

Do Now

What are protected characteristics and why are they important?



Dana just applied for a promotion at work. She is perfectly qualified for the position as Technical Manager, but didn't get the job. She asked for feedback. Her line manager said, 'Well you know what it's like – traditionally it's a bit of an old boys' club in here -and we like it that way.'

Discuss: Has Dana been discriminated against? How?



What do we mean by the terms 'prejudice' and 'discrimination'?

CLUES:

leaving out unfairness
inequality difference in treatment

Let's feedback on Dana's situation.

How is this type of discrimination damaging to both Dana and wider society?



If other people who wanted to work at the company hear about this then..

If Dana has poor mental health after this situation then...

Wider society will lose out because...

How is this type of discrimination damaging to everyone?

If younger women and girls in the same profession hear about this then...

If female students who are thinking about this career hear about this then...

Dana's workplace will lose out because...

Learning outcomes:

Describe how we tackle the unacceptability of prejudice-based language and behaviour, offline and online, including sexism, homophobia, biphobia, transphobia, racism, ableism and faith-based prejudice in the workplace and other settings.

<https://www.youtube.com/watch?v=l4MWVEAww2g>

[Protected characteristics - YouTube](#)

Prejudice - preconceived opinion that is not usually based on reason or actual experience.

Discrimination - the unjust or prejudicial treatment of different categories of people.

Protected characteristics – personal or group qualities that are protected by the Equality Act 2010

The Equality Act 2010 – the law which protects our characteristics from being discriminated against.

Read through the case studies on your sheet and state:

- 1) Whether a protected characteristic is being infringed upon**
- 2) Which protected characteristic you think is being infringed upon and why.**

Read the situations carefully. Remember – any incident raised by someone to the authorities would be taken very seriously. Sometimes things aren't that clear cut.



Case Study:	Has the Equality Act 2010 been broken?	Which protected characteristic has been infringed?	What makes you think this? How do you know?
<p>Tara works for British Airways. She has been told that no religious artifacts can be worn at work. She has always worn her <u>crucifix</u> but her manager has asked her to remove it.</p>			
<p>At a bakery in Belfast, a gay couple asked a bakery to produce a cake picturing two men getting married on the top of it. The bakery refused on the grounds that gay marriage was against their religion.</p>			
<p>A college in Birmingham has stated that anyone who has more than 10 days off in a year will no longer be allowed to sit their A-levels in the college. Tom, who has <u>a an</u> ongoing medical condition and needs frequent hospital treatment has been told this applies to him too.</p>			
<p>Male workers at a factory claimed that their employers discriminated against them, denying them the opportunity to take shared parental leave on full pay. The employers in both cases enhanced pay during maternity leave, but not during shared parental leave.</p>			
<p>At Samantha's work they have a 'no distractions' policy. Part of the policy states – 'no decorative flags in the office.' During the world cup, some employees were allowed to watch matches in the staffroom at breaktime. Sam complained that during Pride month, she was not allowed to celebrate in the same way by putting up a flag.</p>			

1. Yes - This was discrimination on religious grounds. Tara can wear her crucifix.

2. No – this took place outside of a public workplace, but still ended up being escalated to a supreme court, which found in favour of the bakers. The verdict was: “The bakers could not refuse to supply their goods because the person asking was a gay man or supported gay marriage, but that is quite different from obliging them to supply a cake iced with a message with which they profoundly disagreed.”

3. Yes, clearly here Tom is being discriminated against - if the college are aware of his condition and still enforce this rule.

4. The Court of Appeal rejected their claims, reducing the risk of sex discrimination or equal pay claims by male employees against employers that operate a policy of enhancing maternity pay but paying shared parental leave at the statutory minimum.

5. The no flags policy is fair – as everyone is treated exactly the same. Football, pride, they can all be counted as flags for a particular celebration. No celebration flags were allowed (nothing to stop people celebrating Pride or the football in other ways though).



[Belfast bakery wins gay cake discrimination ruling - YouTube](#)

[Christian BA worker: cross victory 'a lonely battle' - YouTube](#)

What are protected characteristics and why are they important?



Discrimination helplines and charities:

diversesecymru.org.uk

Welsh charity committed to supporting people facing inequality and discrimination. Offers mental health services to people from Black and minority ethnic backgrounds through its mental health projects.

baatn.org.uk Provides a list of therapists from Black, African and Asian backgrounds, and signposts to local mental health and advocacy services.

muslimcommunityhelpline.org.uk

Provides listening and emotional support for members of the Muslim community.

LGBT national help centre: 888-843-4564

[Equality Advisory Support Service \(EASS\) - GOV.UK \(www.gov.uk\)](http://www.gov.uk) For advice on any type of discrimination, including disability, sex and race.

Reporting a Concern

- It is important to us that all of you feel safe, happy and belong at Thornden.
- We also know that sometimes it is not as easy as simply telling a member of staff
- It could be:
 - A friend you are worried about
 - Someone being unkind to you
 - Something you have heard and think we should know

How can you report anything you are worried about?

- Speak to a member of staff or parent / carer
- Visit the Well Being Den or Head of Year area
- On Satchel each week you will be sent a link to a form to share any worries you have
- On our school website homepage there is a 'Report a Concern' link.
- In the Student Bulletin there is a 'Report a Concern' link
- On all school desktops there is a 'Report a Concern' logo to click and report anything

Need Support? You're Not Alone



If anything in today's lesson has affected you, or you want to talk to someone, there is help available.

Mental Health & Low Mood

YoungMinds – <https://www.youngminds.org.uk>

Kooth – <https://www.kooth.com>

Mind – <https://www.mind.org.uk>

Talk to Someone

Your Tutor or Head of Year – We're here to help.

Wellbeing Team and School Nurse

Report a Concern on Satchel

Safeguarding Team with the Purple lanyards

Healthy Lifestyle

NHS Every Mind Matters – <https://www.nhs.uk/every-mind-matters>

Change4Life – <https://www.nhs.uk/change4life>

Apps That Can Help

Calm – For mindfulness and sleep.

Headspace – Meditation and stress relief.

Clear Fear – Manage anxiety (designed for young people).

MeeTwo – Anonymously talk to other teens, moderated by experts.

Eating Concerns

Beat Eating Disorders –

<https://www.beateatingdisorders.org.uk>

NHS Live Well – Eating Disorders –

<https://www.nhs.uk/mental-health/conditions/eating-disorders/>