

Equality & Inclusion Strategy 2020 - 2024

Appendix C: Terminology



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<p>Accessible communications means communications that can be understood by all members of the community, including Deaf and disabled people and people who use English as a second language.</p>
<p>An asylum seeker is a person who has sought protection as a refugee, but whose claim for refugee status has not yet been assessed.</p>
<p>BAME stands for Black, Asian and Minority Ethnic.</p>
<p>A carer is someone who provides support, unpaid, for a friend or family member who needs support owing to disability, illness, or for another reason such as an addiction.</p>
<p>Capital Ambition is Cardiff Council’s overarching five-year plan for the city, outlining our vision for the city and the services we provide to the public.</p>
<p>The Cardiff Commitment is an initiative which works with external partners to introduce children and young people to the vast range of opportunities available to them in the world of work</p>
<p>Our definition of Community Cohesion is that set out in the Welsh Government Community Cohesion Delivery Plan.</p> <p>This explains Community Cohesion as:</p> <p>“The vision of an integrated, cohesive and resilient society is based on three foundations:</p> <ul style="list-style-type: none">• people from different backgrounds having similar life opportunities;• people knowing their rights and responsibilities;• people trusting one another and trusting local institutions to act fairly; and on three ways of living together: <ul style="list-style-type: none">• a shared future vision and sense of belonging;• a focus on what new and existing communities have in common, alongside a recognition of the value of diversity;• strong and positive relationship between people from different backgrounds. <p>Community cohesion is strongly connected to work on equalities and community safety. The three work areas overlap to form a ‘Community Resilience’ spectrum where work to strengthen equal rights and opportunities and foster good relations prevents downstream community safety incidents such as hate crime and vulnerability to radicalisation.”</p>
<p>Community engagement is a process that involves communities in deliberation, decision making and practical action. It can be done using a wide range of methods and can include both face-to-face and online engagement.</p>
<p>Our Corporate Plan sets out how we will deliver Capital Ambition</p>

<p>Disability as defined by the Equality Act 2010, is a physical or mental impairment that has a substantial and long-term negative effect on a person’s ability to do normal daily activities. The social model of disability defines it as the effect of the barriers, discrimination and disadvantages faced by disabled people, not the impact of their specific impairment.</p>
<p>Diversity is about recognising, respecting and valuing a wide set of differences and understanding that the opportunities we get are impacted by characteristics beyond those protected by legislation. This includes class, family background, political views and union membership.</p>
<p>Employment rate: The number in employment expressed as a percentage of everyone in that age group (in this case, all those of working age).</p>
<p>Equality is about recognising and respecting differences, including different needs, to ensure people can live their lives free from discrimination, know their rights will be protected, and have what they need to succeed in life.</p> <p>It is about ensuring equality of opportunity by tackling the barriers that some groups face, and making Cardiff fairer by narrowing the social and economic divides that separate people.</p> <p>The characteristics protected by equality legislation are age, disability, gender, gender reassignment, ethnicity, pregnancy and maternity, religion and/or belief and sexual orientation.</p>
<p>A Hate crime is any crime that is targeted at a person because of hostility or prejudice towards that person’s actual or perceived disability, race or ethnicity, religion or belief, sexual orientation or trans identity. This can be committed against a person or property.</p>
<p>Homelessness is the state of lacking a place to live that is supportive, affordable, decent and secure. While rough sleepers are the most visible homeless population, most homeless people live in hostels, squats, bed and breakfasts or in temporary and insecure conditions with friends and family.</p>
<p>Millennials - Those born between 1981 – 1996 (sometimes listed as 1980 -2000)</p>
<p>Inclusive design creates environments that everyone can use to access, and benefit from, the full range of opportunities available and they can do so confidently, independently and with choice and dignity. Inclusive design avoids separation or segregation and is made up of places and spaces that acknowledge diversity and difference, meeting the needs of everyone in society.</p>
<p>Inclusive growth is economic growth that creates opportunity for the whole population and distributes the dividends of increased prosperity, both in monetary and non-monetary terms, fairly across society.</p>
<p>Inclusion means removing barriers and taking steps to create equality, harness diversity and ensure safe, welcoming communities and cultures that encourage innovative and fresh ways of thinking and allow people to speak up, especially to suggest where things could be done better.</p>
<p>LGBT+ stands for Lesbian, Gay, Bisexual and Transgender (including Genderqueer, Non Binary, Questioning, Intersex and Asexual).</p>

<p>Older people refers to people over 50, but also recognises that those above retirement age and those over 70 may have certain requirements.</p>
<p>The Pay gap is the difference between the average pay of two different groups of people, for example men and women, or groups from different ethnic backgrounds.</p>
<p>Protected characteristics are the nine characteristics protected under the Equality Act 2010. They are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.</p>
<p>Poverty is defined relative to the standards of living in a society at a specific time. People live in poverty when they are denied an income sufficient for their material needs and when these circumstances exclude them from taking part in activities that are an accepted part of daily life in that society.</p>
<p>A refugee is someone who ‘owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion, is outside the country of his nationality, and is unable to or, owing to such fear, is unwilling to avail himself of the protection of that country...’. (1951 Refugee Convention)</p>
<p>The Socio-economic Duty is covered by Section 1 of the Equality Act 2010, which is due to be introduced in Wales in 2021. It will require a public body ‘when making decisions of a strategic nature about how to exercise its functions, [to] have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage’</p>
<p>Special educational needs is defined in legislation as a child or young person with a learning difficulty or disability which calls for special education provision.</p>
<p>UNICEF – is the United Nations International Children’s Fund</p>
<p>The Welsh Index of Multiple Deprivation (WIMD) is designed to identify the small areas of Wales that are the most deprived.</p> <p>WIMD is the official measure of relative deprivation for small areas in Wales. It is a National Statistic produced by statisticians at the Welsh Government. It identifies areas with the highest concentrations of several different types of deprivation.</p>

