

Equality and Fairness: a glossary

Disability	A person has a disability if they have a physical or mental impairment which has a significant and long-term adverse effect on their ability to carry out everyday activities. This includes illnesses like cancer and multiple sclerosis as well as conditions such as dyslexia and mental health issues.
Diversity	Understanding that each individual is unique, and has individual differences. The differences can range from the colour of eyes to race, ethnicity, gender, sexual orientation, socio-economic status, age, disability, physical abilities, religious beliefs, political beliefs, or other ideologies.
Equality	Having the same rights, opportunities and status as other people, regardless of individual differences.
Equity	Ensuring that everyone has what they need to have similar quality experiences. Equity is about meeting individual needs, instead of treating everyone who has a particular difference in the same way.
Ethnic and cultural minority	A group within a community which has different national or cultural traditions from the main population. This can include people who have come to the UK recently (eg Syrian refugees), and people who have been living in the UK for generations but still have their own cultural traditions (e.g. Scottish Asians).
Inclusion	Inclusion is seen as a universal human right. The aim of inclusion is to embrace and welcome all people irrespective of difference. It is about giving equal access and opportunities and getting rid of discrimination and intolerance.
Non-resident parent	A parent who does not live with their child / children, eg a parent after a separation.
Protected characteristics	Aspects of a person protected under the Equality Act 2010. This is designed to protect people against discrimination because of a protected characteristic, e.g. not being included in a Parent Council because of sexual orientation. The nine protected characteristics are: • Age • Disability • Gender reassignment • Marriage and civil partnership

	• Pregnancy and maternity • Race • Religion and belief • Gender / sex • Sexual orientation
Racism	Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.
	 We can avoid discrimination when we think positively about the effects of all the concepts listed above. Discrimination involves treating people less favourably than you would treat others because of a real or perceived difference (see Diversity). Discrimination may be direct or indirect, and can be about the person or group of people, and also about real or perceived associations (eg the children of a same-sex couple being treated less well than those whose parents are heterosexual). Example of direct discrimination: a parent with Tourette's Syndrome is not welcome at Parent Council meetings. Example of indirect discrimination: a Parent Council holds all meetings in a pub, which would make it difficult for people who do not drink for religious reasons to attend.

Other leaflets available

- Simple Guide to Equality and Fairness
- Equality and Fairness Template Policy
- Inclusion Health Check

About Connect

You may be interested to know that we offer our members a range of benefits:

- Free Information & Training Sessions
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- Membership-linked insurance
- Access to the member's-only section on the Connect website
- Annual Lecture
- Telephone and email helpline
- A wide variety of leaflets and other resources

You are welcome to use information from this leaflet however, if you do please acknowledge Connect.

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Connect, Mansfield Traquair Centre, 15 Mansfield Place, Edinburgh, EH3 6BB

Tel: 0131 474 6199

Email: info@connect.scot

Website: www.connect.scot



Connect_Scot



@connect_scot

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