

EDI

Created by students for students



Equality Act 2010

Discussion questions:

- What do you already know about the Equality Act 2010?
- What is the purpose of the Equality Act (2010)
- What does discrimination mean?

Understanding Equality, Diversity and Inclusion

The aims of this session are to enable you to:

- Understand Equality and Diversity in an historical context
- Know what the Equality Act (2010) is and its purpose
- Know what protected characteristics are
- Know the benefits of welcoming and celebrating difference



age



disability

Activity: Explain the meaning of the terms

Equality

Diversity

Inclusion

Discrimination

Equality - Being equal in status, rights and opportunities

Diversity - Differences in our personal qualities, attributes, practices, beliefs and lifestyles

Inclusion - The practice of including people who might otherwise be excluded or marginalized

Discrimination - Disadvantaging someone unjustly based on their differences

Discussion: Protected Characteristics



- Have you heard this term before?
- What do you already know about Protected Characteristics?
- Can you state them / explain them?
- What are your protected Characteristics

Protected characteristics

Activity: Protected Characteristics

Using what you now know about Protected Characteristics

create an information artifact for example (poster, drawing, leaflet, digital infographic, song, poem, rap, rhyme or other artwork) to explain to other students what the 9PCs are and their meaning.

Understanding discrimination, harassment and victimisation

Activity: **discrimination , harassment and victimisation**

Discuss and answer the questions below:

- What is discrimination
- What are the two main categories of discrimination?
- What is the difference between harassment and victimisation

Indirect discrimination

When a rule, plan or a way of doing things is in place that puts those with a protected characteristic at a disadvantage.

Direct discrimination

Treating one person worse than another person because of a protected characteristic.

Harassment

Treating someone in a way that violates their dignity, or creates a hostile, degrading, humiliating or offensive environment.

Victimisation

Treating someone unfairly or badly to their detriment because they made or supported a complaint to do with a protected characteristic or someone thinks they did.

Activity - discrimination scenario

Read the case studies, discuss and decide which type/s of discrimination is occurring, be prepared to share and explain your thoughts

Scenario 1 -

A promotion comes up at work. The employer believes that memories get worse as they get older so doesn't tell one of his older employees about it, because he thinks the employee wouldn't be able to do the job.

Scenario 2

A local authority is planning to redevelop some of its housing. They decide to hold consultation events in the evening. Many of the female residents complain that they cannot attend these meetings because of childcare responsibilities.

Scenario 3

An employee makes a complaint about a workmate who is insulting him about his religion. His wife who works in the same place is then treated unfairly at work.

Scenario 4

A student in a class group is continuously called abusive names 'for a laugh' by other students because they think the student is gay.

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