

Unit 2 – Session 6 Equal & Equality

Total time 3 Hours

Objectives:

By the end of this session participants should have:-

- Gained an overview of Equality Legislation
- Know what the protected characteristics are
- Identify discrimination/prejudice and how to avoid it
- Be more aware of their responsibilities in regards to the Equality Act 2010

Outline:

Activity 1	Welcome & Introductions	10 minutes
Activity 2	Ice -Breaker The Apprentice Exercise	20 minutes
Activity 3	Prejudice and Stereotyping	15 minutes
Activity 4	Introduction of past laws	20 minutes
Activity 5	Defining Equality	15 minutes
Activity 6	Tackling Inequality – The Law	10 minutes
Activity 7	Equalities Act 2010 Protected Characteristics	30 minutes
Activity 8 & 9	Equalities quiz and case studies	30 minutes
Activity 9	EHRC film	?
Activity	Plenary and Learning Log	30 minutes

Resources Required

- Laptop – Projector – Screen
- 2 PowerPoint Presentations
- Flip Chart/Pens. Paper for participants to write on
- Protected Characteristics Slips/Apprentice name slips to be printed, laminated and cut out, envelopes and scissors
- Hand-outs

Tutors Notes: Unit 2 Session 6

Prior to the Session:

The tutor should familiarise with the content of both presentations as they contain all the information required for the session. Power points are contained in the folder named “Equalities Power points”.

Timings can be altered to meet the needs of the participants.

Activity 1 Welcome and Introductions

Have **title slide power point 1** displayed on the screen and ensure that the room is laid out in a manner which is suitable for the purpose of the session and activities you will be covering.

Activity 2 The Apprentice Exercise

Good exercise to for preparing participants to start thinking about equality, prejudice and discrimination.

Power Point 1 slides 1 – 9

Activity 3 Prejudice and Stereotyping?

Using Power Point 1 slides 10 – 12 Talk over the participants’ choices from the Apprentice exercise this will give the opportunity to explore their feelings around prejudging and stereotyping people.

Activity 4 Introduction to Past Laws

Using Power Point 2 slides 1 – 5 this gives an introduction and background to equality in the UK today and prepares the participants for Activity 5.

Activity 5 Defining Equality

Split the group into smaller ones, hand out flip chart paper and pens. Show **slide 6** and ask them to come up with a definition of Equality and inequality give them around 5 to 10 minutes for this, When they are ready ask them to feedback their definitions and put them on the wall of the room.

Use **slide 7** the answers. At this point ask the participants if they are comfortable to share any experience when they felt they discriminated against or when they witnessed

Activity 6 Tackling Inequality – The Law

Slide 9 this activity gives clarity to what is considered criminal and civil law.

Slides 10 – 13 covers the Anti-Discrimination laws timeline this section prepares the participants for Activity 7.

Activity 7 Equality Act 2010 - protected characteristics

Slides 14 – 15 gives a basic overview of the main parts of the Act.

Show **slide 15** then hand out the envelopes that contain the protected characteristics slips. Ask them to list what they think the 9 protected characteristics covered in the Act give around 10 minutes for this activity. The tutor can go around the groups and assist with the conversations and placing.

Slide 17 contains the answers and they will appear on a mouse or key click. **Slide 18** shows an examples of the law in practise.

Activity 8 Equality Quiz

This activity is in the form of a quiz. The quiz is in 2 parts. **Slides 19 -21** explains the rules and scoring for the quiz.

Part 1 Slides 23 -32 are the questions. Answers are on slides 34-43, The answers work on a mouse or key click.

At this stage give out **Hand out 1** Equality Act fact sheet.

Part 2 slide 45 explains what is required and the scoring for this section on case studies. Give each participant the hand outs 3a, 3b, Case studies. This contains 7 case studies.

Give the participants at least 10 minutes to read the studies. The answers are on **slides 47 - 53** the slides need to be brought up manually by mouse or key click. **Slide 54** ask the participants to think and comment on what is being said on the slide. **Slides 55 and 56** summarises the unit.



another person being so. ask them how they felt then show **slide 8**
Keep the participants in these groups for the duration of the session.

Activity 9 EHRC Film

The film is contained as slide 57 and works on a mouse or key click on centre of the screen. This brings the session to the plenary and learning log stage give hand **out 1** at the end of the session *links for further learning*.



Activity 1 – Welcome & Introductions

Method – Tutor Input



- 10 Minutes

- Welcome participants and introduce yourself and any other staff present. Cover any Health & Safety and domestic arrangements for the session.
- If the group do not know each other or there has been a change in group members use a short activity as an introduction e.g. ask everyone to tell your name, their organisation/group and what they would say if they were asked their ethnic origin?
- Using flipchart ask the group members to call out a set of ground rules for the session if these do not already exist – if “respect” does not come up add it on, use the opportunity to briefly discuss what we mean by this – often the answer is treating everyone the same. Explain that we will explore this during the session.
- **Alternative exercise-** Prepare a flipchart sheet with the letters **R.E.S.P.E.C.T.** written down the left hand side, split large group into pairs/small groups and give each a flipchart page and markers. Allocate each small group a letter (or two if numbers are low) and ask them to come up with as many words as they can think of beginning with their letter that means that we are being respected/respectful.
- After a few minutes get some feedback from each group. Ask the groups to call out one word from their notes which might encompass all the words they have written or come up with one! It should still begin with their allocated letter and the tutor should write this on the flipchart. This can now be added to the ground rules.
- Collect all the flipcharts and get them typed up and returned to participants as their own “definition” of what respect means.



