

Equalities Policy

Appendix B: Glossary of Terms

Age - A person belonging to a particular age or range of ages

Anti-Semitism - In December 2016, the Government formally adopted the International Holocaust Remembrance Alliance working definition of anti-Semitism; the first European Union country to do so: "Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

Direct discrimination – treating someone less favourably than someone else because of a protected characteristic

Direct discrimination by perception – treating one person less favourably than someone else because you incorrectly think they have a protected characteristic

Discrimination arising from disability – treating a disabled person unfavourably because of something connected with their disability when this cannot be objectively justified

Direct discrimination by association – treating someone less favourably than another person because they are associated with a person who has a protected characteristic

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

Gender reassignment - The process of transitioning from one gender to another

Harassment – unwanted behaviour related to a protected characteristic which has the purpose or effect of violating someone's dignity or which creates a hostile, degrading, humiliating or offensive environment

Hate Crime - Hate crime is any crime that is motivated by hostility on the grounds of race, religion, sexual orientation, disability or transgender identity. There are three categories of hate crime in legislation: incitement to hatred offences on the grounds of race, religion or sexual orientation; specific racially and religiously motivated criminal offences (such as common assault); and provisions for enhanced sentencing where a crime is motivated by race, religion, sexual orientation, disability or transgender identity.

Hate incidents can include: name calling, physical attack, vandalism, hate mail and texts, hate material on social media and theft.

Indirect discrimination – where a provision, criteria or practice, which applies to everyone particularly disadvantages people who share a particular protected characteristic and where that provision, criteria or practice is a proportionate means of achieving a legitimate aim

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

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

Race - Refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins

Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition

Sex - A man or a woman

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

Stalking – In 2012 the Coalition Government added two specific criminal offences of stalking to the 1997 Protection from Harassment Act. These are: stalking (section 2A) which is pursuing a course of conduct which amounts to harassment and which also amounts to stalking and stalking (section 4A) involving fear or violence or serious alarm or distress.

Appendix C: Equality Objectives

Equality Objectives 2017 – 2020

The following equality objectives have been developed to support the Council's corporate business plan and the updated corporate equality policy.

Equality Objectives – Services

1. We will use fair and evidence based decision making when reviewing Council policies, services and functions, including ensuring equality implications are taken into consideration
2. We will improve the quality of life for people in West Norfolk through improved access to information and services
3. We will ensure the Council's approach to equalities issues are regularly reviewed and promoted

Equality Objectives – Employment

1. We will maintain a diverse workforce that reflects the community that we serve
2. We will maintain a working environment that is inclusive and where all staff are treated fairly
3. We will ensure all our employment policies, practices and procedures comply with equalities legislation