

Definitions of Key Terms

Anti-discriminatory

This refers to action which is undertaken to tackle or prevent or guard against discrimination taking place. This might include procedures, policies, planning, attitudes, behaviours or other activity.

Anti-racism

This term refers to the conscious and concerted efforts institutions and individuals make to challenging and eliminating racism in all its forms

Asian

This term is used to refer to people who have originated from countries of Asia and within the United Kingdom race relations context it is specific to people from the countries of South Asia, namely Bangladesh, India, and Pakistan and South East Asia, China, Hong Kong, Korea and Vietnam.

People of Asian Origin who had to flee from countries of East Africa are also included in this category as are those of Asian origin from the Caribbean.

Asylum Seekers

This term refers to a person who has sought refugee status through making application to the Home Office. This status remains the same whilst their application is considered. On being granted refugee status he/she will then be called a refugee.

Bi-lingualism

Proficiency in speaking two languages.

Assimilation

The total submergence and socialisation of a person or group into another dominant culture or social group (e.g. that people coming to live in Britain from other parts of the World should adopt the dress, language, culture and behaviours of Britain over their own)

Black

This term is used in a variety of ways. For example: the term 'black' is used to refer to people of African and Caribbean origin, it is also used to refer to people of African, Caribbean, South Asian and other

Asian origin and at other times it is used within its political context to refer to individuals or groups who suffer discrimination or harassment based upon race, ethnicity, or colour.

Black and Minority Ethnic (BME)

This term is used to include people from all minority backgrounds. The term includes for example Black, Asian, African, Arab, Chinese, Vietnamese, Malaysian, Dual-Heritage or Multi-heritage, Gypsy and Traveller, Irish, Jewish, Turkish, Kurdish, Eastern European. Black and other minority ethnic people include any individual or group which suffers discrimination, inequality or harassment on the basis of their race, colour, ethnic or national origins. This refers to negative attitudes within Black communities in respect of an individual's skin tone.

Community language

A language which is spoken by members of a local community. For example community languages may include Arabic, Bengali, Cantonese, English, Hindi, Gaelic Irish, Hebrew, Yiddish, Farsi, Pushtu, Somali, Urdu, Welsh, Gaelic Scots.

Consultation

An activity undertaken by an Authority or other organisation to access the views, needs and aspirations of a particular group.

Culture

This term refers to the shared traditions, rituals, symbols of a group, community, or individual. It is about a sense of self and identity [who they are] and it is expressed in language, dress, food, music, art other experiences and is dynamically changing. It might also combine with morals and beliefs but not necessarily always the case.

Class

A social group linked to means of production and strata of society. It is a defining description and a group, self or other defined.

Cross-cultural

Interaction between cultures and the sharing of commonalities and differences.

Cultural group

A group which shares identifiable norms.

Cultural background

This term refers to the culture of a person or group.

Acquisition of culture happens by being raised within a particular group or by partnerships with someone from a particular cultural background.

Cultural need

Arising from a requirement or need from a particular background.

Dialect

A variation in language which is different from the one which is seen as standard, this may be specific to class, region, district or social group. It is spoken but can have a written format either using the standard script or its own script. Languages can have several dialects.

Direct Discrimination

Occurs when a person or group of people are treated less favourably than any other person or group of people on the grounds of their race, colour, ethnicity or beliefs (or lack of) or religion, or by any other aspect which may cause them to be seen as different. Direct discrimination can only be justified in very restricted circumstances where a genuine occupational requirement can be shown.

Ethnic monitoring

Ethnic monitoring includes record keeping by ethnicity and analysis action and review. Ethnic recording details the ethnic origins of service users staff and perhaps those raising concern for example. The information collected should then be used for analysis action and review to check whether there is discrimination, inequality, under use or under representation in use of services or employment, and action taken to redress discrimination when found.

Ethnopluralism

A perception that gives tolerance to the presence of cultural diversity but only under the guise of cultural segregation. The implication is minimal interaction and engagement between groups from different cultural groupings. It is often linked to unequal access and is linked to structural discrimination.

Eurocentric

These are based on assumptions which stem from the view that European (western) "civilisation" is superior to other ways of life. This term has been avoided in this strategy as it assumes a European homogenous Europe, but there are races, ethnicities, cultures in Britain and Europe which are subject to racism, discrimination and harassment. Gypsies and Travellers, Eastern

Europeans. Irish, Jewish and people who have non Anglo Saxon backgrounds who are discriminated against

Exoticism

Idealised recognition or adoration of the "foreign", mostly distant from a person's own life. This idealising can be seen as based on fear and is a particular to xenophilia.

Equality

This is a term used to identify social justice or parity in access to fair services or other access to the social good or benefits. Treating everyone with equal respect and concern.

Ethnic group

Different to a cultural group as there is an absolute awareness of being part of a group.

Ethnicity

This refers to a person identifying with a group which shares the same language, religion, nationality, geographical origins, history, and lifestyle. Case law makes explicit the definition of an ethnic group and ethnicity. All people belong to an ethnic group.

Identity

Sense of self. An integrated core and a position on which group awareness is built.

