

Appendix 2

OTHER INEQUALITIES

Whilst not protected characteristics under the Equality Act, the Council considers the following as important issues to address equality and diversity.

Modern Day Slavery Act 2015

Legislation requires us to prepare a slavery and human trafficking statement each financial year and to publish on our website and to tackle slavery wherever we find it. We recognise the responsibility to understand any potential modern slavery risks related to our services, and to explore what steps we can take to ensure there is no slavery or human trafficking in our business or supply chains.

Socio-economic inequality

By socio-economic disadvantage we mean the state of being disadvantaged in life. This applies in terms of getting on, getting educated, getting a job. It is influenced by one or more of a range of external factors. Poverty is one such factor, but it can also be about the complex interplay of factors such as health, housing, education, and family background, and the resulting lack of ambitions and expectations, that so often combine to keep people in poverty, and limit their chances of upward social mobility.

Antisemitism

The Council has adopted the International Holocaust Memorial Alliance (IHRA) definition of antisemitism and its examples¹. The definition 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".

Islamophobia

Islamophobia is rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness.

Neurodiversity

Being neurodivergent means that an individual may think and learn in a different way to others. Neurodiversity has a wide spectrum that covers a range of hidden neurological conditions, such as but not limited to Autism Spectrum, Dyslexia, Dyspraxia, Tourette's, and social anxiety.

It is estimated that around 1 in 7 people (more than 15% of people in the UK) have neurodevelopmental differences. This means that many organisations and businesses already have a neurodiverse workforce. We will assist neurodivergent people within the workplace and in the community to create an inclusive and neurodivergent friendly community.

Human Rights

Human Rights are about our basic needs as human beings - the core rights we are all entitled to so that we can develop our potential and live our lives with fairness dignity and

respect. The Council has legal duties as a public authority to act compatibly with UK law in the Human Rights Act, along with the related duties in relation to equality and anti-discrimination laws.

Hate Crimes and Incidents

A hate incident is any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability; or motivated by hostility or prejudice against a person who is transgender or perceived to be transgender. Hate incidents cause alarm, distress, or harassment. Not all hate incidents will amount to criminal offences, but those that do become hate crimes. The Council has a Hate Crime and Incident Procedure (see link to the Intranet - <https://www.westlincs.gov.uk/more/community-safety/hate-crime.aspx>), which outlines how the Council will respond to report of hate crimes or incidents.

Menopause

There is currently no standalone jurisdiction under which an individual may claim discrimination or other detriment on the grounds of the menopause. ACAS however state that Menopause discrimination is predominantly covered under three protected characteristics of age, disability, and sex. The Council has a Menopause Policy for its staff.

Carers

Carers UK defines carers as people who provide unpaid care by looking after someone who is older, disabled or seriously ill. A carer is anyone, including children and adults who looks after a family member, partner or friend who needs help because of their illness, frailty, disability, a mental health problem or an addiction and cannot cope without their support. There is no standalone jurisdiction under which an individual may claim discrimination or other detriment on the grounds of being a Carer. Any discrimination would be covered under the protected characteristics and by association.