person with a disability", thus placing expectations on them and requiring them to adapt to their surroundings in order to overcome barriers in the external environment. This is in opposition to the social model, which seeks to take appropriate steps to remove the barriers that 'dis-able' people so as to make the external environment accessible for all.

The medical model asks 'what is wrong with you?' The social model asks 'what is wrong with society?' If we adopt and promote the social model we improve accessibility, inclusion and support for everyone, including disabled people.

Specific Learning Differences (SpLD) - refers to specific learning differences (SpLD) which are differences or difficulties with particular aspects of learning and processing information. SpLDs are sometimes also referred to as Specific Learning Difficulties, though this is becoming less common as it may not be seen as appropriate.

Examples of SpLDs are: dyslexia, dyspraxia, dysgraphia, dyscalculia, Irlen syndrome, attention deficit disorder (ADD) or attention deficit hyperactivity disorder (ADHD).

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Step-free access - refers to the presence of lifts, ramps and level surfaces along a particular route or across an entire campus (for example) which mean that people do not need to use stairs or escalators.

Universal design - where ‘accessibility’ primarily refers to design for a specific individual such as a disabled person, universal design is the process of creating an environment in which the products, services, facilities and resources can be accessed, understood and used to the greatest extent possible by all people, regardless of their age, size, ability, or disability.

Wheelchair user - refers to an individual who uses a wheelchair either some or all of the time in order to assist them when moving around. This may be due to a temporary injury or a disability or health condition, resulting in their mobility being impaired. It refers to all types of wheelchairs including motorised wheelchairs. It is important to note that the term ‘wheelchair bound’ is no longer considered appropriate and may be viewed as offensive.

Gender

Acquired gender - is a legal term used in the Gender Recognition Act 2004. It refers to the gender that a person who is applying for a Gender Recognition Certificate (GRC) has lived in for two years and intends to continue living in.

It is important to note that, for many trans people, this term is seen as problematic, as the word ‘acquired’ suggests that a *change* in gender has occurred; as well as emphasising a reliance upon undergoing gender reassignment and acquiring legal recognition of one’s gender, in order for an individual to be legitimised and accepted as the gender they are.

AFAB and **AMAB** - are both acronyms that relate to what is known as an individual’s ‘assigned’ sex at birth. ‘AFAB’ and ‘AMAB’ mean “assigned female / male at birth”. ‘DFAB’ or ‘DMAB’ are also sometimes used and mean “designated female / male at birth”.

Affirmed gender - is a term that may be used to describe an individual’s gender identity when it does not align with the sex they were assigned at birth. Note that not all trans people feel comfortable using this term in relation to their own gender. Affirmed gender is a term that is often used when someone has transitioned but decided not to apply for a Gender Recognition Certificate. Many people who identify as trans do not seek legal recognition under the Gender Recognition Act 2004 because they see the process of obtaining a GRC as being both unnecessary, bureaucratic and potentially harmful.

Agender - refers to a person who does not identify with any gender and who does not have a felt sense of gender identity.

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Androgyne - refers to a person whose biological sex is not readily apparent, whether intentionally or unintentionally.

Androgynous - refers to someone who reflects an appearance that is both masculine and feminine, or whose gender expression appears to be neither or both male or female. As in 'Androgyne', where a person may have rejected gender roles entirely.

Assigned sex at birth - used to indicate that the sex a person is assigned at birth based on examination of primary sex characteristics, usually external genitalia. (see also AFAB and AMAB).

Binding - refers to a variety of methods that some people use to flatten their breast tissue. Usually, this means wearing an undergarment called a binder. It is important to note that binding involves risk of permanent change to the breasts and injury to other parts of the body and it is therefore extremely important that individuals seek medical advice before engaging in this practice.

Cisgender or Cis - is a term used by some people to describe someone whose gender identity is the same as the sex they were assigned at birth. 'Non-Trans' is also used by some people.

Cisnormativity - refers to social and/or individual assumptions that all people have a gender identity that matches their sex assigned at birth. This attitude often leads to discrimination and 'cissexism', if cultures and individuals fail to recognise and take account of trans people and their specific requirements.

Cissexism - is used to describe a form of prejudice and discrimination against trans people. This often arises from the belief that trans people's genders are inferior to, or less authentic than, those who are cisgender. Common examples include purposeful misuse of pronouns or insisting that trans people use different toilets or changing rooms. A less overt example of cissexism might be the assumption that everyone in society is cisgender and that society should be structured in such a way as to benefit or be more accommodating of cisgender people. Also see 'Cisnormativity' and 'Transphobia'.

Deadnaming - Deadnaming occurs when someone calls an individual by a name that they no longer wish to use or be associated with, for example their birth name. Deadnaming is a term most often associated with trans people who have changed their name or who are in the process of choosing a new name as part of their transition.

Demigender - is an umbrella term for nonbinary gender identities that have a partial connection to a particular gender. This includes the partly female identity 'demigirl', and the partly male identity 'demiboy'.

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Drag - refers to the act of dressing in gendered clothing and adopting gendered behaviours, often exaggerated forms of 'masculinity' or 'femininity' as a part of a performance. This often involves an individual wearing clothing and adopting behaviours that are not typically associated with their own gender identity. Drag challenges the assumption that male bodies cannot be feminine, or female bodies masculine. Related terms are 'drag king' and 'drag queen'.

Dual role - a dual role person occasionally wears clothing and/or makeup and accessories that are not traditionally associated with the sex they were assigned at birth. This is not the same as drag. Generally, dual role people do not wish to transition and do not necessarily experience gender dysphoria. Some people prefer to use the term 'alter ego'. Historically the terms 'transvestite' and 'cross dresser' were used to describe dual role people, but they are now considered to be outdated. It is important to note that while some people may still use the terms transvestite or cross dresser to describe themselves, other people may find these terms offensive.

Gender or Gender identity - a person's 'gender' and their 'sex' are often incorrectly referred to as the same thing. The sex a person is assigned at birth (female or male) is usually determined by an examination of their external genitalia.

Gender identity refers to a person's innate sense of their own identity, which may or may not correspond to the sex they were assigned at birth. Gender identity does not necessarily represent a simple binary choice. Some people's gender identity is man or woman, while other people identify as other genders such as genderfluid, nonbinary, genderqueer etc, or indeed no gender at all, such as agender.

