

EQUALITY AND DIVERSITY POLICY

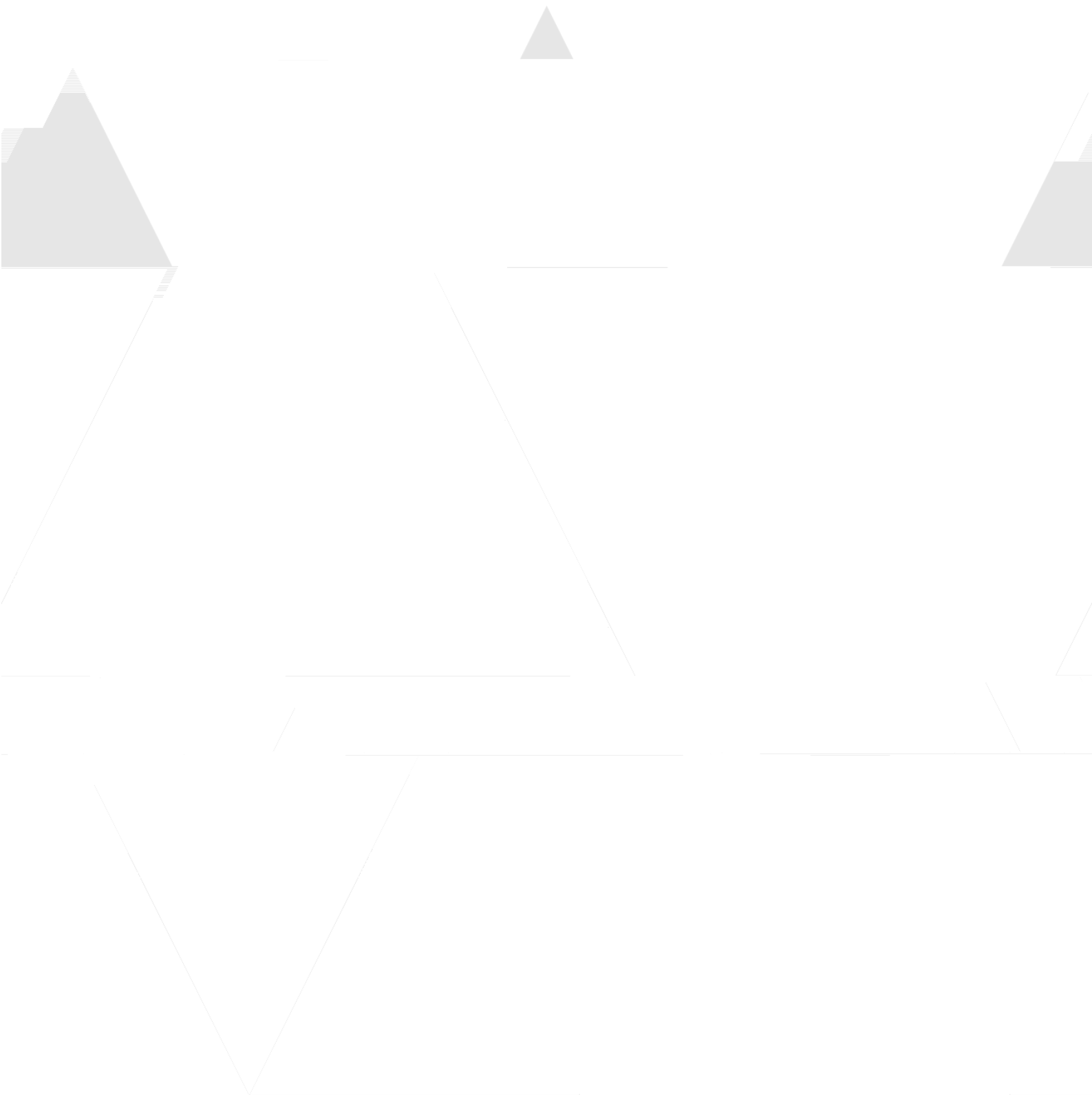
Policy Statement

The Activate Learning group is on an ambitious mission to transform lives through learning by enabling opportunities, creating life chances and generating prosperity for individuals and communities. In achieving this mission, Activate Learning is committed to advancing equality of opportunity, respecting and celebrating difference, eliminating discrimination, harassment, victimisation and fostering good relations.

