

2016

# Building Equality and Diversity into Teaching and Learning

Suitable for learners of all ages

These activity packs contain practical activities designed for use by teachers/tutors and support staff. Each activity comes with accompanying guidance notes and is all ready to use. They are photocopiable and catalogued in an accessible and user-friendly way.

The activity plans and resources have been designed primarily to support the implementation of equality and diversity into teaching and learning; however, they can be easily adapted to suit any age group. Many of the activities are interchangeable with other EDUK equality and diversity resources. Alternatively, the facilitators delivering these activities can choose to use something of their own alongside these activities.



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## About this resource

This equality and diversity pack provides teaching and training staff with advice, guidance and session plans that will help them to explore the key issues with learners, whether they are students or staff working in a range of capacities for colleges, work-based learning providers, voluntary and community sector organisations, public sector bodies and in the private sector.

It helps teachers and trainers to explain complex legislation simply and clearly and staff to act on the organisation's equality duties by promoting the benefits of embracing equality and diversity.

The pack can be used flexibly to support delivery of equality and diversity sessions by those working directly with learners. In addition it can form the basis of induction or refresher training for new and existing staff, including temporary staff, volunteers and people on work placement.

It aims to:

- remove any mystery and misconceptions surrounding equality and diversity and associated equality issues
- suggest simple strategies for supporting equality and diversity in everyday situations that staff can put into practice straight away
- offer practical advice on dealing with challenging situations in an effective way
- raise awareness of and help people to empathise with the barriers people face
- improve understanding and social awareness of why people behave differently
- encourage people to recognise their own prejudices and the assumptions they make about others
- reflect the reality of multiple discrimination, since everyone is affected by each of the characteristics that are protected by legislation, and areas not protected by law
- help learners to apply their learning to real life situations.

The following graphics are used within the resource.



Handout for participants



Practical tips and advice



Information or activity exploring legislation

The resource includes a range of advice, practical tips and activities to help embed the learning in an interesting way. Some activities are differentiated to allow different levels of difficulty. The activities draw on people's own experiences and highlight the relevance of equality and diversity in a range of learning, working and social situations.

## About the activities

This activity pack contains 30 practical tried and tested activities specifically aimed at engaging staff and learners. Many are energetic and experiential, offering the participants powerful insights into key equality and diversity issues.

### Each activity plan contains the following information:

<b>Equality issues(s)</b>	The equality and diversity area(s) – including protected characteristics – touched upon by the activity:  Sex                      Sexual orientation Transgender            Religion and belief Age                      Race and ethnicity Class                     Deprived communities Disability
<b>Potential use</b>	Group sizes, potential for adaption to cover other issues
<b>Purpose</b>	The rationale behind the activity
<b>Learning outcomes</b>	How participants will be able to demonstrate the knowledge or skills they will have gained by completing the activity
<b>Key terms</b>	Words and phrases associated with equality and diversity issues that participants will have a deeper understanding of after completing the activity
<b>Resources</b>	The resources and preparation you need to do in advance of the activity
<b>Method</b>	A step-by-step guide to delivering the activity
<b>Variations</b>	How the activity may be delivered in different ways to meet different needs or limitations
<b>Differentiation</b>	Ideas on how to adjust tasks to meet individual learner needs
<b>Handout, cards, answer sheets, and supporting information</b>	A range of materials to support the activity, including differentiated materials for some activities

The entertaining and thought-provoking activities give participants the opportunity to experience life from a different viewpoint and/or discuss issues with those who may have suffered discrimination, unwitting or otherwise, at first-hand.

There are also many good activities available on the internet and some of the ones used in this pack have been selected as being particularly appropriate and adapted for use with participants of different ages and abilities.

The terms of use of the host websites preclude us from supplying you with the complete session plans and accompanying Handouts or other resources, but for each we have included a brief summary of the participant activities, along with ideas on adapting the web-based version to better meet the needs of your participants. As with the other session plans in this pack, there are also variation ideas for delivering the session in different ways to meet different needs or limitations and differentiation ideas on how to adjust tasks to meet individual learner needs.

Some web browsers censor search phrases, particularly with reference to children and abuse. Users may therefore need to locate the pages on the ChildLine web site themselves.

## **Activity descriptions**

### **Activity 1 Myth Busters**

A true or false quiz enables participants to dispel popular misconceptions concerning mental illness.

### **Activity 2 Quiz**

Participants compete in teams to get the highest score in this nine question quiz to test their knowledge of a range of equality and diversity issues.

### **Activity 3 Perceptions: The Troublesome Tray**

This lively icebreaker or short activity brings home the difference between treating people equally and treating them fairly.

### **Activity 4 Diversity Champion**

Participants work together to decide what attributes are needed in order to be a leader in championing diversity and present their ideas in picture form.