Gender is influenced by both biological factors (i.e. gametes, genotype, hormones) as well as expectations of people that are socially constructed based on their assigned sex, including societal norms, gender expression/behaviours and gender roles.

For more on the distinction between gender and sex see the 'Sex' definition.

Gender Affirming Surgery - refers to a single or multiple surgical procedures that alter or change physical sex characteristics of a person in order to better express that individual's gender identity. A common misconception is that all trans people have undergone some form of surgery, however a large percentage of trans individuals choose never to undergo gender affirming surgery as part of their transition. This may also be referred to as Gender Confirmation Surgery (GCS).

Gender binary or Gender binarism - relates to the social classification of people based on two distinct masculine and feminine binaries, including the way in which individuals are assigned one of two different sexes at birth, based on their genitalia and primary sex characteristics. In this binary model sex assigned at birth is presumed to determine a person's gender identity and sexuality, thus assuming

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by default that all are in alignment, and therefore an individual is expected to adhere to the gender-based norms associated with their binary group.

Gender binarism speaks to the oppression experienced by trans people who do not fit neatly into either of the two binary sex classifications of man or woman, and who are unable to adhere to associated gender norms, meaning that they are typically marginalised by society.

Gender systems in so-called 'Western' society have largely followed a binary model, in which male and female are understood to be the only categories, with women and men seen as fundamentally different. A consideration of historical and contemporary gender systems across the globe shows that this has not been the case elsewhere. For instance, other cultures have recognised the existence of more than two genders, for instance in India there is the Hijra community, in many parts of Latin America the Travesti, in the Zapotec culture in Mexico the Muxe, the Mahu in Polynesian cultures and the Fa'afafine in Samoan.

Gender Conforming - Gender conforming and non-conforming refer to personal features including biological, behavioural, psychological etc. as they relate to the sex assigned at birth and the subsequently expected gender role.

Gender Dysphoria - is the term used to describe the distress and difficulties experienced by a person as a result of external social expectations that they may encounter relating to their gender identity, expression and role.

Gender Dysphoria is also the clinical diagnosis for someone who does not feel comfortable with the sex they were assigned at birth. Gender dysphoria is not considered a mental health issue in itself, but unmanaged gender dysphoria or the social stigma that may accompany it can result in 'clinically significant levels of distress' (NHS, 2013) often leading to mental health conditions and suicide.

Gender Euphoria - considered to be the opposite of gender dysphoria, gender euphoria refers to the feeling of comfort and joy that a trans person may experience by imagining or presenting as the gender they identify with and/or when being viewed as their gender by other people.

Gender expression - gender expression refers to a person's external characteristics and behaviours that are socially defined as either masculine, feminine or androgynous, such as clothing, hairstyle, make-up, mannerisms, speech patterns and social interactions. Typically, trans people seek to make their gender expression match their gender identity, but this is not always possible. It is best practice to not assume someone's gender identity on the basis of their gender expression. If you are unsure about how to refer to someone, depending on the situation, it may be appropriate for you to ask that person how they would like to be addressed, but that does not necessarily mean it is appropriate to ask a person how they identify in terms of their gender identity.

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Gender Identity Clinic - in the UK there are a small number of NHS Gender Identity Clinics across the country that diagnose gender dysphoria and which can prescribe hormones, hormone blockers and refer trans and nonbinary people to surgery.

Gender incongruence - Gender incongruence is a medical term used to describe a person whose gender identity does not align, to a greater or lesser extent, with the sex they were assigned at birth. When this causes the individual distress and difficulties it is known as gender dysphoria.

Gender neutral - often used to refer to non-gendered facilities (Gender Neutral Toilets (GNT)) as well as non-discriminatory, neutral language that may be used instead of gendered language and pronouns. For example, when referring to people, gender neutral language would tend to use 'they', 'them' or 'their' rather than 'she/he', 'hers/his' etc.

Gender neutral pronouns and Pronouns - pronouns are what we use to refer to people in the third person, in a way that takes into account their gender identity, for example 'he' or 'she'. Some people, particularly those with nonbinary identities, may use Gender Neutral Pronouns and ask others to refer to them using 'they', 'them' and 'their'.

Gender Neutral Pronouns can sometimes also be referred to as 'personal gender pronouns', and they used to predominantly be referred to as 'preferred pronouns'. However, it is important to note that the latter is no longer seen as appropriate as the word 'preferred' fails to embody an individual's reasons for selecting their pronouns and is more suggestive of an optional everyday choice, rather than a requirement that helps an individual attempt to match their gender identity with the correct pronouns.

There are other less common gender neutral pronouns, which are referred to as 'neopronouns', for example, zie, hir, xe. See the 'Neopronoun' definition for more information.

Some people may choose not to use a pronoun but instead use their name, for example, "Jane drank Jane's coffee as Jane was thirsty."

It is important to use the name and pronoun that you are asked to use. If you are not sure what the right pronoun is, you can listen to what pronouns others are using or if it is appropriate or possible you can politely ask the person what pronouns they use. Deliberate or persistent use of the wrong pronoun is a form of harassment. Also see the 'Misgendering' definition.

It is never appropriate to put quotation marks around a trans person's pronoun, nor is it appropriate to make assumptions about an individual's pronouns. On some occasions you may make a mistake, do not make a big deal of this, just apologise,

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correct yourself and move on. If you hear someone else using the incorrect pronoun when referring to someone, you can explain the correct pronoun to them.

It is recommended that, where possible, gender neutral pronouns ('they' 'their' and 'them') are used.

Ways to help others know your pronouns could include:

- adding pronouns to your email signature
- using your pronouns when you introduce yourself at the start of a meeting

Whether you use gender neutral pronouns or not, including your pronouns in your email signature is a good signal of allyship and demonstrates a willingness to foster inclusion.

Gender Neutral Toilets - Gender Neutral Toilets (GNT), are toilet facilities either created or repurposed within buildings, which do not have gendered signage and that do not require the person using them to define as a particular gender. Some gender neutral toilets provide additional facilities such as baby changing facilities, sanitary bins or showers.

