
GLOSSARY OF TERMS

Bullying

Bullying occurs whenever someone misuses a position of power and demeans and/or threatens another person. Alternatively a group of colleagues can gang up on an individual.

Direct Discrimination

Treating one person less favourably than another (on the grounds of race, age, disability, religion, gender, gender identity or sexual orientation). Direct discrimination is unlawful.

Diversity

This refers to the appreciation of difference; the recognition that not all people are the same and therefore should not be treated as such. Diversity includes individuals and 'minority' groups that often experience discrimination and marginalisation on the basis of their race or ethnicity, age, religion, gender, gender identity, sexual orientation or because they have a mental, sensory or physical disability.

Harassment

Harassment is behaviour that annoys or upsets someone.

Impact Assessment

A way of finding out whether a function or policy (or proposed policy) affects community groups differently. This allows functions, policies and procedures to be reviewed and changed in light of any adverse affect (identified or perceived).

Indirect Racism

Applying a requirement or a condition which, intentional or not, adversely affects a considerably larger proportion of one group than another and which cannot be justified on any reasonable grounds.

Institutional Racism / Discrimination

'The collective failure of an organisation to provide an appropriate professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination

through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people’.

Sir William Macpherson

Minority Ethnic

Refers to groups who are in the minority. In Scotland the term could include communities whose origins lie mainly in South Asia, Africa, the Caribbean and China as well as people from English, Irish, Polish and Italian communities. It also includes refugees and asylum seekers and Gypsy Travellers.

Monitoring

The process of collecting, analysing and evaluating information to measure performance, progress or change.

Positive Discrimination

To treat one person or community more favourably over another purely on the basis of historic disadvantage. For example, to select for employment a minority ethnic or a female applicant not because they were the best person for the job, but purely to address an existing staff imbalance. This form of discrimination is not only unlawful but also unethical.

Racist Incident

Any incident which is perceived to be racist by the victim or any other person.

Victimisation (The Race Relations Act 1976)

Victimisation arises where the discriminator treats the person victimised less favourably than they treat other persons, on the grounds that the person victimised has exercised or intends to exercise (or is suspected of having done so or intending to do so) their rights under the Race Relations Act 1976.