

Living in the Wider World

Equality, Discrimination & Protected Characteristics



PERSONAL DEVELOPMENT EXPECTATIONS



RESPECT

Treat yourself and others with kindness.
Value different viewpoints.



PARTICIPATE

Listen actively, contribute thoughtfully and engage with the learning.



BE CURIOUS

Ask questions, explore ideas and challenge thinking respectfully.



PROTECT PRIVACY

Keep personal stories confidential.
Don't share information about others.



STAY SAFE

Speak to a trusted adult if something worries you about yourself or someone else.



BE OPEN-MINDED

Consider experiences, cultures and perspectives that are different from your own.



By the end of this lesson, you will know:

- What protected characteristics are and why they are protected by law
- How discrimination can affect individuals and communities
- How respect, inclusion and allyship help create a fairer society

Which is fair?

Each corner of the classroom represents one of the statements below. Move to the corner you agree with most and be prepared to explain your reasoning.

- Everyone should always be treated exactly the same.
- Some people need additional support to have the same opportunities.
- Discrimination is mostly a thing of the past.
- Respecting people means agreeing with them.



What do you already know?

You have two minutes. Working in pairs, fill your booklets with everything you know about the following topics:

- Discrimination
- Equality
- Protected Characteristics



Protected Characteristics

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

**Looking at this list,
what do these
characteristics have in
common?**

Why do you think these characteristics are specifically protected by law?

Discuss in your pair and be ready to share your thoughts.

Challenge question:

Do you think having laws against discrimination automatically creates an inclusive society?

Newsroom Investigation: Equality in the Real World

You are investigative journalists.

Each group will receive a real news headline linked to equality, discrimination or inclusion.

Your task is to analyse the story and answer the questions in your booklets on the sugar paper you have as a group.

You have 10 minutes.

Be prepared to share your findings.

Headlines

You are now going to walk around and review each group poster

Fill in the journalist's notepad section your booklet with one thing you have learned from each story.



What themes appeared in multiple stories?

What do all these stories tell us about why protected characteristics exist?



Why does discrimination still happen?

If most people believe discrimination is wrong, why does it still happen?



Discrimination can happen:

- Online
- In schools
- In workplaces
- In sport
- In everyday life

It can affect:

- Confidence
- Mental wellbeing
- Opportunities
- Sense of belonging

Equality laws exist because:

Discrimination still happens

Everyone deserves respect

Everyone deserves fair opportunities

Allyship

Discrimination often continues not because everyone agrees with it, but because people sometimes stay silent when they see it happening.

An ally is someone who actively supports others and helps challenge unfair treatment, discrimination or exclusion.

Being an ally doesn't mean being perfect.

It means choosing not to ignore unfairness when you see it.



What makes a good ally?

Allyship in practice

Situation 1

You hear a racist joke in a group chat.

Situation 2

A student is regularly left out of group activities.

Situation 3

Someone uses offensive language about a protected characteristic.

Situation 4

A student is mocked because of a disability.

- A. Ignore it
- B. Laugh along
- C. Support privately
- D. Challenge respectfully

For each situation:

1. Which response is most common?
2. Which response is most helpful?
3. What could make speaking up difficult?

Being an ally could mean:

Challenge

Politely question discriminatory comments or behaviour.

Support

Check in with the person affected.

Report

Tell a trusted adult if someone is being harmed.

Include

Make sure others feel welcomed and valued.

Doing nothing is often easier. Why is being an ally still important?





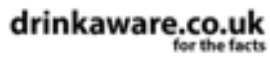
Answer in your booklet. We will share some ideas in a moment.

What have we learned?



- Everyone deserves to be treated with dignity, fairness and respect.
- Protected characteristics help protect people from unfair treatment and discrimination.
- Discrimination can have a significant impact on individuals and communities.
- Inclusive communities are built through everyday actions, attitudes and choices.
- Respecting differences helps create a safer, fairer and more welcoming society for everyone.

If you feel like you'd like to talk to someone after today's lesson

<p>You can talk to your tutor, Head of Year, a wellbeing ambassador or a trusted adult in school about anything you are struggling with.</p> <p>Designated Safeguarding Lead – Mrs Goymer</p>	
<p>For accurate information around health use www.nhs.uk</p>	
<p>For support around any issues affecting your wellbeing use www.childline.org.uk</p>	
<p>For information around drug use visit www.talktofrank.com</p>	
<p>For information around alcohol use visit www.drinkaware.co.uk</p>	
<p>For free and safe mental health support visit www.kooth.com</p>	