Gender Reassignment - this is the legal term used in the Equality Act 2010 to describe the protected characteristic of anyone who 'proposes to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex' (Equality Act, 2010). Importantly, the act requires no medical supervision or interventions for a trans person to be afforded protection and may instead mean changing one's name, pronouns, dressing differently and/or living in their self-identified gender.

It is important to note that the term Gender Reassignment is considered problematic for many trans people, as it fails to take account of all the nuances of gender identity and the lived experiences of trans people, and is predominantly associated with medical transition. Also, the word 'reassignment' is weighted with negative connotations.

Gender Recognition Certificate (GRC) - a GRC enables a trans person to be legally recognised in their 'affirmed gender' and to be issued with a new birth certificate. GRCs are issued by the Gender Recognition Panel under the provisions of the Gender Recognition Act 2004. The act requires that the applicant is over 18, has a diagnosis of gender dysphoria, has lived in their affirmed gender for a minimum of two years prior to the application, and intends to live permanently according to their 'acquired gender' status.

The requirements involved in obtaining a GRC often act as a barrier for trans individuals and as such not all trans people will apply for a GRC, in fact only a small proportion of trans people do apply for a GRC. Many people who identify as

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trans do not seek legal recognition under the Gender Recognition Act 2004 because they see the process of obtaining a GRC as both unnecessary, bureaucratic and harmful due to its associated requirements.

For more information, also see the 'Acquired Gender' and 'Affirmed Gender' definitions in this section.

A GRC is not required for an individual to change their gender markers (e.g. name, pronouns) at work or to legally change their gender on other documents such as their passport.

The holder of a full GRC is legally recognised in their acquired gender for almost all purposes. It is never appropriate to ask to see a trans person's GRC and it is unlawful to do so because it breaches their right to privacy. Once a person has obtained a GRC their gender history can only be disclosed where there are explicit exceptions in law.

Gender role - refers to a social construction that consists of a prescribed set of relational boundaries determining how men and women (or those perceived to be men or women) behave; there are nuances to these roles depending on age, race, ethnicity, class, and the gender of the person one is interacting with.

Gender variant and **Gender non-conforming** - these are broad terms used by and to refer to some people who experience their gender identity and/or gender expression as falling outside the binary categories of man and woman.

Genderfluid - a person who does not identify with a single, fixed or binary gender may instead identify as being genderfluid, their gender may change over time or between different situations, and may not be restricted to any one gender identity. Someone who is genderfluid may express their gender in an outwardly fluid or changing way, with their physical appearance often moving between masculine and feminine forms of gender expression.

Genderqueer - is used by some people to refer to their gender identity when they do not identify in a way that aligns with what might be considered conventional or traditional gender distinctions, but may instead identify as having a gender somewhere between female and male or, more commonly, outside the gender binary altogether.

It is important to note that some LGBT+ people are uncomfortable with use of the word 'Queer' in reference to themselves and/or others, while others associate the use of this word with the reclaiming of what was, and is sometimes still considered to be, a slur against the LGBT+ community and individuals.

Internalised transphobia - occurs when a trans person believes themselves to be less worthy due to their gender identity. Internalised transphobia is often fueled by transphobia itself so that many trans people read transphobic comments or

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experience incidents of transphobia directed at them or others and internalise that hatred within themselves.

Misgendering - is when a person intentionally or unintentionally refers to someone directly or indirectly using language that does not align with that person's affirmed gender. For example, referring to a woman as "he" or calling her a "guy" is an act of misgendering. Deliberate misgendering is a form of harassment. Also see the 'Gender neutral pronouns and Pronouns' definition.

Neopronoun - a pronoun is a word that a person may use to identify themselves instead of using their name such as 'she' or 'he'. Neopronouns are a category of new (neo) pronouns that are increasingly used in place of 'she', 'he' or 'they' when referring to a person. Some examples of neopronouns include: ze/zir/zirs, xe/xem/xyr, and ey/em/eir. It should be noted that Gender Neutral Pronouns like 'they' and 'them' are much more commonly used in the UK than Neopronouns. For more detail see the 'Gender neutral pronouns and Pronouns' definition.

Nonbinary - Nonbinary is a term that refers to people whose gender is not completely and exclusively male or female. They can identify with not having gender at all, with both binary genders, with a third identity, or an identity which can change over time. Nonbinary people fall under the transgender umbrella and nonbinary is an umbrella term itself, although some people use it to describe their specific gender identity too.

Several terms are used to describe a gender identity that is outside of the binary male or female categories, with nonbinary being one of the most common. Other terms include genderqueer, genderfluid, agender, bigender, pangender, amongst others. None of these terms mean exactly the same thing, but all speak to an experience of gender identity that is not simply male or female.

It should be noted that, just as with trans men and trans women, nonbinary people transition and live their lives in various ways and this may or may not include medically transitioning.

Passing - this refers to whether someone is regarded, at a glance, to be a cisgender man or cisgender woman. This might involve physical gender cues such as their hair or clothing, and/or behaviour, which is historically or culturally associated with a particular gender.

The term 'passing' is closely associated with the term 'clocking' which is often used by trans people to describe a moment when they feel that someone else, cisgender or trans, has identified them as trans based on their physical appearance or behaviour. It should be noted that not all trans people can or wish to "pass" as cisgender in order to avoid being "clocked". However, to other trans people, being "clocked" is an extremely uncomfortable and distressing experience.

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Person with a trans history - this term is sometimes used to refer to someone who identifies as a man or woman, but who was assigned the opposite sex at birth. This is increasingly used by people to acknowledge a trans past. However, some people find this term problematic and it should not be used to refer to a specific person without their consent, as this may result in them being outed.

Real-life experience or experience - ‘Real-life experience’ or ‘experience’ are terms used by the medical profession and refer to the period in which an individual is required to live, work and study full-time in their affirmed gender before they can undergo genital surgery. Previously the requirement applied to hormone replacement as well as genital surgery. Trans staff may be asked by a gender identity clinic to provide confirmation from their institution that they are undertaking real-life experience or experience. This is also known as the ‘real life test’.

Trans and transgender - trans and transgender are words often used interchangeably as inclusive umbrella terms used to refer to people whose gender identity and/or gender expression differs from the legal sex (male or female) assigned to them at birth. It can also include someone who does not identify as male or female (nonbinary) or someone who is outside any gender definition (Agender, Androgynous).

