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Equality today

There have been huge developments in equality over the years:

- The vast majority of us are happy studying, working and making friends with people from other ethnic minorities.
- Some stereotypes about women, such as 'a woman's place is in the home', have begun to fade and the gender pay gap is closing, although progress is very slow.
- There have been huge changes in attitudes towards lesbian, gay and bisexual people.
- Disabled persons have more rights than ever before.



But inequality still exists in Britain and more needs to be done to make it fairer

Disabled adults are three times as likely to have no qualifications compared to non-disabled people.

•The 100 wealthiest people in the UK today have as much money as the poorest 18 million. (Source Equality Trust)

•Inequality costs the UK more than £39 billion through its impact on health, wellbeing and crime. (Source Equality Trust)

Approximately 70% of people in national minimum wage jobs are women 2014

Up to 30,000 women are sacked each year simply for being pregnant [20] and each year an estimated 440,000 women lose out on pay or promotion as a result of pregnancy.[21]



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Equality matters

- In this session we are going to be learning about the importance of equality and laws that have been introduced in Britain to help tackle discrimination.
- Today's learning outcomes:
 - Understand what equality means and why it is important.
 - Understand the Equality Act 2010 and how it can be applied in different cases.

Definition of Equality?
What does it mean to you

Definition of Inequality?
What does it mean to you



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Equality / Inequality Definition

- **Equality** is having equal opportunities and rights. It is being treated **fairly**. It also means being able and supported to reach your potential.
- **Inequality** is when people aren't given equal opportunities and rights. They are treated **unfairly** and experience **discrimination**.



Equality / Inequality/Discrimination

- When we experience discrimination and are not treated equally it can lead to many negative consequences, for example:

- Unhappiness
- Under achievement
- Low self-confidence
- Unemployment and poor education
- Poor relationships
- Exclusion.

Can you think of a time when you feel you have been treated unfairly
how did you feel?

**HEAR
SOMETHING.
SAY
SOMETHING.
TAKE A STANCE AGAINST
DISCRIMINATION!**



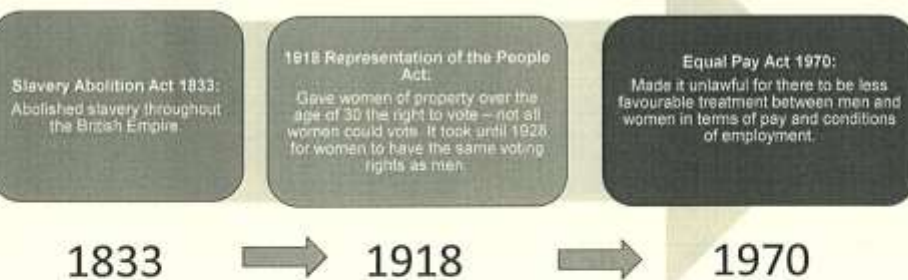
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Tackling Inequality

- Over the years, laws have been introduced to tackle discrimination and to help ensure people with particular characteristics are treated fairly.
- These laws are called **civil laws**.
- Civil law mostly involves disagreements between people, companies or other organisations. It is enforced by one person suing another person or corporation and the case will end up in a civil court.
- Where as **criminal laws** are enforced by the police and the courts, and if they are broken you can face very serious consequences, including time in prison.



