

Barriers-

Barriers are structures or factors, whether physical, social or psychological, which make it difficult for people to make progress or to achieve an objective. These are the factors that prevent individuals, or groups having access to employment, or services, or from reaching their maximum potential in society.

- Examples of barriers include poor arrangements for access to buildings and information, lack of transport, poor education and training, absence of role models, and discrimination against particular groups.

Belief-

Belief is the acceptance of a fact, opinion, or proposition as true, without the full intellectual knowledge to know it's true. The Equality Act 2010 says you must not be discriminated against because:

- You are (or are not) of a certain religion.
- You hold (or do not hold) a particular philosophical belief.
- Someone thinks you are of a certain religion or hold a particular belief. This is known as discrimination by perception.
- You are connected to someone who has a religion or belief. This is known as discrimination by association.

Bisexual-

A bisexual person has an emotional and/or sexual orientation towards people of the same sex as well as people of the opposite sex. People who are bisexual can sometimes feel they are ignored in equal opportunities because society views sexual orientation as binary for example, people to be either heterosexual, or lesbian, or gay

BME/BAME-

BME stands for 'Black and Minority Ethnic'. BAME stands for 'Black, Asian and Minority Ethnic'. You may see both or either used as terminology in the UK to describe people of non-white descent.

Buddhism-

Buddhism was founded in Northern India/Nepal by Gautama Siddhartha. It officially has around 350-400 million followers worldwide. It is estimated that another 400 million Buddhists live in China, but are not allowed to practise their faith publicly.

Christianity-

Christians believe in one God and that Jesus is the Son of God, the second person of the Trinity of God the Father, the Son, and the Holy Spirit. The fundamental tenet of Christianity is that through Jesus' life on earth, his crucifixion, his resurrection, and ascension into heaven, God demonstrates his love for humanity and God's forgiveness of sin.

- There are about one billion Christians worldwide. In the UK, 30 million people are nominally Christians, of whom about six million are practicing.

Dignity-

Dignity is the human quality of being worthy of esteem or respect. All people have the right to be treated with dignity and respect. Without dignity none of the protections of the legal human rights mechanisms can have real meaning, which is why the concept has held, and continues to hold.

Disability-

You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities:

- 'substantial' is more than minor or trivial, it takes much longer than it usually would to complete a daily task for example getting dressed or walking to the shop.
- 'long-term' means 12 months or more for example, a breathing condition that develops as a result of a lung infection.

Discrimination-

Discrimination is when an individual or a group of people is treated less favourably than others because of their ability or potential. It is unlawful to discriminate against someone. Discrimination can come in one of the following forms, which are all covered as individual entries in this guide:

- direct discrimination
- indirect discrimination
- harassment
- victimisation

Diversity-

Diversity aims to recognise, respect and value people's differences to contribute and realise their full potential by promoting culture and society.

Ethnicity-

Ethnicity can be defined as a group of people who identify with social, cultural, or national experiences. A huge number of different names and descriptions are used when talking about ethnicity and ethnic groups.

- White British people are the largest ethnic group in the UK, other ethnicities are sometimes referred to as 'ethnic minorities'. As well as Black, Asian. The ethnic minorities in the UK include members of White minorities, such as those from either an Irish or a Gypsy background.

Exclusion-

In equal opportunities terms, exclusion means being prevented from doing something because you are of a certain race or ethnicity, sexual orientation, sex, age, social class, religion or belief, or are disabled.

Family-

The private rented sector is now home to a variety of diverse households and it is not uncommon for families to be living in this form of housing. Whether your tenants are looking for childcare, something to do on the weekends or general advice, there are key services in Wales designed to support families.

- Family Point Cymru is a great resource designed to connect parents, anyone responsible for a child or young person and professionals to key services in Wales via their website and helpline. They can be contacted on **0300 222 57 57** or visit their website on www.familypoint.cymru

Gay-

Gay is a term that is usually used to describe a man who has an emotional and/or sexual orientation towards men. A person should never be referred to as 'a gay', rather, they 'are gay'.

Gender-

Gender is the condition of being male or female. There is a great deal of debate about whether maleness and femaleness relate solely to biology (being born male or female) or whether they also relate to socialization and cultural influences.

Gender dysphoria-

Gender dysphoria is a condition where a person experiences discomfort or distress because there's a mismatch between their biological sex and gender identity. Biological sex is assigned at birth, depending on the appearance of the genitals. Gender identity is the gender that a person "identifies" with or feels themselves to be. Some people with gender dysphoria have a strong and persistent desire to live according to their gender identity, rather than their biological sex. These people are sometimes called transsexual or trans people. Some trans people have treatment to make their physical appearance more consistent with their gender identity.

Harassment-

Harassment is when someone behaves in a way which offends you or makes you feel distressed or intimidated. Harassment can happen on its own or alongside other forms of discrimination.

Unwanted behaviour could be:

- spoken or written words or abuse
- offensive emails, tweets or comments on social networking sites
- images and graffiti
- physical gestures
- facial expressions
- offensive jokes

Hate incident-

A hate incident is defined as any act, which may or may not be a crime. Hate incidents include:

- verbal abuse like name-calling
- harassment
- physical attacks such as hitting, punching, pushing, spitting
- threats of violence
- hoax calls, abusive phone or text messages
- online abuse for example on Facebook or Twitter
- harm or damage to things such as your home, pet, vehicle
- graffiti

Hate crime-

A hate crime is an illegal act that the victim or any other person perceives to be motivated by hostility or prejudices towards an aspect of a person's identity.

When an act is classed as a hate crime, the judge can impose a tougher sentence on the offender under the Criminal Justice Act 2003.