An individual does not need to undergo gender reassignment, hormonal treatment or surgery, in order to be considered as trans or transgender. Trans is included in the Equality Act 2010 as one of the nine protected characteristics, listed under Gender Reassignment.

Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, genderqueer (GQ), genderfluid, nonbinary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bigender, trans man, trans woman, trans masculine, trans feminine and neutrois.

It is important to note that not all people that can be included in the umbrella term ‘Trans’ or ‘Transgender’ will choose to associate with it or refer to themselves in this way. For example, someone who has transitioned to another gender i.e. from a man to a woman, may not identify as a trans woman, but may instead simply refer to herself and her identity as a woman.

Trans Feminism - is one of a number of so-called ‘third wave’ feminist movements. Trans feminism has a particular emphasis on trans issues and intersectionality. It is rooted in the idea that there are multiple forms of sexism, misogyny and gender-based oppression that often intersect with one other, as well as other forms of discrimination, such as racism and disableism; and as such, impact people in very different ways depending on how they identify across all the protected characteristics, particularly gender identity.

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Trans man - is a term used to describe someone who was assigned female at birth but who identifies and lives as a man. The terms 'female-to-male' or 'FtM' are shorthand for indicating the direction of a person's transition. These terms can be seen as offensive, while some people may use them to describe themselves.

Trans woman - is a term used to describe someone who was assigned male at birth but who identifies and lives as a woman. The terms 'male-to-female' or 'MtF' are shorthand for indicating the direction of a person's transition. These terms can be seen as offensive, while some people may use them to describe themselves.

Transmisogyny - is a term coined by trans activist Julia Serano, and is used to describe the unique forms of sexism that affect people on the trans female/feminine spectrum, which involve the interplay of transphobia, misogyny and toxic masculinity. The term also relates to what is said to be the societal fascination, consternation and demonisation that trans people often experience as a result of a predominantly cissexist society.

Transphobia - is an umbrella term that defines discrimination, prejudice or malicious acts towards trans people. It may result from fear, anger, intolerance, resentment and discomfort that some people may have as a result of another person being trans. This can manifest in discrimination, harassment, victimisation and hate crime.

Transition - the word transition or transitioning refers to the process of a person changing their physical body, social role and/or gender expression in order to match their gender identity. Examples of transitioning include telling friends, family and colleagues, changing names, asking people to use different pronouns, and changing the way gender is expressed. For some people, this may involve medical assistance such as hormone therapy and surgery - for others it may not.

Transsexual - Transsexual is a term that was traditionally used to describe a person diagnosed with gender dysphoria. Increasingly trans people are not comfortable with the use of this term, instead preferring trans or transgender. While some people may find the term offensive, others may still use it to describe themselves.

Transgender Day of Remembrance (TDOR) - TDOR is a global awareness day observed annually on November 20th, as a day to memorialise those who have been murdered in the past 12 months as a result of transphobia. It is an opportunity to draw attention to the continued violence endured by transgender people. It is also known as the International Transgender Day of Remembrance.

Sex

Embodiment - in an ED&I context the word embodiment relates to the experience of living in one's body. It relates both to the way a person experiences their body

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in the context of societal expectations, and also to the way those expectations influence their body.

Equal pay gap - this is used to highlight the pay differences between men and women who carry out the same job, similar jobs, or work of equal value. This is not the same as the Gender pay gap.

Feminist and Feminism - refers to a set of beliefs advocating equal rights and opportunity for women. Feminism has many subsets, such as intersectional feminism and transfeminism etc. Social and political feminist movements have often focused solely on gender and sex, however they can also include other types of identities, such as race, class, and disability status.

Gender-based violence - this term is often used interchangeably with ‘violence against women’. However, gender-based violence refers to violence directed against someone because of their gender and expectations of their role in a society or culture. Women experience gender-based violence disproportionately more than men, though men also experience it.

Gender pay gap - the gender pay gap uses pay scales to measure how organisations are providing equality of opportunity for men and women, using pay as the best proxy for seniority. The gender pay gap shows the difference in average (mean) and also median earnings between women and men. This is different from the equal pay gap.

Intersex - is an umbrella term used to describe a person who may have the biological attributes of both male and female or whose biological attributes or primary sex characteristics do not fit with societal assumptions about what constitutes a man or woman. Intersex people may identify as male, female or nonbinary. Intersex is not the same as gender identity or sexual orientation.

Mansplain - Mansplain is a term that combines the words “man” and “explain”. Mansplaining refers to a man explaining something to someone, typically a woman, in a manner regarded as condescending, patronising or where it is assumed, as a result of bias or prejudice, that a woman would fail to understand the meaning or reasoning behind something.

Menopause - refers to the time in a woman's life, commonly between the age of 45 and 51, when menstruation ceases, although it may begin at an earlier time. There are a number of other health issues and conditions that may relate to and result from the menopause. It is important to note that the menopause may affect trans men and nonbinary people.

Misandry - according to the Merriam-Webster dictionary, misandry is the hatred of, contempt for, or prejudice against men or boys. Misandry can manifest itself in numerous ways, including sexual discrimination, denigration of men, violence against men, and sexual objectification of men.

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Misogyny - the word misogyny, which differs from harassment and is currently not recognised as a hate crime under UK legislation, is defined as sexist attitudes and ideology forming the basis of prejudice or discrimination towards women.

Patriarchy - patriarchy originally referred to a society or system of government led by men, in which property was inherited through the male line. It is now used, particularly in an ED&I sense, to refer to a social system in which men hold more power than women. The patriarchy is therefore a structural and ideological system that perpetuates the privileging of particular kinds of masculinity and cisgender individuals and behaviours.

Perisex - refers to people who are non-intersex, ie an individual whose sex characteristics fit into the male or female binary.

Sex - a sex or legal sex is assigned to a person on the basis of primary / external sex characteristics (genitalia) and reproductive functions when they are born. A person's legal sex may be changed as part of gender reassignment.

Sometimes the terms 'sex' and 'gender' are used interchangeably to mean 'male' or 'female', however it is important to make a distinction between 'legal sex' and 'gender identity' wherever possible and particularly when it comes to equality monitoring questions. Unless communications are referring specifically to an individual's legal sex, it is considered to be more inclusive to use the word 'gender' rather than 'sex' as this takes account of gender identity.