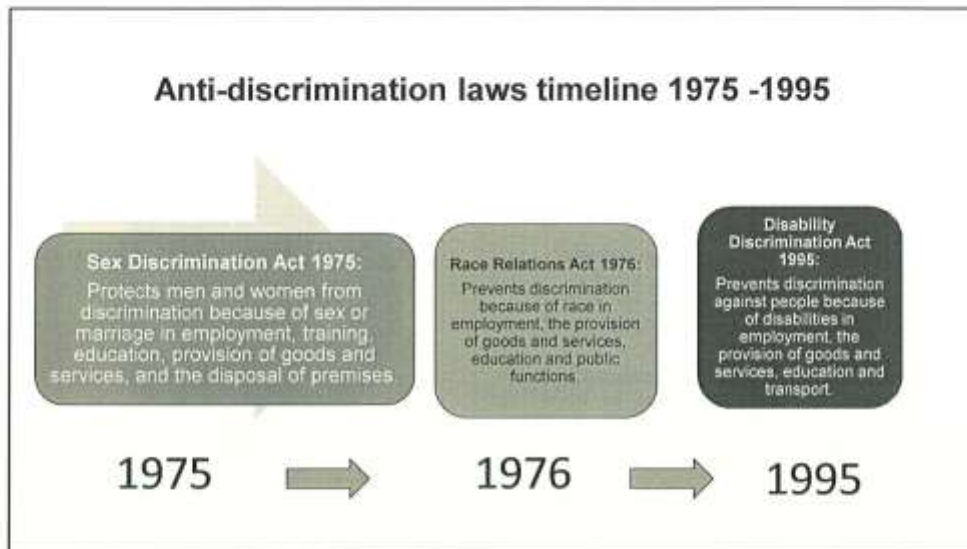
Anti-discrimination laws timeline 1833 - 1970



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Confused with all these different laws?



Equality Act 2010

- The Equality Act 2010 **brings together** all **previous equality laws**.
- It makes it law that every **private, public and voluntary** sector **must not discriminate** against employees and service users because of particular characteristics!
- So, if they **discriminate** against their employees or service users, **they could be breaking the law!**

**FOR ME
FOR YOU
FOR EVERYONE
THE EQUALITY ACT 2010**

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Equality Act 2010

- It also makes it law that public bodies, like schools and local authorities must encourage **good relations** and ensure everyone has **equality of opportunity!**
- This helps to make sure everyone has an **equal chance** to make the most of their lives and talents!



In your groups open the envelopes and select 9 Characteristics you think are covered by the Equality Act 2010



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- The Equality Act aims to make sure that people with certain **characteristics** are protected from discrimination.
- What groups of people commonly experience discrimination?
- What characteristics do they share that result in people treating them unfairly?

Religion or belief
 Marriage and Civil Partnerships
 Sex
 Age
 Gender Reassignment
 Sexual orientation (Gay, lesbian, bisexual)
 Race
 Pregnancy and maternity
 Disability

Examples

- It is likely to be unlawful discrimination if:
 - Teacher tells a girl not to take a course in engineering as it is unsuitable for a female (Protected characteristic – **sex**).
 - School refuses to provide resources that a disabled child needs to study and achieve (Protected characteristic – **disability**).
 - Company refuses to employ a man because they discover he is gay (Protected characteristic – **sexual orientation**).
- Any individual who believes that they have been **discriminated against, harassed or victimised** can make a claim under the Equality Act 2010.



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Equality quiz time

- You are going to work in groups as equality quiz masters.
- You will be competing to win the equality championship title!
- Give your group a name around the idea of equality.



The quiz

The quiz is made up of two parts.

Part 1:

- 10 quick fire questions about the Equality Act 2010 - worth 10 points!
- You will have 5 minutes to review the Equality Act 2010 fact sheet in advance.
- All fact sheets must then be turned over!



Quiz Answers – Question 1 is obviously 2010! Hope everyone got this one right.

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Question 2

The Equality Act makes it law that certain organisations must not discriminate against people with protected characteristics. Which organisations does this apply to?

D - ALL



Question 3

Is a state school a private or public organisation?

B - Public



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Question 4

Name three of the characteristics which are protected by law?

Age
Disability
Gender Reassignment
Marriage and civil partnerships
Pregnancy and maternity
Race
Religion or belief
Sex
Sexual orientation (Gay, lesbian or bisexual)

**Question 5**

Is Eye colour a protected characteristic?

No!



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Question 6

Are children and young people in school protected against age discrimination?

No!

**Question 7**

Positive Action is acting in a way that treats all groups of people in the same positive way.

B – False

Positive Action enables public bodies to provide **additional benefits** to some groups of people to **tackle disadvantage**



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Question 8

Which of the below is the odd one out? Public bodies have a duty under the Equality Act to:

C – Offer a lawyer to every employee

**Question 9**

Provide one example of how a school can make sure everyone has equal opportunities?

For example, providing football lessons for girls and boys or making sure students of all races and religions understand beliefs and religions different to their own



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Question 10

Provide a definition of discrimination.

