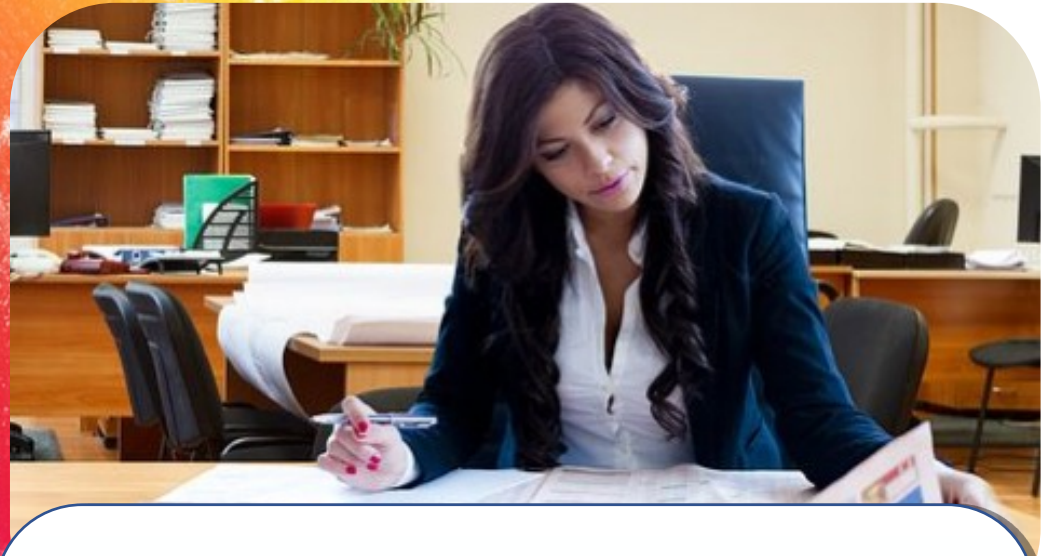


What are protected characteristics and why are they important?

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

inequality

unfairness

difference in treatment

**Let's feedback on Dana's situation. Discuss and share.
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...

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

How is this type of discrimination damaging to everyone?

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.

[Watch this.....](#)

[Protected characteristics - YouTube](#)