For the purposes of everyday life (including banking, personal identification and travel), a person's legal sex may not be the same as their self-identified gender. For instance, a trans woman can have identity documents such as a passport, driving licence and employment records based upon her gender as female, but still have a birth certificate which states that she is male.

Also see the 'Gender or Gender identity' definition.

Sexism - Sexism is discrimination based on a person's sex and/or gender identity. Examples of such discrimination could be limiting someone's employment and other opportunities based on their sex or gender, or by restricting rights such as voting rights.

Toxic Masculinity - this refers to behaviours that are based on traditional cultural masculine norms that can be harmful to people of all genders and society. The concept of toxic masculinity is not intended to demonise men or male attributes, but rather to emphasise the harmful effects of conformity to certain traditional masculine ideals and behaviours such as dominance, self-reliance and competition (when taken to their extremes). Toxic masculinity is therefore defined by adherence to traditional male gender roles that consequently stigmatise and limit

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the emotions boys and men are permitted to express, while elevating other emotions and behaviours such as anger and aggression.

Unisex - refers to thoughts, feelings, relationships, behaviours and other forms of physical expression such as clothing and manerisms etc, that may be associated with both men and women. This term is sometimes used to refer to facilities such as toilets.

Sexual Orientation

Allosexual - refers to someone who experiences sexual attraction to other people. Allosexual is the opposite of 'asexual' and is an umbrella term used to refer to people who do not identify as asexual. For instance, allosexual people may self-identify as gay, straight, bi, queer or several other sexual orientations. Also see the 'Asexual or Ace' definition.

Alloromantic - refers to someone who experiences romantic attraction to other people. This is the opposite of 'aromantic'. Alloromantic people may self-define as gay, straight, bi, queer, or any other romantic orientation. Also see the 'Aromantic or Aro' definition.

Asexual or Ace - refers to an individual who does not experience any sexual attraction to other people. Asexuality is a spectrum, for instance a person who experiences sexual attraction rarely, may choose to self-identify as graysexual, demisexual or another term. Asexuality is not the same as celibacy, which is instead a choice not to engage in sexual activity.

Aromantic or Aro - refers to an individual who does not experience romantic attraction to other people. Also note this is not the same as celibacy. Aromanticism is a spectrum, for instance a person who experiences romantic attraction rarely, may choose to self-identify as demiromantic, greyromantic or another term.

Bicurious - this term describes a person who is curious about having sexual relations with a same gender/sex person. This term is most commonly associated with heterosexual people who are either questioning or experimenting with their sexual orientation, and it is only ever used incorrectly in reference to people who are bisexual.

Biphobia - Biphobia is discrimination, prejudice or abusive behaviours towards bisexual people.

Bisexual, Biromantic or Bi+ - these are umbrella terms used to describe a romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including but not limited to, bisexual, pan, queer, and some other non-monosexual and non-monoromantic identities.

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Butch - Butch is a term used within the LGBT+ community to refer to someone's gender expression and/or presentation, which is typically masculine. This is particularly used in reference to people who were assigned and/or who identify as female. There are other identities within the scope of butch, such as 'soft butch' and 'stone butch'. You should not use any of these terms in reference to someone unless you know they identify with them and are comfortable with you using them.

Celibacy - refers to an individual's decision to abstain from all sexual activity, regardless of sexual or romantic attraction to other people. Celibacy is not the same as asexuality or aromantic as it is a behaviour rooted in choice, not a person's sexual orientation, and is only included here in order to make that distinction.

Closeted - is the opposite to being 'out', this term refers to an individual who has either chosen or who is forced to keep their sexual orientation and/or gender identity concealed and is therefore presumed to be heterosexual and/or cisgender.

Coming out - refers to when a person first tells someone/others about their sexual orientation and/or their gender identity. It is important to note that some LGBT+ people may not have chosen to tell everyone in their lives about their gender identity and/or sexual orientation. It may be the case that, for a variety of reasons, LGBT+ individuals are forced to 'come out' multiple times and at different stages of their lives in different situations and environments. This is likely to be difficult given that they may experience more or less support or acceptance depending on the circumstances.

Conversion therapy - refers to a psychological practise that is based on the belief that an individual's sexual orientation and/or their gender identity, if it is not aligned to the sex they were assigned at birth, can be altered or 'cured' by health and social care interventions. The practise of conversion therapy has been thoroughly criticised and condemned in the majority of countries because of its harmful effects on individuals and the inherent lack of understanding and discrimination of LGBT+ communities that have been associated with it.

Demiromantic - refers to a person who may only experience a romantic attraction to someone after establishing a strong emotional connection.

Demisexual - refers to a person who may only experience a sexual attraction to someone after establishing a close emotional and/or romantic connection with them.

Femme - Femme is a term used within the LGBT+ community to describe someone who expresses themselves in a typically feminine way. There are other identities within the scope of femme, such as 'low femme', 'high femme', and 'hard

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femme’. You should not use these terms in reference to someone unless you know they identify with them and are comfortable with you using them.

Gay - refers to a man who has a romantic and/or sexual orientation towards other men. It is also a generic term for lesbian and gay sexuality, as some women define themselves as gay rather than lesbian. Some nonbinary people may also identify with this term.

Heteronormative - similar to ‘heterosexism’, heteronormative is a term used to describe the way in which gender and sexuality are separated into hierarchically organised categories which creates a cultural bias in favour of opposite-sex relationships and against same-sex relationships of a sexual nature.

Also see the ‘Heterosexism’ definition.

Heterosexual and **Straight** - these terms refers to a man or woman who is romantically and/or sexually attracted to people of the opposite sex.

Heterosexism - refers to the individual, cultural and institutional assumption that all individuals are heterosexual. As a result of this assumption or bias, heterosexuality is favoured and society views it as the only natural, normal or acceptable sexual orientation, creating an imbalance of power and marginalising people who do not identify as heterosexual.

Also see the ‘Heteronormative’ definition.

Homophobia - is an umbrella term defining discrimination, prejudice or malicious acts towards lesbian, gay, bisexual, queer or questioning people.

Homosexual - refers to a person who has a romantic and/or sexual orientation towards someone of the same gender. This term is considered to be a medicalised term and therefore ‘gay’ tends to be more widely used.

