

Year 8 - Equality and Equity - Staff overview and planning tool

Learning Outcomes

By the end of this module, pupils **WILL** be able to...

- List the nine protected characteristics
- Define privilege and give examples of commonly privileged groups
- State the meaning of hate crime, and give examples of groups often persecuted in this way
- Give examples of common microaggressions experienced by one or more marginalised groups

By the end of this module, pupils **SHOULD** be able to...

- Describe different types of equality, including equality of opportunity and equality of outcome
- Give examples of ways that we try to promote this in the UK, for example the NHS
- Explain intersectionality, with examples
- Identify microaggressions in their day to day life

By the end of this module, pupils **COULD** be able to...

- Reflect on their own identity and the privileges they hold
- Change behaviours they identify in themselves as being harmful to others

William Ellis School Aims:

- To educate on the importance of equality and equity in our society and how it is promoted, with an emphasis on the legalities and the protected characteristics in the UK
- To discuss the privileges that our society affords some groups and how these affect those who do and don't have them
- To consider the treatment of oppressed groups, including hate crime and microaggressions

Statutory Requirements—What pupils should know:

- the legal rights and responsibilities regarding equality (particularly with reference to the protected characteristics as defined in the Equality Act 2010) and that everyone is unique and equal
- how stereotypes, in particular stereotypes based on sex, gender, race, religion, sexual orientation or disability, can cause damage (e.g. how they might normalise non-consensual behaviour or encourage prejudice)
- that in school and in wider society they can expect to be treated with respect by others, and that in turn they should show due respect to others, including people in positions of authority and due tolerance of other people's beliefs

Key Words:

Equality - providing the same level of opportunity and assistance to all segments of society, such as races and genders

Equity - providing various levels of support and assistance depending on specific needs or abilities

Privilege - a special right, advantage, or immunity granted or available only to a particular person or group

Intersectionality - the theory that the overlap of various social identities, as race, gender, sexuality, and class, contributes to the specific type of systemic oppression and discrimination experienced by an individual

Microaggression - a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group

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

Consistency:

All lessons should begin with a starter to settle the class. Students should write the date and title in their book before use. The three lessons should be planned as a sequence, with the above learning outcomes. These will be made explicit to the students. The lessons should include activities that allow the teacher to gauge how fully these learning outcomes have been reached.

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If you have found this topic has resonated with you or you would like to learn more see below...

Where can I get support?

If you believe you are not having your human rights met, or have experienced or witnessed a hate crime, please speak to an adult that you trust. In school this could be a form tutor, PC Jack or any other grown up that you feel comfortable with.

If you are not ready to speak to someone that you know, Childline is a free, private and confidential service where you can talk about anything. You can call for free on [0800 1111](tel:08001111) or get in touch online at <https://www.childline.org.uk/>. You will not have to give your name and they will not tell your parents or the school that you have called.

If you would like to report a hate crime you can do so online at: <https://www.gov.uk/report-hate-crime>

Further Reading:

If you would like to know more about the rights of children, visit:

<https://www.unicef.org.uk/>

For more information on what constitutes a hate crime, visit:

<https://www.citizensadvice.org.uk/law-and-courts/discrimination/hate-crime/what-are-hate-incidents-and-hate-crime/>