There are several ways you can report a hate crime, as a victim, witness, or reporting on behalf of someone else:

- In an emergency: call **999**
- To report non-urgent crime call **101** where you can speak to a member of South Wales Police, 24 hours a day, 7 days a week.

Heterosexual-

A heterosexual person is one who has an emotional and/or sexual orientation towards people of the opposite sex. It is quite uncommon for a person to experience discrimination on the grounds that they are heterosexual.

Hinduism-

Hinduism is not a single unified religion. Hindus believe in a universal soul or God called Brahman, and that existence is a cycle of birth, death and rebirth, governed by Karma.

- Hinduism is the third largest religion in the UK with approximately 400,000-550,000 members

Human rights-

The UK is a signatory to the European Convention on Human Rights which was introduced Human Rights Act 1998. The Act does three simple things about the rights and freedoms:

- It makes it unlawful for a public authority to violate Convention rights, unless, because of an Act of Parliament, it had no choice.
- It says that all UK legislation should be given a meaning that fits with the rights, if that's possible. If a Court says it's not possible, it will be up to Parliament to decide what to do.
- Cases can be dealt with in a UK Court or tribunal. They do not have to be taken to the European Court of Human Rights in Strasbourg.

Identity-

The identity is founded on individual's regarding themselves as a member of particular groups such as nation, sexuality, religion or belief, subculture, ethnicity, gender, employment, and so forth. Many people feel a sense of pride in their identity, which furthers a sense of community.

Impairment-

An Impairment is a restriction on a person's physical abilities, capacities, intellectual and cognitive abilities. People are either born with an impairment or can acquire one through accident or illness.

Indirect Discrimination-

Indirect discrimination can be more difficult to spot than direct discrimination. It's when someone is treated in the same way as everyone else, but it has a worse effect on them because of certain reasons for example because they are Black or gay.

Islam-

Islam is a monotheistic religion based on the teachings of Prophet Mohammad, who is believed to be God's final messenger on Earth. Followers of Islam are called Muslims.

Muslims have six main beliefs. These are in:

- one God
- the holy book the Qu'ran
- the presence of prophets (Adam, Abraham, Moses, David, Jesus and Muhammad)
- the day of judgement
- the presence of angels
- the decree of God.

Muslims are obliged to satisfy the Five Pillars of Islam. These are:

Shahadah – bearing witness to God and recognising Mohammad as his prophet

- Salat – praying five times a day in the required way
- Zakat – paying a percentage of income to the poor
- Sawm – fasting during the month of Ramadan
- Hajj – making a pilgrimage to Mecca.

Islam is the second largest religion in the UK with approximately one and a half million members.

Judaism-

There are three key elements to Judaism:

- a belief in one God
- a belief that the Torah (Teaching or Direction) is one of divine origin
- a belief that the followers of Judaism worship God alone, who has communicated through the Prophets.

The Jewish religion is a major world religion. Jews believe in one God and obey the legal and ethical demands of Jewish law.. Jews have a commitment to the study of Jewish holy books, especially the Tenach. There are different Jewish sects, such as Orthodox Jews, Reformist Jews, along with different Jewish groups based on place of birth e.g. Ashkenazim, Sephardim.

Lesbian-

A lesbian is a woman who has an emotional and/or sexual orientation towards people of the same sex. Some women do not like the term lesbian, and prefer to describe themselves as gay Some people use the term 'dyke' or 'butch' this is not an expectable thing to say to someone.

Marital status-

Marital status refers to the legal condition of being single, married, divorced, widowed or in a civil partnership. Discrimination on the grounds of marital status is illegal.

Mental health-

Mental health affects 1 in 4 of all people in our life time, there is various types of mental health and also different strengths. Mental health can range from anxiety to schizophrenia and can also affect different people in different ways.

Nationality-

A person's nationality is usually related to the nation in which they were born. However, people can also achieve nationality by naturalization, which is the process by which a nation accepts a person as a member even though they were born elsewhere. By this process some people actually achieve dual or multiple nationalities, that is to say, they are accepted as a member by more than one nation.

Protected Characteristics-

Discrimination which happens because of one or more of these characteristics is unlawful under the Act. We all have some of these characteristics - for example, sex or age - so the Act protects everyone from discrimination. There are 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
- sexual orientation

Racial discrimination-

Racial discrimination is when you are treated differently because of your race in one of the situations that are covered by the Equality Act. The treatment could be a one-off action or as a result of a rule or policy based on race. It doesn't have to be intentional to be unlawful.

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.

Sikhism-

Sikhism is a monotheistic religion founded in the Punjab district of what is now India and Pakistan. Sikhism is the youngest of the great world faiths, and it was founded and based on the teachings of Guru Nanak and the nine Sikh gurus who followed him. There are 20 million Sikhs in the world, most of whom live in India.

Transsexual-

This was used in the past as a more medical term. To refer to someone who transitioned to live in the 'opposite' gender to the one assigned at birth.

This term is still used by some although many people prefer the term trans or transgender.

Victimisation-

Victimisation is when someone treats you badly because you complain about discrimination or help someone who has been the victim of discrimination. Because the Equality Act recognises you may be worried about complaining, you have extra legal protection when you complain about discrimination.

You're protected against victimisation only if you do one of the following things:

- make a claim or complaint of discrimination under the Equality Act
- give evidence or information to help someone else who has made a complaint or claim under the Act
- do any other thing which is related to the Act
- say that someone has done something unlawful under the Act.

Xenophobia-

Xenophobia is a prejudice based on an extreme dislike or irrational fear of foreigners. It is also often associated with a dislike of cultures, religions and ways of life of people who live in other countries. It is different from racism in that racism is also about some racial groups asserting and exploiting their power over other racial groups.

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