LGBT+ - LGBT+ is an acronym for Lesbian, Gay, Bisexual and Transgender people. The ‘+’ symbol recognises other identities which either do not fall into these categories or are not explicitly referenced, such as queer, questioning, nonbinary, intersex, gender-fluid, asexual, aromantic and several others.

It is important to acknowledge that while this and other acronyms are widely used by individuals and institutions, the LGBT+ community is not a single homogeneous group and the experiences of all individuals who identify within this wider community are different. For instance, being trans or having a trans history is different from sexual orientation; however, trans people may also identify as LGB+. However, the forms of prejudice and discrimination directed against trans people can be similar to those directed against lesbian, gay, bisexual, + (LGB+) people, and historically the two communities have coexisted and supported each

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other. As a result, advocacy and support groups often (but not always) cover LGBT+ issues together.

There are other variations of this acronym such as LGBTQ+ and LGBTI+, which are commonly used to refer to the identities of people who may not feel that 'LGBT+' describes them accurately and who may identify as queer, questioning, asexual, intersexual, pansexual, unsure, or in a number of other ways.

Lesbian - refers to a woman who has a romantic and/or sexual orientation towards other women. Some nonbinary people may also identify with this term. The words 'lesbian' and 'gay' are terms which most lesbians and gay men prefer to use rather than 'homosexual'. Lesbians often prefer the term 'lesbian' rather than 'gay' or 'gay woman' because it acknowledges their separate identities and experiences, although this is not always the case.

Lesbophobia - refers to the prejudice and discrimination that results from a fear or dislike of someone because they are, or are perceived to be, a lesbian.

Outed or Outing - refers to when a person's sexual/romantic orientation and/or gender identity is disclosed to someone else, whether inadvertently or intentionally, without their consent. The act of outing an individual deprives them of their right to choose when, how and to whom they wish to disclose their personal information and can often lead to discrimination. Also see 'coming out'.

Pan or Pansexual or Panromantic - refers to an individual's potential for sexual or romantic attraction toward people of any gender identity, and is therefore a sexual/romantic orientation that is not limited by gender.

Pride - refers both to an individual's expression of confidence in and celebration of their own LGBT+ identity and the community to which they belong. It also refers to the annual public event that is held in many countries and cities across the world where members of the LGBT+ community and their allies come together, often in the form of a street parade, to protest against LGBT+ related injustices and also to celebrate their identity, culture and history.

Note that there are 'pride' movements and events related to other protected characteristics, such as disability.

Progress Pride Flag - this is a flag that incorporates the colours of the longstanding Rainbow Flag, which is widely recognised as the symbol of lesbian, gay, bisexual and transgender communities, as well as including black and brown stripes to represent marginalised LGBT+ communities of colour. It also contains the colours pink, light blue and white, which are used on the Transgender Pride Flag. In addition, the black stripe also represents those living with AIDS, and those no longer living.

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Queer - is a term used by people who self-identify with romantic orientation, sexual orientation and/or gender identity categories that differ from heteronormative and cisnormative labels.

The word has been used historically as a slur against the LGBT+ community, however it was reclaimed in the late 80s by the queer community who have since embraced it. It is worth noting that not all members of the LGBT+ community are comfortable using the term due to its negative historical use.

Queerphobia - is a term used to refer to fear and/or hatred of people who self-identify as queer and who therefore do not adhere to heteronormative expectations.

Questioning - refers to the process an individual may undergo when exploring their own sexual/romantic orientation and/or gender identity.

Rainbow Flag - is the flag that has become an international symbol of LGBT+ pride and solidarity and which celebrates the full spectrum of sexual orientation and gender identities. The individual colours also symbolise separate meanings: red - life; orange - healing; yellow - sun and hope; green - nature; royal blue - harmony; violet - spirit.

The rainbow flag has seen different iterations since its inception and there are also other flags that are used to demonstrate pride and show solidarity for specific sexual orientations and gender identities. Also see the 'Progress Pride Flag' definition.

Romantic orientation - refers to a person's romantic attraction to other people or lack thereof. Along with sexual orientation, this forms part of an individual's overall orientation identity.

Sexual orientation and Sexuality - refers to a person's sexual attraction to other people, or lack thereof. This includes emotional, romantic, sexual or affectionate attraction to other people. It is important not to confuse sexual orientation with gender identity as the two are not the same. For instance, trans people, like any other people, can have a wide range of sexual orientations, including heterosexual, lesbian, gay, bisexual, asexual, pansexual, omnisexual and demisexual.

Marriage and civil partnership

Civil partnership - all couples, whether same or different sex couples, can legally marry or form a civil partnership. If they form a civil partnership they have the legal status of civil partner. This brings with it a range of legal rights and equal treatment for things such as tax, benefits, pensions, parenting responsibilities etc. Legislation concerning marriage for same sex couples varies from country to country.

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Dependants - refers to a person's spouse, child or parent, or anyone who lives in the same household, it does not include tenants, lodgers, boarders or employees.

Marriage - refers to a legal and often, but not always, religious union between two people.

Pregnancy and maternity

Breastfeeding - it is entirely legal to breastfeed in public places anywhere in the UK. According to the Equality Act 2010, treating a person unfavourably because they are breastfeeding a child of any age is considered sex discrimination.

Maternity leave - is an entitlement to time off paid work that may be taken by the biological mother during the first year of a child's life.

Matrescence - the physical, emotional, hormonal and social transition to becoming a mother.

Paternity leave - is an entitlement to time off paid work that may be taken by the biological father or mother's partner during the first year of a child's life.

Pregnancy and maternity - pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. Protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating someone unfavourably because they are breastfeeding. After 26 weeks, sex discrimination protection applies.

Shared parental leave - refers to the policy by which mothers, fathers, partners and adopters are eligible to choose how to share time off work after their child is born or placed. This could mean that the mother or adopter shares some of the leave with their partner.

Unpaid parental leave - in the UK this refers to allowing parents with a child born or adopted after 15 December 1999 to take unpaid leave in order to care for that child.