Treating someone unfairly because of their protected characteristics



Part 2 Case Studies



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Case Studies

- Review your case study.
- Each group must read out their case and then present their answers to these questions:
 - Could this be unlawful discrimination under the Equality Act 2010? (1 point)
 - What protected characteristic is the discrimination against? (1 point)
 - What action could the person take? (3 points)
 - 5 points in total
- Does everyone else agree or disagree?



Part 2....

Answers...



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Case study 1

What protected characteristic is potentially being discriminated against?

- Disability

Could this be unlawful discrimination under the Equality Act 2010?

- This could be unlawful discrimination because of disability, as it could be considered a failure by the school to make a reasonable adjustment.

What action could the person take?

- They could complain to the college. If the college didn't do anything about it, then she could speak to a lawyer and make a claim under the Equality Act 2010.



Case study 2

What protected characteristic is potentially being discriminated against?

- Religion and belief.

Could this be unlawful discrimination under the Equality Act 2010?

- This could be unlawful discrimination because of religion and belief, although it could be objectively justified as a proportionate means of achieving a legitimate aim – i.e. it could be considered reasonable.

What action could the person take?

- They could complain to the hairdressers. If the hairdressers didn't do anything about it, then she could speak to a lawyer and make a claim under the Equality Act 2010.



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Case study 3

What protected characteristic is potentially being discriminated against?

- Sex

Could this be unlawful discrimination under the Equality Act 2010?

- No, because it is not a private, public or voluntary organisation that is committing the discrimination.

What action could the person take?

- If this was happening in school, she could tell a teacher as they have a Public Sector Equality Duty to eliminate discrimination, advance equality and foster good relations, which includes tackling prejudice. The teacher could raise this as an example of sexist behaviour, and make it clear to students that such attitudes are not tolerated.



Case study 4

What protected characteristic is potentially being discriminated against?

- Sex

Could this be unlawful discrimination under the Equality Act 2010?

- No, because it is not a private, public or voluntary organisation that is committing the discrimination.

What action could the person take?

- If this was happening in school, she could tell a teacher as they have a Public Sector Equality Duty to eliminate discrimination, advance equality and foster good relations, which includes tackling prejudice. The teacher could raise this as an example of sexist behaviour, and make it clear to students that such attitudes are not tolerated.



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Case study 5

What protected characteristic is potentially being discriminated against?

- Sexual orientation

Could this be unlawful discrimination under the Equality Act 2010?

- This could be unlawful discrimination because of sexual orientation.

What action could the person take?

- They could complain to the school. If the school didn't do anything about it, then she could speak to a lawyer and make a claim under the Equality Act 2010.



Case study 6

What protected characteristic is potentially being discriminated against?

- Pregnancy and maternity

Could this be unlawful discrimination under the Equality Act 2010?

- This could be unlawful discrimination because of pregnancy and maternity.

What action could the person take?

- They could complain to the college. If the college didn't do anything about it, then she could speak to a lawyer and make a claim under the Equality Act 2010.



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Case study 7

What protected characteristic is potentially being discriminated against?

- Gender Reassignment

Could this be unlawful discrimination under the Equality Act 2010?

- This could be unlawful discrimination because of gender reassignment.

What action could the person take?

- They could complain to the school. If the school didn't do anything about it, then they could speak to a lawyer and make a claim under the Equality Act 2010.



I Remember The Good old days

Every Christmas Georges Grumpy Grandpa says:

"Oh George, things aren't as good as they used to be! I think the country is going so downhill, it is going to the dogs! It does worry me!"

- Give George three points that he could make to her grandpa to reassure him that our country is fairer than it has ever been.
- Think about the developments in equality and the way that people are treated more fairly today, than they ever have been before.



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Equality

- It's important we don't treat people differently just because of 'who they are'.
- Everyone should have an equal chance to make the most of their lives and talents.
- It is important that we all promote equality and stand up for people that are being treated unfairly.
- Remember to be proud of who you are, and respect that everyone is different.



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What have we learnt?

- ✓ What equality means and why it is important.
- ✓ The dangers of prejudging people
- ✓ About the Equality Act and how it can be applied in different cases.

