

Silent Start: Equality & PCs

As British people, we value society being fair. In the main, we naturally want to see people being treated fairly and equally. This is supported in British law under the 2010 Equality Act. The Equality Act legally protects people from discrimination in the workplace and in wider society. It means that, in Britain,,we have legal protection for our right to 'not be discriminated against' (UNDHR) and to be treated with fairness. The Act refers to our 9 Protected Characteristics and ensures that we are not targeted because of them. PCs are aspects of a person's identity that make them who they are. Every person has a least a few of these.

Name the British law that ensures we get fair treatment.

The Equality Act 2010

What legal protection does it give?

It ensures that we are protected from discrimination in the workplace or wider society.

What are Protected Characteristics?

These are aspects of a person's identity that make them who they are.

How many do we have?

There are 9 Protected Characteristics currently covered in UK Law.



The Equality Act helps to ensure we have our Human Rights enforceable and protected by law.



Why do you think these things need protecting?

What examples do you know of where people have been targeted due to their characteristics?



In 2019 a Lesbian couple were beaten because they refused to kiss each other on a bus.

17:59 21 Jan

'Football is not something that should be denied to any of us' - female fans



Kelly Somers chairs a discussion with female fans about their matchday experiences, the dismissive attitudes they often encounter and the need for more allyship in football



Feb 2022: Devon County Council has apologized after a report found "present, pervasive and dangerous" levels of racism within its organization.

An **internal audit**, commissioned by the council, sought to find how black and Asian staff members felt working for the council.

Despite the protection, people suffer their rights being neglected and violated.

12:56 6 Aug 2019

Simpsons composer accuses Fox of ageism



Alf Clausen, who composed the show's music for 27 years, claims he was sacked in 2017 due to his age.

[Read more >](#)

11:46 28 Sep 2021

Trans woman was stabbed by man she met online



She was stabbed in the stomach and leg after opening her door to a man she had arranged to meet.

[Read more >](#)

[f](#) [t](#) [Share](#)

Are you surprised by these stories?

Hate Crimes

This is a crime, typically one involving violence, that is motivated by prejudice on the basis of race, religion, sexual orientation, or other grounds.

Committing such a crime can gain a double sentence.

The idea behind rigid sentencing is to deter people from targeting individuals for who they are.

But as a society - we need to be doing more!



Equality



Discuss: What do you notice about this picture?

How might it link to our society?

<https://www.youtube.com/watch?v=O5uKJVDFHfw>

Equity



Discuss: What do you notice about this picture?

Why is it better?

What might we need to do to achieve this in society?

Equality Vs Equity



During the video, consider what we are being called to do with the equality Vs equity problem.

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What legal protection does it give?

What are protected Characteristics?

How many do we have?

What are the 9 Protected Characteristics?

Give examples where people have had their protected characteristics targeted.

What is equity?

What is prototype bias?

What is confirmation bias?

Why might some people say the idea of equality is broken?

<https://www.youtube.com/watch?v=X0N22PMdF1U>

Answer 'what is equity' in your booklet.

Knowledge Check

What is equity?

Unlike equality, equity is about knowing we are different and that we need different support to get access to the same opportunities.

There are MANY fences that people need to overcome. It's important to work continuously to bring equity to the workplace, society and beyond!



Unconscious bias and blind spots



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https://www.youtube.com/watch?v=6_ylevcJCPc

Answer 'what is prototype bias' in your booklet.

Knowledge Check

What is prototype bias?

This is where we have a 'perfect example' in mind of who will succeed based on who we have seen succeed in the past. This is sometimes called a 'blind spot' or 'unconscious bias.'

Films, textbooks, posters and life experiences contribute to our prototype bias. When we employ people, we might accidentally discriminate and avoid hiring someone who does not fit our bias.



How can we become more objective?



Fighting confirmation bias.

<https://www.youtube.com/watch?v=Pn5qOgz8dqs>

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Answer 'what is confirmation bias' in your booklet.

Knowledge Check

What is confirmation bias?

People are more likely to seek out information that 'backs up' what they believe, ignoring any counter evidence.