Race and ethnicity

Anti-Racism and Anti-Racist - Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic and social life that would dismantle racist processes and attitudes. An anti-racist is someone who actively supports anti-racist policies, processes, practices, ideas and attitudes via their actions. Racism is a powerful collection of racist policies that lead to racial inequity and are substantiated by racist ideas. Antiracism is a powerful collection

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of antiracist policies that lead to racial equity and are substantiated by antiracist ideas.

Asylum seeker - refers to someone who has asked to be recognised as a refugee from another country and is waiting for the government to make a decision about their request. They have made themselves known to the authorities and are part of an on-going legal process.

BAME and BME - BAME is an abbreviation for Black, Asian and Minority Ethnic. BME is an abbreviation for black and minority ethnic. Both are umbrella terms used to refer to groups of people who identify as being from ethnic groups of non-white descent, particularly those who are viewed as having experienced racism or who are marginalised in some way, as well as being in the minority (in a particular country or part of the world) because of their skin colour and/or ethnicity.

While both acronyms are still used widely in the UK, it is important however to note that both are problematic and are not fully representative. Not all black, Asian or minority ethnic groups or individuals identify with or choose to refer to themselves as 'BAME' or 'BME' and may reject both terms. Increasingly the use of both terms is also being rejected by UK organisations (as has been the case in other countries for some time) with a general view that it is better to use words than acronyms to describe people.

As highlighted by AdvanceHE, both BME and BAME have their limitations for the following reasons:

- They imply that BME/BAME individuals are a homogeneous group.
- Both BME and BAME single out specific ethnic groups, this can be divisive and exclusionary.
- They can be perceived as convenient labels that are placed on minority ethnic groups of people, rather than identities with which people have chosen to identify.
- It is generally perceived that these terms refer only to non-white people, which does not consider white minority ethnic groups.

Due to what is often viewed as the overuse of the abbreviations BAME and BME, in both speech and writing, it is often thought that both abbreviations have become terms in and of themselves and that the issues with both, as outlined above, are not adequately highlighted as part of their common usage. It is therefore advised that when referring to individuals or groups by use of either BAME or BME, in order to be more inclusive, you might want to state either "black, Asian and minority ethnic" or "black minority ethnic" in full.

An alternative to this, when using the abbreviations in writing, could be to add inverted commas around both 'BAME' and 'BME' so as to indicate the issues associated with the terms.

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BIPOC - is an abbreviation that stands for Black, Indigenous and People of Colour and is increasingly used when discussing race and ethnicity; however, as with BAME/BME/POC, it is important to note that not all individuals choose to identify with this term.

Black - of or related to persons having ethnic origins in the African continent, persons belonging to the African Diaspora.

Black Lives Matter movement - originally a political movement established to address systemic and state violence against African Americans, the BLM movement has since become an international movement.

Colourblind(ness) - in an ED&I context, this is thought to be part of a racial ideology that suggests the best way to end discrimination is by treating individuals as equally as possible, without regard for their race, culture, or ethnicity. However, many believe that the term “colourblind” de-emphasises, or ignores, race and ethnicity, which is a large part of one’s identity, and it therefore fails to address the impact of racism on the individual, as a result of their race or ethnicity. It is often used as part of a ‘post-racial’ ideology that fails to take account of the importance of a person’s race and ethnicity for that individual, along with the impact that structural racism has on people.

Covert racism - refers to racist ideas, attitudes or beliefs expressed in a subtle, hidden or secretive way. Covert racism is similar to micro-aggressions in that it often represents a form of racism that remains unchallenged due to it being harder to identify and not always appearing to be racist by intent. Covert racism can manifest via indirect and less blatant comments or behaviours that are seemingly unrelated to an individual’s race or ethnicity.

Critical Race Theory - refers to an approach to analysing sociological issues that challenge the dominant discourse on race and racism by examining how educational theory, policy and practice are used to subordinate certain racial and ethnic groups. Critical race theory places issues that disproportionately impact different racial groups “...in a broader perspective that includes economics, history, and even feelings and the unconscious.”

Culture - can be defined as the patterns of daily behaviour and thought that are learned both consciously and unconsciously by a group of people. These patterns can be seen in language, customs and practices, beliefs, art, food, religion and clothing.

Cultural appropriation - also known as ‘cultural misappropriation’, is the adoption of an aspect or aspects of one culture by members of another culture. This can be controversial when members of a dominant group appropriate or take from disadvantaged or marginalised cultures. Debates around what does and does not constitute cultural appropriation often try to consider a broad historical context

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and evaluate whether there are elements of a cultural or interpersonal power imbalance that may be at play, whether subtle or overt.

Diaspora - often used in reference to the African Diaspora, this is a term that refers to the voluntary or forcible movement of peoples from their homelands into new regions.

Dual or Mixed Heritage - this term is used to refer to an individual who has parents from different ethnic and/or cultural backgrounds, and it is increasingly used instead of the term 'mixed race'.

Decolonisation - is a term often used in reference to the teaching curriculum across all levels of education within Western society. The decolonisation or diversification of the curriculum, seeks to broaden the scope of teaching and learning to include and take account of a more diverse range of individual and collective identities and cultures that are often not considered, while seeking to challenge and dismantle established notions that lack diverse perspectives.

Ethnicity - race and ethnicity are often used interchangeably but it is useful to be clear about the difference. Race is a socially constructed term without biological or scientific merit that has historically been used to categorise different groups of people based on perceived physical differences. Ethnicity on the other hand refers to the following shared traits within a particular group of people:

- a long shared history of which the group is conscious as distinguishing it from other groups and the memory of which it keeps alive
- a cultural tradition of its own including family and social manners, often but not necessarily associated with religious observance
- a common, however distant, geographical origin
- a common language and literature

It is important to remember that everyone has an ethnicity and 'white British' is an ethnic group.

Ethnocentrism - refers to the biased and often discriminatory belief that one's own ethnic group is centrally important and to measure all other ethnic groups using the standards and customs of their own.

Indigenous - is used in reference to descendants of native people from a particular region.

Institutional racism - also known as 'structural racism', institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention a particular racial group, but their effect is to create proportionate advantages for some ethnic groups, most often white, and oppression or disadvantage for people from minoritised ethnicities.

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Integration - refers to the joining together of different ethnic or racial groups and the creation of a free and equal association.

Minority ethnic - refers to individuals and groups who are in the minority within a larger population based on certain characteristics and who are often subject to differential treatment.