Inclusive

This is whereby everyone is included and their needs considered and addressed.

Integration

An interactive process. It is a two way process and means ensuring that negative ethnic, religious, or cultural differences do not define peoples life chances and people from different backgrounds working together to build a shared future.

Indirect Discrimination

This refers to selection criteria, policies, employment, rules, or any other practices which are applied disadvantaging people due to race, ethnicity, religion or belief, or nationality. Indirect discrimination is unlawful whether it is intentional or not.

Institutional Racism

The Stephen Lawrence Inquiry Report defines Institutional Racism as: "The collective failure of an organisation to provide an appropriate and professional service to people because of

their colour or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages black and minority ethnic people".

Intercultural

Interaction between cultures based on mutual respect. An equal relationship between cultures.

Linguistic background

This refers to a person's particular language (spoken and written). This might include speaking a particular language or dialect and reading another.

Linguistic need

This refers to a need arising from a person's linguistic background i.e. interpreting support or translation assistance.

Mainstreaming

This refers to a process whereby racial equality is immersed and incorporated throughout every area of an organisation and its activities and at all levels.

Migrant

This refers to an individual who has relocated from one place to another. Migration can be within countries or international.

Monocultural

The homogeneity of a group, environment or society.

Monolingual

Having just one language.

Multicultural

Where there are many different cultures in a society, group or environment. Also relating to services recognising this in a positive way and it combines an approach and vision, aims and goals.

Nation

A collection of people living together in a defined area and with inter linking economics and ties.

Nationalism

A sense of belonging to a nation, to a group of people who have a shared history, culture, and distinct identity, may have the more

negative connotation that the particular nation is of greater importance than another.

Norms

A set of rules and behaviours which are deemed as the benchmark for acceptability and inclusion.

Prejudice

A preconceived opinion of other people or groups based on stereotypical assumptions or lack of knowledge or experience and often incorrect. Sometimes formed through a negative experience and attributed to all from that group. Also reinforces own sense of worth and superiority.

Positive action

This refers to the special measures which can be taken to assist those disadvantaged or discriminated against. The provision of activity or facilities to meet the welfare or other needs of particular racial groups.

Targeted provision For those underrepresented or served.

Race

Differentiations developed to divide humankind, sometimes on the basis of physical matters and also in respect of ascribed negative attributes such as being "violent drunks" "inherently mad" "ungovernable" to name but a few. Pseudo-scientific racist, genetic concepts were formed to perpetuate these myths. Fundamentally we are all one phenotype

Racism

Refers to a set of attitudes, behaviours and actions towards people from a different ethnic group than oneself. The Stephen Lawrence inquiry report defines racism as "...conduct or words which disadvantage people because of their colour, culture, or ethnic origin" in covert and overt ways. Its impact is destructive. This definition highlights that any person may be a victim of racism. This definition is consistent with the race relations act 1976 and the race relations (amendment) act 2000. Some people are more likely to suffer racism, for example Black, Asian and Arab people, Gypsies and Travellers, Jewish people, asylum seekers and refugees, Irish people, people from Eastern Europe.

Racism is sometimes used to refer to the power relations between white British people and black and other minority ethnic people. This is based upon the view that the economic, social and political decisions are made primarily by white British people and

establishments and that these systematically disadvantage black and other minority ethnic people. Racist views, attitudes and behaviours lead to discriminatory actions which result in social exclusion and inequalities and disadvantage.

Racial harassment

The CRE (Commission for Racial Equality) defines racial harassment as "violence which may be verbal or physical and which includes attacks on property as well as on the person, suffered by individuals or groups because of their colour, race, nationality, and ethnic origins, where the victim believes that the perpetrator was acting on racial grounds and/or there is evidence of racism."

Racial prejudice

Prejudging someone on the basis of assumptions and inaccurate evidence based on racial or ethnic origin.

Racial stereotyping

Refers to categorising a racial group on acquired knowledge of a limited number of people from a particular racial group. Often inaccurate.

Racist behaviour

Behaviour motivated by racism

Right wing extremism

Refers to notions of racial superiority or national identity, exclusivity and a shared belief in the necessity and right to ethnically cleanse, commit genocide, harassment, arson or murder.

Refugee

A person originally from another country who has been successful in her/his application for refugee status. The United Nations Convention on Human Rights defines a Refugee as 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/her nationality, or habitual residence, unable or unwilling to return to it."

Self-classification (ethnic monitoring)

This refers to an individual determining their own ethnicity rather than someone else doing this.

Socialisation

Learning the relevant roles and expectations on them in a given society.

Stereotype

Labelling or holding a particular view of a group, usually in a negative way and then ascribing this to an entire group. Making an assumption about someone because they are a member of a particular group.

Transcultural

This involves a process of moving from one culture to another.

Values

Ideas which guide the conscious or unconscious decisions people or institutions make. Can be negative or positive.

Xenophilia

Love or idealisation of the foreign

Xenophobia

This refers to the aversion of foreigners, usually with displays or sentiments of hostility, a learned response arising from conscious and unconscious attitudes actions and views.

Early Years Equality, 2005