This is made worse by social media algorithms which direct you to like MORE of the content that you are already looking at.

This could be more cooking content as you like cooking
OR
it could be something discriminatory that leads to more discriminatory content. This normalizes your view (you think everyone should think that way).



Discuss - How might these images create bias?

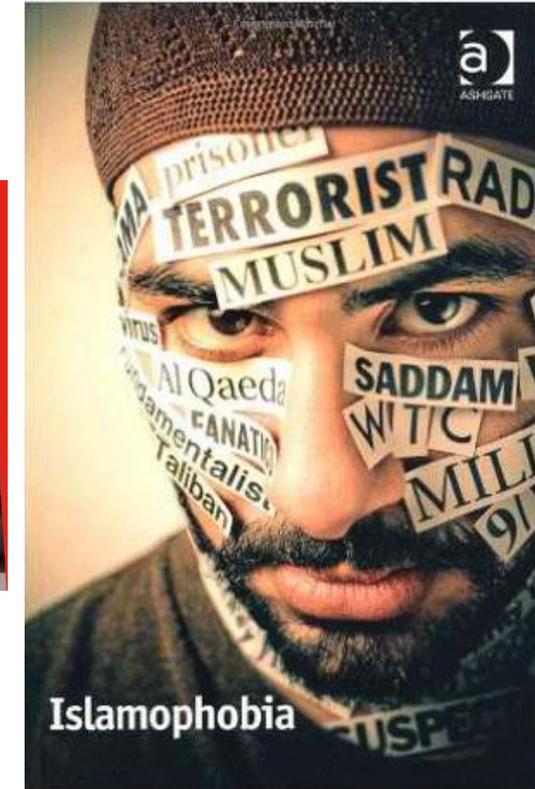


What might seeing these images regularly suggest and then cement in your mind?



British Prime Ministers (Leaders)

Discuss- How might these images create bias?



What might seeing these images regularly suggest and then cement in your mind?



Religion

Discuss- How might these images create bias?



What might seeing these images regularly suggest and then cement in your mind?

Disability

Images create unhelpful stereotypes which then feed into our bias.



Why might these images be better?



How might this affect the lives of those people in those groups?

Two weeks ago, millions of people watched Pastor Mick Fleming and Father Alex Frost on BBC News, feeding and clothing the poor in Burnley. Many were moved by their work, and since then they have received more than £250,000 in donations.

© 18 December 2020
Coronavirus pandemic



Pictures are the thin edge of the wedge...

Our language can sometimes be rife with phrases that create bias, make light of or even demonize people.

Consider this passage from an online article.

What does it show about our everyday language and disability?

damaging effects on millions of people – and many of us don't know we're hurting others when we speak.

A

As we head into 2022, Worklife is running our best, most insightful and most essential stories from 2021. When you're done with this article, check out our [full list of the year's top stories](#).

I like being deaf. I like the silence as well as the rich culture and language deafness affords me. When I see the word 'deaf' on the page, it evokes a feeling of pride for my community, and calls to me as if I'm being addressed directly, as if it were my name.

So, it always stings when I'm reminded that for many, the word 'deaf' has little to do with what I love most – in fact, its connotations are almost exclusively negative. For example, in headlines across the world – [Nevada's proposed gun safety laws, pleas from Ontario's elderly](#) and [weather safety warnings in Queensland](#) – have all “fallen on deaf ears”.

This kind of 'ableist' language is omnipresent in conversation: making a “dumb” choice, turning a “blind eye” to a problem, acting “crazy”, calling a boss “psychopathic”, having a “bipolar” day. And, for the most part, people who utter these phrases aren't intending to hurt anyone – more commonly, they don't have any idea they're engaging in anything hurtful at all.

So...

The images we see, the films we watch, the textbooks we learn from, the phrases we hear can all contribute to unconscious bias.

We then cement this with confirmation bias.

This can then lead to...

People missing out on jobs.

People being treated differently.

People not getting access to certain places of building.

People ending up on a lower rate of pay.