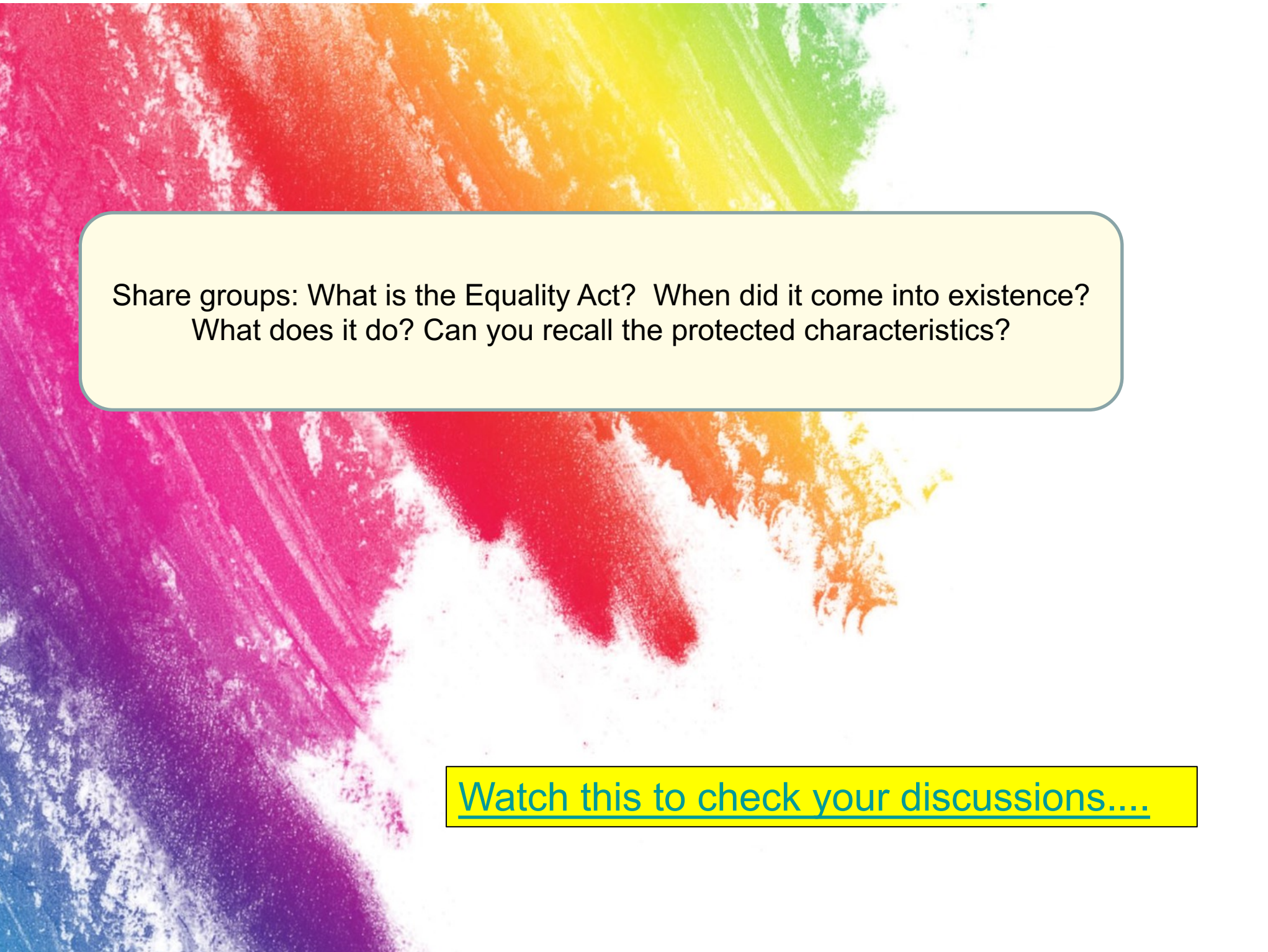
Let's check we understand some vital terminology.....

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.



Share groups: What is the Equality Act? When did it come into existence?
What does it do? Can you recall the protected characteristics?

[Watch this to check your discussions....](#)

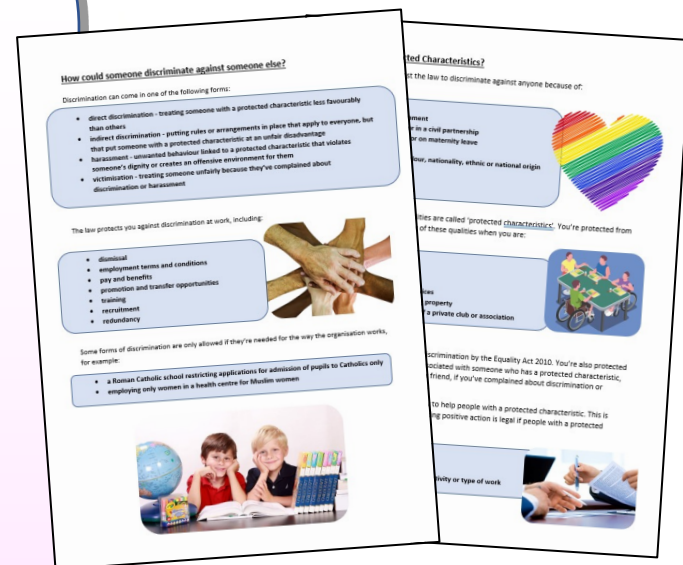
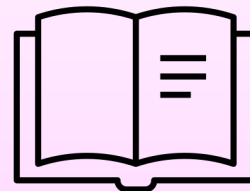
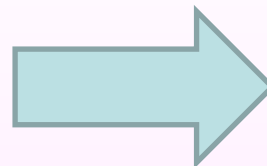
So how do we legally stop situations like this from happening in the UK? Let's explore what UK law says about our protected characteristics.

POPCORN READING!

We will take it in turns to read.

When you have finished reading a section, say the name of the next person in the class you would like to read.

Listen carefully, in case your name is next. Then, complete the task three questions.



