

# Academic Policy and Procedure

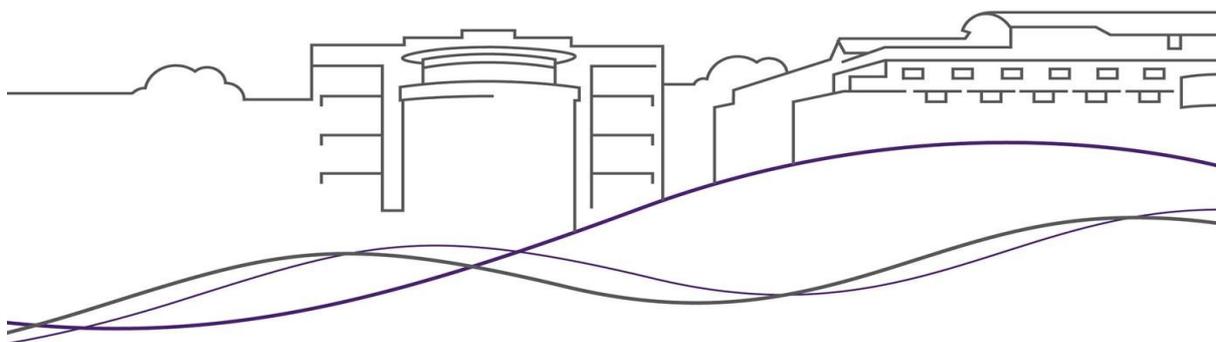


UNIVERSITY  
CENTRE  
SOUTH DEVON

South Devon College

HIGHER EDUCATION

## Equality, Diversity, and Inclusion Definitions (21/22)



## Document Control

Document Approved by: E&D Committee	Date of Approval: June 21
Review by: TBC	Review Date: April 2022
Date of Implementation: Sept 21	CPD to support Implementation: July 21
Version: 1.0	Author: A Wilson

Ver	Date	Author	Description
1.0	June 21	A Wilson	Inception

Ver	Committee	Date Approved	Comments
1.0	E&D	June 21	Approved

## A

### **Ableism and disablism**

As an organisation, South Devon College follow the social model of disability and Scope's definition of ableism and disablism. The definition also applies to those who are 'disabled by association' within the Equality Act (2010) for those who care for someone with a disability.

'Disablism is discrimination or prejudice against disabled people.'

'Ableism is discrimination in favour of non-disabled people.'

[Link to Scope](#)

### **Antisemitism**

South Devon College adopts the [IRHA's](#) (International Holocaust Remembrance Alliance) definition of antisemitism which is in line with UK Government recommendation. The definition from the IHRA states,

'Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities'.

## B

### **Biphobia**

South Devon College has adopted the [Stonewall](#) definition of biphobia which states that biphobia is 'the fear or dislike of someone who identifies as bi based on prejudice or negative attitudes, beliefs or views about bi people. Biphobic bullying may be targeted at people who are, or perceived to be bi'.

### **Bullying**

There is no legal definition of bullying, however, in line with [UK Government pages](#), it is often defined as behaviour which is: repeated, intended to hurt someone either physically or emotionally, offensive and can take many forms including: physical assault, threats, name-calling and cyberbullying.

## D

### **Domestic Abuse**

The definition of domestic abuse adopted by South Devon College comes from the [Crown Prosecution Service](#) (CPS) who define domestic abuse across Government as,

'any incident of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members, regardless of their gender or sexuality.'

## G

### **Gender-based Violence**

South Devon College takes their definition for gender-based violence from the United Nations. According to the [UNHRC](#), Gender-Based violence refers to harmful acts directed at an individual based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms. Gender-based violence (GBV) is a serious violation of human rights and a life-threatening health and protection issue.

## H

### **Harassment**

Harassment is defined in three ways by the [Equality Act 2010](#):

- 1) Unwanted conduct that has the purpose or effect of creating an intimidating, hostile, degrading, humiliating or offensive environment for the complainant, or violating the complainant's dignity (this applies to all the protected characteristics apart from pregnancy and maternity, and marriage and civil partnership).
- 2) Unwanted conduct of a sexual nature (sexual harassment).
- 3) Treating a person less favourably than another person because they have either submitted to, or did not submit to, sexual harassment or harassment related to sex or gender reassignment.

