

Supergen ORE Hub Equality, Diversity and Inclusion Charter

Glossary of Terms

Term	Meaning
Protected Characteristics (Equality Act 2010)	<p>The Act describes '<i>protected characteristics</i>' as:</p> <ol style="list-style-type: none"> 1. Age: young through to old people 2. Disability: including long term health conditions that impact on the capacity to work 3. Ethnicity/race: e.g. Asian and minority ethnic groups 4. Gender reassignment; people transitioning from one sex to another 5. Pregnancy and maternity/paternity; ensuring appropriate treatment for women returning to work, or for men wanting to take paternity leave 6. Marital or civil partnership status 7. Religion and belief; including people who have no religion or belief 8. Sex: women, men and transgender people; and 9. Sexual orientation: Lesbian, Gay, Bi-Sexual or Straight
Direct discrimination	<p>This is when an employee or applicant is treated less favourably than some else because of their;</p> <ul style="list-style-type: none"> • Sex • Marriage or civil partnership • Gender reassignment • Pregnancy and maternity leave • Sexual orientation • Disability • Race • Religion or belief • Age <p>and; that there is no genuine occupation requirement for it. People also must not be discriminated against because they are on a part time or fixed term contract</p>
Indirect discrimination	<p>This is where there is a working condition, practice or rule that disadvantages one group of people more than another. In other words it is more difficult for people from one group to comply with the</p>

	<p>requirement. Even if it is done accidentally indirect discrimination is unlawful. Indirect discrimination is only allowed if it is necessary for the way the business works, and there is no other way of achieving it.</p>
<p>Genuine occupation requirement/qualification</p>	<p>A term used in the context of discrimination legislation relating to sex, race, religion or belief, age and sexual orientation, where an employer is allowed to discriminate in recruitment, transfers, training or dismissal, if the employer can prove that a genuine occupational requirement (GOR) or, in the case of sex or race, genuine occupational qualification (GOQ) exists</p>
<p>Discrimination arising from disability</p>	<p>This is where a disabled person is treated unfavourably because of something connected to their disability where it cannot be objectively justified. This only applies where the organisation knew or could reasonably be expected to know that the person was disabled</p>
<p>Associative Discrimination</p>	<p>This is where someone is treated worse than someone else because they are associated with someone with a protected characteristic</p>
<p>Perceptive Discrimination</p>	<p>This is where someone is treated worse than someone else because there has been an assumption that they have a protected characteristic. This applies even if the person does not possess the characteristic</p>
<p>Third Party Harassment</p>	<p>This is where an employee is harassed by a third party who is not an employee e.g. volunteers or service users. The organisation becomes liable if it has happened on at least two occasions, that it is aware that it took place and have not taken steps to prevent it happening again</p>