People taking on the stereotypes about themselves, and so failing to push themselves or have high ambitions.

Different starting points..



<https://www.youtube.com/watch?v=PJAgPF5FNTQ>

Consider: in society, we all have different starting points. Does this suggest the idea of equality is broken?

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Answer 'why might some people say equality is broken' in your booklet.

Knowledge Check

Why might some people say the idea of equality is broken?

If everyone has the same start in life, equality would work. But due to years of bias and years of barriers being raised, some people need more support to get them to the same start point. This is how fairness is achieved.

So let's consider:

The images we see.
The groups we join.
The social media we subscribe to.
The language and words we use.



While we can't change everything at once, these small changes will have a ripple effect in society to create a fairer future.

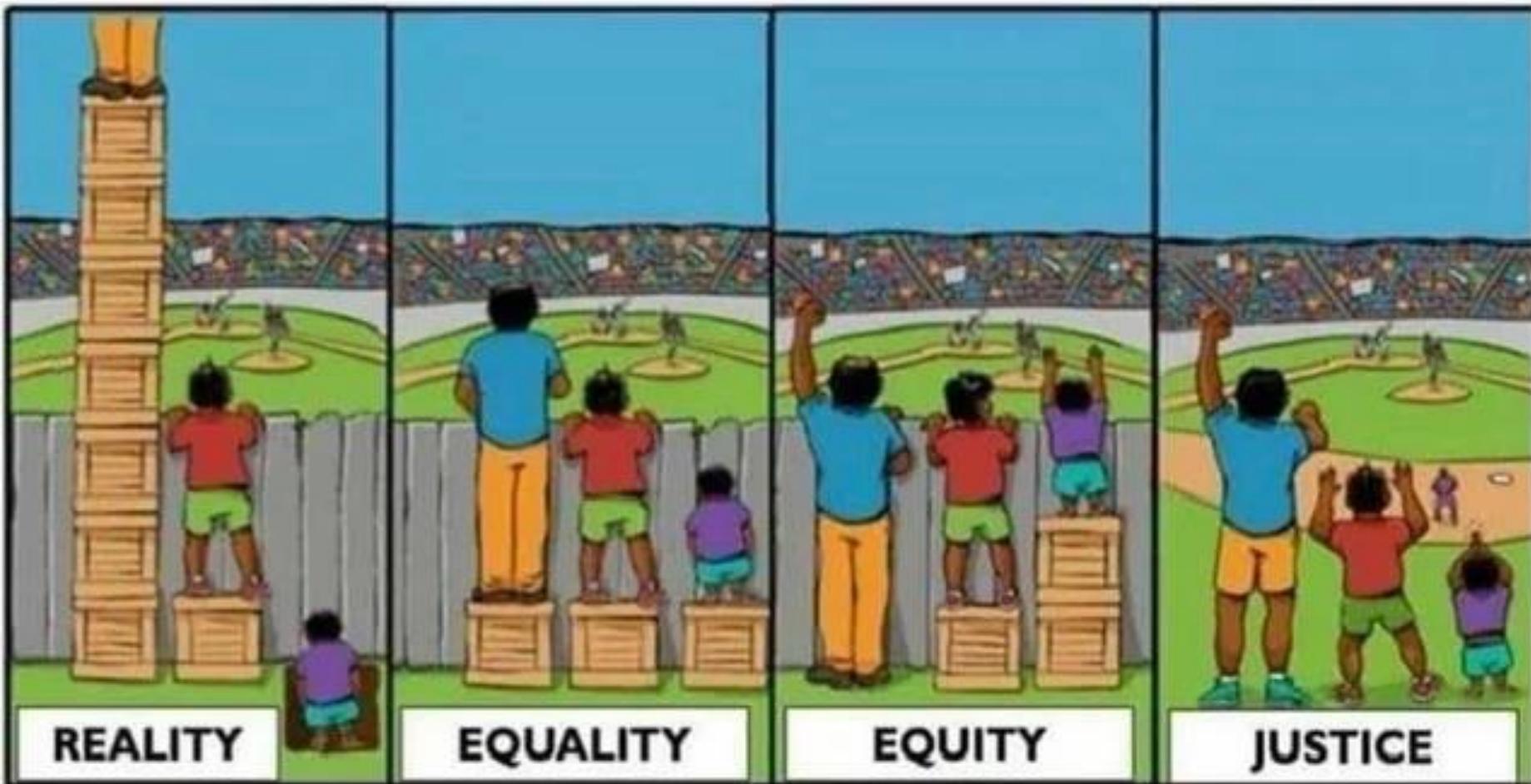


What things could we do at THS to improve fairness?



