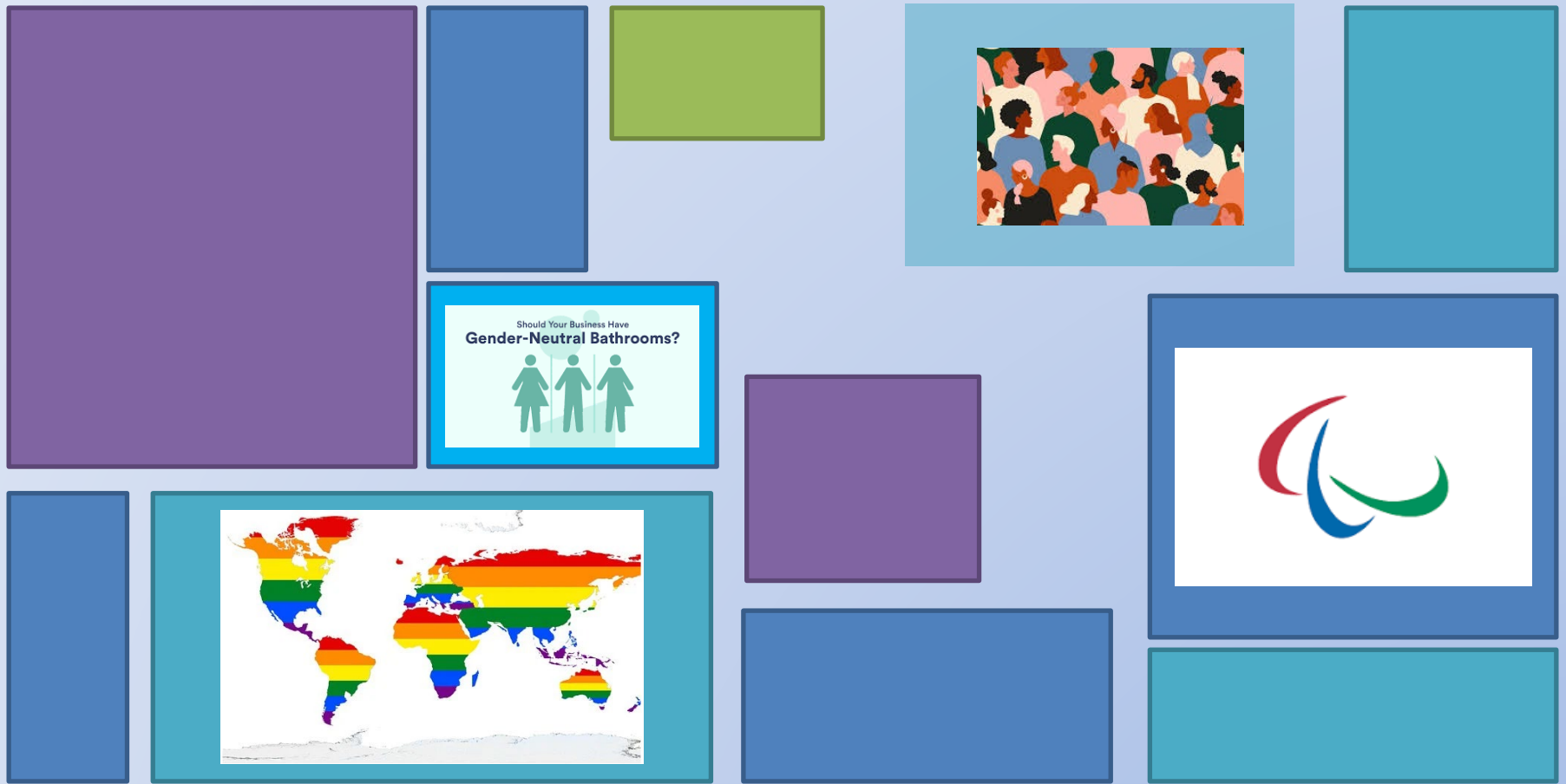




EC5001: Diversity & Difference in a Modern World

Theme 6: Equality Legislation Revisited

Equality or Equity – What is the difference?

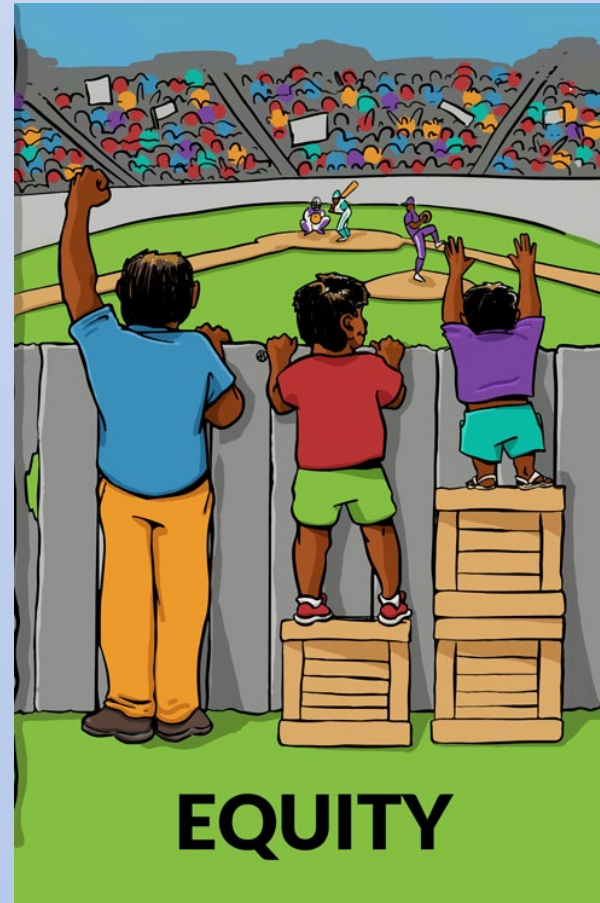
Is there a difference between the concepts of equality and equity?