‘Minority ethnic’ or ‘ethnic minority’? The term ‘ethnic minority’ is said to place the emphasis on ethnicity as the main issue leading to discrimination or being minoritised. There can be a tendency in Western media and language to see ‘ethnic’ as synonymous with not-white and so the term can be perceived as implying the issue is with people being not-white, or non-white people being the issue. As a consequence the term tends to be reversed to refer to ‘minority ethnic groups’ in order to highlight the fact that everyone has an ethnicity and the issues being referred to when race and racism are discussed tend to relate to minority groups in a UK context and the discrimination and barriers they face.

Model Minority Myth - refers to the concept whereby stereotypes and harmful narratives are sometimes perpetuated in relation to particular groups of people, based on their ethnicity, race and/or religion. The model minority myth posits that each member of a particular group holds certain characteristics, abilities and privileges, making them successful in certain areas of life, such as education and income generation, which is a false assertion that can create unrealistic expectations and breed resentment within and between different groups. The model minority myth homogenises groups of individuals based on their race or religion and can be used to suggest there is no need for government intervention in socio-economic disparities, therefore proposing that all individuals belonging to the group are equally privileged, capable or successful.

The model minority myth has been used in relation to multiple groups of people, but is most commonly associated with Asian and Chinese people. Like all stereotypes and unconscious biases, such narratives can and do lead to discrimination and harassment, and so it is extremely important that we challenge these perceptions and false narratives wherever they arise.

Multiculturalism - refers to the practise of acknowledging, respecting and promoting the peaceful coexistence of all identities, such as religions, languages, races, ethnicities, attitudes and opinions, of individuals and groups occupying a shared environment or community.

People of colour (POC) - the term ‘people of colour’ is an American import that is now used more commonly in the UK, and is used to refer to racial groups and individuals who are non-white.

It is important however to note that the term People of colour is problematic and is not fully representative of all minority ethnic groups and individuals, who for

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instance would not necessarily choose to identify with this term and may instead reject it.

Also see the 'BAME and BME' definition.

Post-Racial - is a theoretical term that is sometimes used to describe an environment free from racial preference, discrimination and prejudice. Also, see the 'Colourblind(ness)' definition.

Race - as identified in the Equality Act 2010, race is one of the nine protected characteristics. It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins.

Racism - is defined as discrimination, prejudice or malicious acts towards individuals or communities because of skin colour, ethnicity, nationality, language, customs or practices and place of birth.

Racial profiling - refers to the use of a person's perceived race or ethnicity along with the colour of their skin, as grounds for suspecting them of having committed an offense. This is often, but not exclusively, linked to 'stop and search' government policies.

Refugee - refers to someone who is in need of protection and would be at risk of persecution if they returned home. Under international law the word "refugee" has a very precise meaning and refers to someone who: "...owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of their nationality and is unable or, owing to such fear, is unwilling to avail themselves of the protection of that country..." (United Nations Convention on the Status of Refugees, 1951).

Respectability politics - a term coined by Evelyn Brooks Higginbotham, respectability politics refers to attempts by marginalized groups to police their own members and to show their social values as being consistent with mainstream or majority values. It is the idea that in order for a group to gain more rights, they must act and appear "respectable". Originally used to refer to the policing of African American women's behaviours, the concept can be applied in other situations. It is similar to 'horizontal hostility'.

Respectability politics has been widely criticised as it "...puts all of its faith in racist gatekeepers, suggesting to black people that they must change in order to appeal to the inherent good nature of white racists, and puts none of its faith in black people living under the weight of poverty and discrimination. Poverty is narrow and limiting, people work within the confines of it, that they have to do this is not the problem, poverty itself is the problem."

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Reverse Racism - also referred to as ‘reverse discrimination’, reverse racism is the perceived racism or discrimination that is said to occur against a dominant group or political majority, resulting from policies and practices that are intended to level the playing field and remove barriers for minority ethnic groups. This term is commonly used by detractors of positive or affirmative action, who believe that these policies cause members of traditionally dominant groups to be discriminated against.

Roma - Roma is an umbrella term used to describe groups of people with similar cultural characteristics including those who describe themselves for example as Roma, Sinti, Gypsies and Kalé. Roma have lived in Europe for over 1,000 years since originally migrating from India and are the largest minority group in Europe.

Traveller/travelling community - the UK government defines ‘Gypsy/Roma/Traveller’ as “persons of nomadic habit of life whatever their race or origin, including such persons who on grounds only of their own or their family’s or dependants’ educational or health needs or old age have ceased to travel temporarily, but excluding members of an organised group of travelling showpeople or circus people travelling together as such”.

Romany Gypsies and Irish Travellers are recognised in law as distinct minority ethnic groups and are legally protected from discrimination under the Equality Act 2010.

White fragility - this is a relatively new term, coined by Robin DiAngelo, white fragility is described as the conscious or unconscious discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice, including when a white person receives feedback regarding their own behaviour and privilege. It is described as “a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves...[including]...outward display of emotions such as anger, fear, and guilt, and behaviours such as argumentation, silence, and leaving the stress-inducing situation. These behaviours, in turn, function to reinstate white racial equilibrium.” White fragility is therefore said to result from the “insulated environment of racial protection” within which many white people exist.

White privilege - white privilege has been described in the following way, “as a member of the dominant ethnic group, a white person in Western culture has inherited privilege simply because they are white. It suggested that a white person has greater access to available resources because they are white and that white ‘ways of thinking’ and living are seen as the norm, forming a standard against which all people of colour are compared. It is described as an ‘absence of the consequences of racism, absence of structural discrimination, an absence of your race being viewed as a problem first and foremost.’”

White supremacy - this has been described as “a culture that positions white people (and all that is associated with them), whiteness, as ideal. White

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supremacy is more than the idea that whites are superior to people of colour, it is the deeper premise that supports this idea, the definition of whites as the 'norm' or standard for human, and people of color as a deviation from the norm."

WOC - is an acronym for Women of Colour. This is intentionally separate from the term Person of Colour (POC) as it highlights the intersection between race and gender identity.

Religion and belief

Religion or belief - refers to one of the nine protected characteristics outlined in the Equality Act 2010. Religion has the meaning usually given to it, but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

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