### **Hate crime**

South Devon College adopts the [Devon and Cornwall Police](#) definition of hate crime which is defined as 'any hate incident which constitutes a criminal offence and the victim or any other person believes it to be motivated by prejudice or hate'. This could include: person's disability, their race, ethnicity or nationality, their religion or belief, their sexual orientation, their transgender identity, their sex or gender.

### **Homophobia**

South Devon College adopts [Stonewall's](#) definition of Homophobia. This definition states that homophobia is

'the fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.'

## I

### **Islamophobia**

In line with government bodies, South Devon College adopts the APPG (All Party-Parliamentary Group) on British Muslims definition of Islamophobia, 'Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness.'

More information is available [here](#).

## R

### **Racism**

The [Equality Act 2010](#) says you must not be discriminated against because of your race.

In the Equality Act, race can mean your colour, or your nationality (including your citizenship). It can also mean your ethnic or national origins, which may not be the same as your current nationality. For example, you may have Chinese national origins and be living in Britain with a British passport.

Race also covers ethnic and racial groups. This means a group of people who all share the same protected characteristic of ethnicity or race.

A racial group can be made up of two or more distinct racial groups, for example black Britons, British Asians, British Sikhs, British Jews, Romany Gypsies and Irish Travellers.

### **Revenge Pornography**

South Devon College adopt the [CPS](#) definition who define revenge pornography as a 'broad term usually involving an individual, often an adult ex-partner, uploading onto the internet intimate sexual images of the victim, to cause the victim humiliation or embarrassment.'

## S

### **Sexual Harassment**

Sexual harassment is unwanted behaviour of a sexual nature which: violates your dignity, makes you feel intimidated, degraded or humiliated or creates a hostile or offensive environment. You don't need to have previously objected to someone's behaviour for it to be considered unwanted.

### **Sexual Violence**

Sexual violence is the general term used to describe any kind of unwanted sexual act or activity, including rape, sexual assault, sexual abuse, and many others.

[Further information](#)

## T

### **Transphobia**

South Devon College adopts the [Stonewall](#) definition of Transphobia,

'the fear or dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.'

## **Further Terminology**

### **Asylum Seeker**

As defined by [UNHRC](#) an asylum-seeker is someone whose request for sanctuary has yet to be processed.

### **BAME/BIPOC**

BAME stands for Black, Asian and Minority Ethnic. This abbreviation is often used for statistical purposes when the College is required to complete statutory returns or analyse our staff and student success.

BIPOC stands for Black, Indigenous and People of Colour and is increasingly used when discussing race and ethnicity. It is considered the most inclusive term to use when discussing race/ethnicity. **POC** is sometimes also used which stands for 'People of Colour'.

### **Ethnicity**

The DfE defines ethnicity as Ethnicity as a personal awareness of a common cultural identity. Ethnicity relates to how a person feels and not necessarily how they are perceived by others. It is a subjective decision as to which category a person places themselves in and therefore does not infer any other characteristics such as religion, country of origin etc.

### **LGBT+**

The [Stonewall](#) definition for LGBT+ is 'LGBT is an acronym for Lesbian, Gay, Bisexual and Transgender and the '+' symbol recognises other identities which do not fall into these categories such as queer, questioning, non-binary, intersex and gender-fluid'.

### **Non-Binary**

The [Stonewall](#) definition for non- binary is 'an umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely'.

### **POLAR**

The College uses POLAR (Participation of Local Area) within University South Devon in line with the requirements from the OfS (Office for Students) to help identify areas of socio-economic deprivation. More information is available [here](#).

## **Pronouns**

Words we use to refer to people's gender in conversation - for example, 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/their and ze/zir.

## **Refugee**

Refugees are defined and protected in international law. [The 1951 Refugee Convention](#) is a key legal document and defines a refugee as:

“someone who is unable or unwilling to return to their country of origin owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion.”

## **Trans**

[Stonewall](#) define Trans as 'an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

## **Traveller Community**

The UK government defines 'Gypsy/Roma/Traveller' as 'persons of nomadic habit of life whatever their race or origin, including such persons who on grounds only of their own or their family's or dependants' educational or health needs or old age have ceased to travel temporarily, but excluding members of an organised group of travelling show-people or circus people travelling together as such'.

Romany Gypsies and Irish Travellers are recognised in law as distinct ethnic groups and legally protected from discrimination under the Equalities Act 2010.