Activity 2 – The Apprentice Exercise

Method – Power Point, Tutor Input & Full Group Participation



- 20 Minutes

- Have ready PowerPoint 1 the Apprentice. With slide 1 showing on the screen.
- Inform participants that to get them thinking about equality, individually they will select a person from a group to take part in a very special project.
- Show slide 2.
- Give each participant a pack of the 7 prepared name cards.
- Show slide 3.
- Show slide 4 this starts the activity - continue through to slide 8.
- Ask each participant to reveal to the group who they chose.
- Show slide 9 have a general group discussion around the questions on the slide.

What You will need :

The Apprentice PowerPoint Presentation

Laptop LCD projector

Prior to the session prepare a set of cards for each participant



Activity 3 – Prejudice & Stereotyping

Method – Power Point Tutor & Group discussion feedback



- 15 Minutes

- PowerPoint 1 - slide 10
- Ask the participants to look at the sayings on the slide and just think about any they may use or have used – they do not have to tell anyone. Ask them to reflect on the use of these terms- where have they come from?
- Ask group to share their thoughts about the origin and use of this type of terminology - Has there been a change on who is on the receiving end of these terms from when they were younger? What was used then? What is used more now? Is it more acceptable or less acceptable than in the past – Why? Ask if anyone is willing to share their thoughts on these points.
- Ask participants to say if they have heard any of these sayings being used by others in the community they answer yes to any of them ask did they challenge this and how?
- Have a short discussion with the person next to you around your role as a community activist, should you challenge use of the terms which are used in a derogatory fashion against minority groups in your community.
- End the activity with Slide 10

What you will need:

Laptop, LCD Projector
Flipchart and Pens



Activity 4 – Introduction to Past Laws

Method – Power Point, Group and Tutor input



- 20 Minutes

- Load Power point 2.
- Introduce to the group that it is important to be aware of past and existing laws relating to Equality as then we can clearly see how this has impacted on the way society has developed its current attitude to equality.
- Go through slides 2 – 4 and encourage short discussion or feedback for each slide.
- Slide 5 sets the learning outcomes for the rest of the session.

What you will need:

PowerPoint Presentation - 2

Laptop, LCD Projector

Flipchart and Pens



Activity 5 – Defining Equality

Method – Discussion & Small Group Task



- 15 Minutes

- Show slide 6 on screen.
- Split participants into smaller groups 3 or 4 and give each group a sheet of flipchart paper and markers.
- Explain that you would like each group to discuss and agree on their definitions of “Equality” & “Inequality” which should be a sentence of no more than 20 words – thinking back over the last 2 activities should help discussion.
- When each group have finished ask them to read out their definitions then put them on the wall.
- Open up discussion with the full group - starting with “Equality”. What can they see is common to all definitions, which do they think sums up best what they have learnt about equality so far?
- Looking at all the definitions can the group come up with one they all agree on?
- Show slides 7 & 8 and talk through.

What you will need:

PowerPoint Presentation

Laptop, LCD Projector

Flipchart and Pens



Activity 6 – Tackling Inequality - The Law

Method – Power Point & small group discussion



- 10 Minutes

- Show slide 9 after discussion around the content. Ask the participants to feedback any other examples they can think of regards Civil and Criminal Law.
- Show slides 10 -13 explain that this shows the variety of past and existing laws that support Equalities today in the UK. Ask participants were they aware of any of these.
- End the session on slide 14.

What you will need:

PowerPoint Presentation

Laptop, LCD Projector



Activity 7 – The Equality Act 2010 – Protected characteristics

Method – Small group – Tutor support



- 30 Minutes

- Show and read through slides 14 – 15 reinforcing the learning from activity 6.
- Show slide 16.
- Protected Characteristics - Hand out to each small group an envelope containing the protected characteristic slips.
- Inform the groups that their task is to select what they think are protected under the 2010 act, allow around 10 minutes for this activity.
- The tutor should go around each group giving support if they think they are struggling with the task.
- When ready ask each group to feedback their lists.
- Show slide 17 the answers will appear on a mouse or key click.
- End activity with a short discussion around the Characteristics – are the participants clear about each characteristic – explain we will spend time looking more closely at them in some case studies.

What you will need:

PowerPoint Presentation

Laptop, LCD Projector



Activity 8 – Equality Quiz - Case Studies

Method – Small Group participation

PowerPoint interactive quiz & Tutor input



- 30 Minutes

Part 1 Quiz

- Show slides 19 -21 these show the rules and scoring criteria read these out.
- When you think everyone is comfortable with the rules and have given their team a name start the quiz from slide 23 -32.
- Ask the groups to pass their answers to the group nearest to them to be marked
- Show the answers 34 – 43.

Part 2 Case studies

- Show slide 45 this shows the criteria for presenting the answers to the case studies.
- Give each participant hand-out 2 which contains the case studies ask them to delegate a spokesperson to feedback the answers to the main group.
- Allow at least 10 minutes for the participants to read the case studies.
- When they are ready each group spokesperson will read out the answers.
- At this stage the tutor can bring up the answers for each study on the screen slides 47-53.
- To bring the session to a close show slides 54 and ask the participants for comments, slides 55 and 56b summarise the learning outcomes for the Unit.

What you will need:

PowerPoint Presentation

Laptop, LCD Projector

Case study hand-out

Quiz



Activity 9 – EHRC film

Method – Group observation and short discussion



- 5 minutes

Activity 9

- The session ends by showing the EHRC film which will pull together much of the information covered and discussed. Click on the remaining slide to start the film clip.
- Allow a few comments at the end of the clip – clarify any questions from the session.
- If time allows remind participants to complete their log for the session or if time is tight it can be given as a home task to be returned by next session.

What you will need:

Video Clip