### **Activity 5 The Sociogram Exercise**

This is a physical activity in which participants decide where they personally stand (literally) on a range of viewpoints relating to any one or seven protected characteristics.

### **Activity 6 Paradigm of Prejudice and Discrimination**

Participants decide how they would respond to a range of everyday scenarios and analyse their thoughts and behaviour to reveal their own prejudices and discriminatory behaviour.

### **Activity 7 Exploring Definitions**

The importance of language in discussing diversity is demonstrated as participants devise individual and group definitions of terms such as prejudice, discrimination, racism, sexism and homophobia.

### **Activity 8 Detailed Quiz**

This quiz reveals some startling facts that show discrimination is alive and well and living in our communities.

### **Activity 9 Diversity Bingo**

This is a fun and energising activity in which participants have to find people with the right skills and knowledge of diversity in everyday life and popular culture in order to win the game.

### **Activity 10 Heterosexuality**

This activity promotes understanding of the prejudices commonly encountered by gay men and lesbians by turning the tables and subjecting heterosexual people to similar prejudices.

### **Activity 11 Life Chances**

Participants take part in a physical activity that shows in a simple but effective way how some young people's options are limited by family background, racism, sexism, discrimination against disabled people and those who are lesbian, gay or trans.

### **Activity 12 Stereotypes**

Using older people as an example, this activity brings home to participants how we all carry stereotype images in our heads and automatically draw on them without thinking.

### **Activity 13 Case Studies**

Participants have to use tact, diplomacy and assertive behaviour in order to maintain good working relationships whilst applying their learning to real life situations.

### **Activity 14 Balloon Tag**

A high energy game of Tag leads on to a question and answer matching activity that helps to expand the participants' knowledge about world religions.

### **Activity 15 Discussion Statements**

Participants analyse their own religious beliefs and/or values before debating issues concerning the impact of religion on modern life for individuals and society.

### **Activity 16 Looking at Languages**

Pictorial prompts help participants to consider the range of languages spoken in today's schools, colleges and workplaces and the impressive achievement of people who have to switch between languages in order to function in different areas of their lives.

### **Activity 17 Visually Impaired**

Gaining firsthand experience of carrying out a simple task with a visual impairment brings home to participants some of the problems experienced by visually impaired people in daily life and sets them thinking about adjustments that can be made to make things easier.

### **Activity 18 Hearing Impaired**

Participants experience for themselves how hard it can be to communicate with others when you have a hearing impairment, and work out what adjustments could be made to make day-to-day tasks easier.

### **Activity 19 Physically Challenged**

Participants face a physical challenge that demonstrates how hard simple tasks can be when you do not have full use of your limbs and they consider the adjustments that can be made to help physically impaired people cope with ordinary tasks.

*The following activities are adapted from web-based session plans*

### **Activity 20 Stopping Harassment**

This activity provides participants with a range of strategies and techniques for challenging and combating harassment in the form of teasing and bullying.

### **Activity 21 Confronting the Stereotypes**

By voting on a range of statements, participants identify common stereotypes applied to young people, older people or both.

### **Activity 22 Similarities Between Old and Young**

Participants examine their own stereotypes about older people by considering older adults in their lives and the many similarities between the lives of teenagers and the lives of older people.

### **Activity 23 The Complexities of Sexual Orientation**

Categorising a range of people based on descriptions of their preferences, experience and how they see themselves leads participants to realise that there is more to people's sexual orientation than simply labelling them as 'heterosexual', 'lesbian', 'gay' or 'bisexual'.

### **Activity 24 Drawing Conclusions**

This is a group activity in which participants draw images to represent gay, lesbian, bisexual and straight people before questioning the validity of these images.



**Activity 25 The Girl With No Name**

Hearing about the deep-rooted feelings and experiences of one transgender person in the quest to establish their true identity helps participants to empathise and recognise how they can offer support to transgender people.

**Activity 26 Social Roles**

This activity employs a self-reflective process in which participants write and share short pieces about how their gender identities were affected through childhood messages about what it meant to be a boy or a girl.

**Activity 27 Female Action Heroes**

After viewing excerpts from children's television programmes, the participants compare the female action heroes to their male counterparts and discuss whether these gender stereotypes influence the attitudes or behaviour of boys and girls.

**Activity 28 Where's My Toy?**

Participants consider how the toys we play with as children can reinforce gender stereotypes and try to choose gender-neutral gifts for the first ten years of a child's life.

**Activity 29 Majority/Minority Relationships**

This activity allows participants to experience being part of a majority group and being in a minority group and, in relation to ethnic groups, to think about the strategies we may use to break in and out of groups we form.

**Activity 30 ChildLine Counsellors**

Participants develop strategies for dealing with racist abuse by assuming the role of ChildLine counsellors advising young people who are victims of such abuse.