What could YOU do to improve the way you treat people fairly?





REALITY

EQUALITY

EQUITY

JUSTICE

One gets **more than** is needed, while the other gets **less than** is needed. Thus, a huge disparity is created.

The assumption is that **everyone benefits from the same supports**. This is considered to be equal treatment.

Everyone gets the support they need, which produces equity.

All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

Perhaps we could go further still

How could we achieve justice?

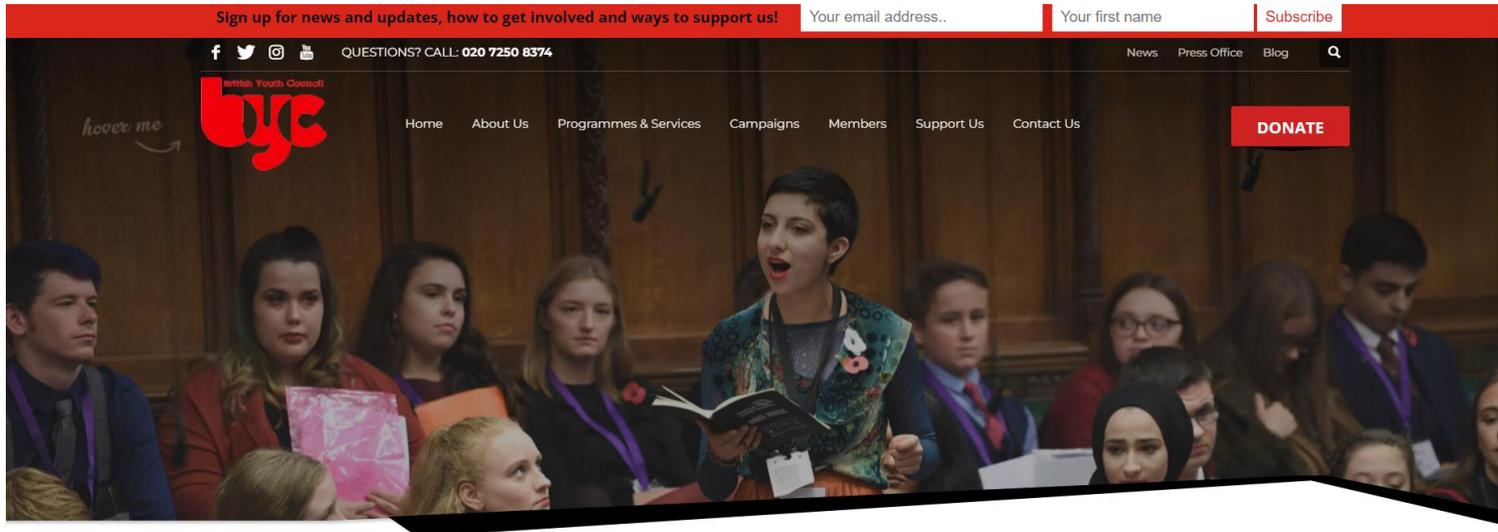
Youth Advocacy



If you want to take things further, you may choose to look into spending time in youth advocacy.

<https://www.youtube.com/watch?v=I1Fx3m2oPC4>

Youth Advocacy



You can also become a member of Calderdale Youth Council as well as joining the National Youth Parliament.

Speak to Mr Womack if you are interested in this.
We have had two previous Youth MPs come from THS!



UK Youth Parliament enables young people to use their energy and passion

Silent Start: Equality and Protected Characteristics

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