The Learning Philosophy and our Values underpin equality, diversity, and inclusion. We believe that everyone has the capacity and ability to learn and develop and we aim to promote a culture of equitable opportunity for staff and students across Regions, Faculties, Services, Te

- Pregnancy/maternity
- Marriage/civil partnership.

In addition, other aspects of a person's identity, background or circumstance can cause them to experience discrimination, for example a person's socio-economic status, class or background. The



Appendix 1 - Definitions of Discrimination

The Equality Act 2010 recognises the following types of discrimination:

- Direct discrimination, including associative and perception discrimination
- Indirect discrimination
- Harassment
- Victimisation
- Discrimination arising from a disability
- Failure to make reasonable adjustments

Direct discrimination occurs when someone is treated unfairly, or less favourably than another person, because they have a protected characteristic. This often arises because of assumptions, stereotyping or prejudice. The Equality Act 2010 (the Act) extends the definition of direct discrimination to cover association discrimination. This is direct discrimination against someone because they associate with another person who has the protected characteristic. The Act also extends the definition of direct discrimination to cover perception discrimination. This is direct discrimination against someone because they are perceived to have a protected characteristic.

Indirect discrimination happens when a 'provision, criterion or practice' is applied that appears to affect everyone equally but which in fact puts people who share a protected characteristic at a disadvantage. The Act harmonises the definition of indirect discrimination across protected characteristics (with the exception of pregnancy/maternity). Although pregnancy and maternity are not covered by indirect discrimination, policy and practice that disadvantages pregnant women and new mothers could constitute indirect gender discrimination.

Harassment occurs when someone behaves in such a way that a person's dignity is violated,

Appendix 2 - Gender Identity Definitions

Agender

Having no gender in terms of presentation, identity, etc.

Acquired gender

The new gender of a person who has socially transitioned and had their gender reassigned and/or legally recognised. It is possible for an individual to transition and receive legal recognition of their acquired gender without medical assistance.

Bigender

Identifying as both male and female, possibly moving between these.

Binary gender identity

The classification of sex and gender into two distinct, opposite and disconnected forms of masculine and feminine.

Cisgender (Cis)

An individual who identifies with the gender they were assigned at birth.

Gender

Gender consists of two related aspects: gender identity, which is a person's internal perception and experience of their gender (their sense of themselves as a woman, man or non-binary person) and gender role or expression (the way a person lives in society and interacts with others – how they express themselves in terms of voice, clothing, etc.).

Gender fluid

Denoting or relating to a person who does not identify themselves as having a fixed gender, rather experiencing oneself as different genders over time.

Gender questioning

Someone exploring their gender identity.

Intersex

Possessing any of several variations in sex characteristics including chromosomes, gonads, sex hormones or genitals that, according to the UN Office of the High Commissioner for Human Rights, "do not fit the typical definitions for male or female bodies".

Non-binary gender identity

Identifying as either having a gender which is in-between or beyond the two categories 'man' and 'woman', as fluctuating between 'man' and 'woman', or as having no gender, either permanently or some of the time.

Queer

Term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBT community. Some LGBT people view the word as a slur, it was reclaimed in the late 80's by the queer community who have now embraced it.

Sexual orientation

Sexual orientation is different from gender identity, and the two are not related. Trans people, like any other people, can be heterosexual, lesbian, gay or bisexual.

Trans

An inclusive term for those who identify themselves as transgender, transsexual or transvestite. The term 'trans' can be used without offence but should only be used as an adjective, for example 'a trans student'.

Transgender

Transgender refers to individuals who have a gender identity or gender expression that differs from their assigned sex.

Transitioning

Transitioning is the term used to describe someone changing from one gender to another, with or without medical intervention.

Transphobia

Negative attitudes, emotions, behaviours and structures relating to people on the basis of their being trans in some way, or otherwise not conforming to conventional gender roles.

Transsexual

This was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. This term is