What were the key features of our discussion of this question in a previous Theme.

Share your discussions with the larger group.



Equality or Equity – What is the difference?



The Equality Act 2010

- The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.
- It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.
- Before the Act came into force there were several pieces of legislation to cover discrimination, including:
 - Sex Discrimination Act 1975
 - Race Relations Act 1976
 - Disability Discrimination Act 1995

The Equality Act 2010

Protected Characteristics

- The Equality Act 2010 makes it illegal to discriminate against anyone who has one or more of 9 'protected characteristics'
- *What are the 9 'protected characteristics'?*  
- Using the handout and worksheet, identify how the Act defines each of the protected characteristics



Handout 1: Protected Characteristics



Worksheet 1: Protected Characteristics

The Equality Act 2010

Prohibited Conduct

- The Equality Act 2010 makes it illegal to behave in certain ways to people who fall into one or more of the protected characteristics
- Using the handout and worksheet, identify what the act says about Prohibited Conduct



Handout 2: Prohibited Conduct



Worksheet 2: Prohibited Conduct

The Equality Act 2010

Equality and Disability -Is this legal or not?

- The following are examples taken from the Equality & Human Rights Commission. Would they contravene the Equality Act?



Worksheet 3: Is this legal or not?

A school finds out that a pupil has been diagnosed as autistic and immediately excludes him from the school play as they suspect he will 'not be able to cope'.

- Do you think that this would be considered illegal under the Act?
- If you think it does, why?
- Would it be Direct Discrimination , Indirect Discrimination or Failure to Make Reasonable Adjustments?

The Equality Act 2010

Equality and Disability -Is this legal or not?

A school plans a trip to a natural history museum. A pupil with Down's syndrome is excluded from the trip as the school believes she will not be able to participate in the activities provided by the museum for school groups.

- Do you think that this would be considered illegal under the Act?
- If you think it does, why?
- Would it be Direct Discrimination , Indirect Discrimination or Failure to Make Reasonable Adjustments?

The Equality Act 2010

Equality and Disability -Is this legal or not?

The admissions tutor for an independent school interviews an applicant who has cerebral palsy which makes her speech unclear.

The tutor assumes that the applicant also has learning difficulties and refuses to admit her as he thinks she will be unable to cope with the highly academic environment of the school.

- Do you think that this would be considered illegal under the Act?
- If you think it does, why?
- Would it be Direct Discrimination , Indirect Discrimination or Failure to Make Reasonable Adjustments?

The Equality Act 2010

Equality and Disability -Is this legal or not?

A pupil with cerebral palsy who is a wheelchair user is told she will be unable to attend a school trip to a local theatre putting on a production of a play she is currently studying in English, because the building is not wheelchair accessible. The pupil and her parents are aware that the play is also on at a theatre in a neighbouring city which is accessible but the school does not investigate this option.

- Do you think that this would be considered illegal under the Act?
- If you think it does, why?
- Would it be Direct Discrimination , Indirect Discrimination or Failure to Make Reasonable Adjustments?

The Equality Act 2010

Equality and Disability -Is this legal or not?

A deaf pupil who lip-reads is at a substantial disadvantage because teachers continue speaking while facing away from him to write on the board.

- Do you think that this would be considered illegal under the Act?
- If you think it does, why?
- Would it be Direct Discrimination , Indirect Discrimination or Failure to Make Reasonable Adjustments?

The Equality Act 2010

Equality and Disability -Is this legal or not?

A pupil with dyslexia is told she cannot have her teacher's lesson notes, and that she should take notes during lessons 'like everyone else'.

- Do you think that this would be considered illegal under the Act?
- If you think it does, why?
- Would it be Direct Discrimination , Indirect Discrimination or Failure to Make Reasonable Adjustments?



The Equality Act 2010

Discussion Point - The UK Legal System

Why do you think that the Equality and Human Rights Commission on says that these examples are 'likely' to break the Equality Act rather than definitely breaking the Act.



References

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Picture References

Images 1 & 2 Cultural Organising Available at http://culturalorganizing.org/wp-content/uploads/2016/10/IISC_EqualityEquity.jpg [Accessed 19/11/2017]