

PCSHE – Year 8 Topic 4 – Equality and Discrimination

KPI1: Key Terms

- **Bullying:** Usually defined as repeated behaviour that is intended to hurt someone either physically or emotionally. Bullying can take many forms including physical assault, teasing, making threats, name-calling, spreading rumours, or writing offensive graffiti.
- **Cyber bullying:** Bullying that is conducted online via email, social networks, or messaging services or via mobile devices.
- **Discrimination:** Unfair treatment of a person or group because of negative ideas about that individual or group.
- **Gay:** An emotional, sexual and physical attraction to the same sex. This word can apply to either gender.
- **Heterosexism:** The assumption that everyone is heterosexual unless someone is 'obviously' gay or lesbian because they are 'out'.
- **Homophobia:** The resentment or fear of gay, lesbian or bisexual people.
- **Prejudice:** A judgment made about a person or group without knowing them. This is generally applied when the judgement is negative.
- **Stereotype:** The combination of emotional, sexual and physical attraction to someone of the opposite, same or either sex depending on that individual's sexual orientation.
- **Transphobia:** Resentment or fear of transgender people.
- **Sexism:** prejudice, stereotyping, or discrimination, typically against women, on the basis of sex.
- **Racism:** prejudice, discrimination, or antagonism by an individual, community, or institution against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalised.
- **Equality:** the state of being equal, especially in rights, status or opportunities.
- **Race:** race includes skin colour, ethnicity and ethnic or national origins.
- **Disability:** a person has a disability if they have a mental or physical impairment, and this has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.
- **Sexual orientation:** a person's sexual preference towards persons of the same sex, the opposite sex or either sex
- **Gender:** whether a person considers themselves male or female. It can also refer to a range of identities that do not correspond to male or female.

KPI2: The Equality Act

The **Equality Act 2010** aims to prevent discrimination or ill treatment. This act was introduced in 2010 to replace all previous equality laws. The new law was intended to help make equality law easier to understand and simpler to use. It is illegal to discriminate against anyone based on nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race: can refer to colour, nationality, ethnic or national origins
- Religion or belief: can refer to religious or philosophical beliefs, including a lack of belief
- Sex: refers to a person's gender
- Sexual orientation

Importance of the Equality Act:

- The Act makes it law that every private, public and voluntary organisation must not discriminate against their employees or the people that use their services because of their characteristics.
- The Equalities Act has a huge impact on sentencing in courts.
- It is used to make vulnerable groups feel safe.
- It is used to help convince people to report crimes and know that the police must take them seriously.
- The Equality Act 2010 allows Positive Action so that public bodies (such as schools) can provide additional benefits to some groups to help tackle disadvantage.

How to end discrimination?

- Education: Educating students about the problems raises awareness
- Rallies: Public displays of support to show how many people are trying to fight discrimination
- Law: Anti-discrimination laws have been passed to help those at risk
- Charities: They do excellent work all over the world to help those affected.
- Religion: They teach us that everyone is equal, made in God's image. They need to work together to continue spreading the message
- Defend: If you see someone discriminating against someone else, speak up, explain how their actions are wrong.

KPI3: Further Support:

- Action line – Expert and confidential support to young people suffering homophobic or transphobic bullying. Monday to Friday. 9am to 5pm. 0808 1000 143. <https://eachaction.org.uk/support>
- Antibullying alliance – <https://anti-bullyingalliance.org.uk>
- Bullying intervention group – <https://bullyinginterventiongroup.co.uk>
- Child Exploitation and Online Protection Centre – <https://ceop.police.uk>
- Equality of Human Rights Commission - equalityhumanrights.com
- Young Stonewall: <https://www.youngstonewall.org.uk/>
- The Proud Trust –Local Support groups: <https://www.theproudtrust.org>
- Friends and Family of Lesbians and Gays: <https://www.fflag.org.uk/>
- Anti-bullying alliance: a coalition of organisations working together to stop bullying (including that of people with learning disabilities and autism), and create safer environments in which young people can live, grow, play & learn. <http://www.anti-bullyingalliance.org.uk/>
- #ImWithSam campaign: Dimensions' campaign to end autism and learning disability hate crime. <https://www.dimensions-uk.org/campaign/imwithsam/>
- **True vision** – website for reporting hate crime and hate incidents to the police www.report-it.org.uk/your_police_force
- **Childline** – Childline is a free and confidential 24-hour helpline for children and young people in the UK. Calls do not show up on mobile phone or landline bills. 0800 1111 www.childline.org.uk
- **Stop LGBT Hate Crime** – Helpline offering advice and support to victims of LGBTQ+ hate crimes 0808 801 0661
- **Tell Mama** – record Hate Crimes against Muslims, or motivated by hostility or prejudice directed at Islam. <https://tellmamauk.org>