As we've seen at the end of your info sheets, there are some situations which look as though they COULD be breaking the 2010 Equality Act, but actually aren't.

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.

Let's do the first case study as an example together (next slide).



Does it break the Equality Act? Are protected characteristics being infringed?

A prestigious university in Scotland has started a scholarship scheme aimed at pupils from ethnic minority backgrounds with parents earning less than £30,000 a year combined. This means these students can have their fees paid and attend the university at no added cost to their families.

They have created this scheme as they noticed that the university had 98% white students and having studied local demographics, decided that perhaps a targeted scholarship scheme would encourage more applicants.

They already have scholarship schemes open to any students from less economically prosperous backgrounds.



Does it break the Equality Act? Are protected characteristics being infringed?

No, it doesn't. There are many scholarship schemes in the UK aimed at students from ethnic minority backgrounds.

(For anyone who is interested, there are quite a few here [Scholarships for UK students from ethnic minorities - Save the Student](#))

Aside from this, as stated, the university also has other scholarship schemes which are open to students of any racial background.





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.

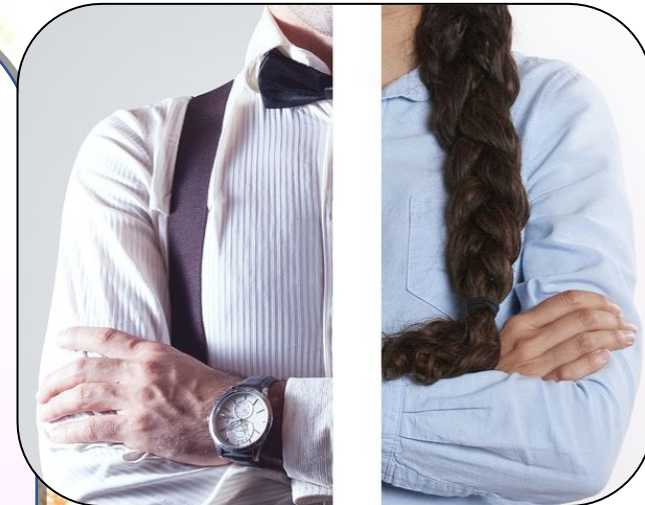
5. The no flags policy is fair – as everyone is treated exactly the same. Football, pride, they can all be counted as flags for a particular celebration. No celebration flags were allowed (nothing to stop people celebrating Pride or the football in other ways though).

[Belfast bakery wins gay cake discrimination ruling - YouTube](#)
[Christian BA worker: cross victory 'a lonely battle' - YouTube](#)

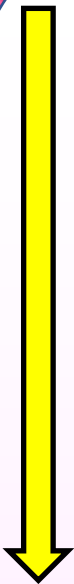
What are protected characteristics and why are they important?

'Our protected characteristics now include non-binary and atheism too. So, they are a complete list now, with nothing more to add.'

Do you agree or disagree? Maybe you can see both sides of this argument.



You can use your PSHE scaffolding template if you wish (next slide)



Starting sentences about importance:

It's essential that we...
It's always important to realise...
Essentially, we must all take note of...
Critically....

Starting sentences for two-sided arguments:

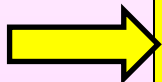
We must consider both sides when...
On the one hand...
One point of view might be..
There are two opposing viewpoints on this subject..

Starting sentences about opinion:

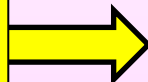
My personal opinion on this matter is...
It may be controversial, but I believe...
My opinion is based on two factors....

Useful conjunctives:

Additionally
Furthermore
Subsequently
Similarly
In contrast
Nonetheless
However

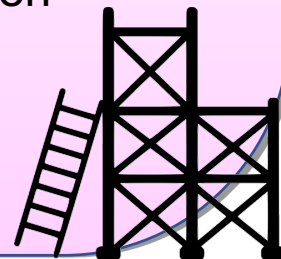


Complete second part of argument, or second paragraph of PSHE extended writing piece.



Concluding extended writing:

In conclusion...
When all has been considered..
Therefore as expressed...
In consideration of all the above..
Finally, when all has been considered...
Overall I would state...



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.