

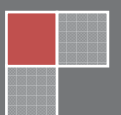
2011

Building Equality into the Curriculum

Suitable for learners of all ages and all sectors

This activity pack contains 20 practical tried and tested activities specifically aimed at raising staff and learner awareness of equality and diversity issues. They offer powerful insights into key equality and diversity issues.

The activities can be used as part of staff and learner induction, professional /staff development and learner development. They can be used in a range of settings and come complete with differentiation_ideas and materials to meet diverse needs.



	Introduction	
	Curriculum Toolkit	1-5
	What is equality and diversity?	2
	What is equal opportunity?	2
	Equality and diversity barriers faced by learners	4
	Why consider equality and diversity issues in the curriculum?	5
	Your own understanding of why discrimination happens	5
	Designing, planning and delivering the curriculum	6-14
	The current situation	6
	The concept of mainstreaming	7
	Curriculum design	8
	Course content	8
	Assessment	9
	Course evaluation and review procedures	10
	Learning resources	10
	Teaching methods and delivery	12
	Staff action	13
	Professional support	13
	An outline for a school/college audit of curriculum planning	13
	Partnership Working and Learning	15-17
	Developing capacity through partnership	15
	Principles of partnership working	15
	Clarity of purpose	16
	Performance management	16
	Reducing duplication	17
	Decision-making and delegated responsibilities	17
	Toolkit for Managing Diversity in the Learning Environment	18-32
	Skills used with colleagues	18
	Skills used with learners	19

Developing competence at embedding equality and diversity	20
Drawing on your knowledge and skills	21
Planning ahead	22
Teaching/learning approaches	23
Assessment of progress and understanding	24
Creating a safe learning environment	24
Selecting learning activities	24
Setting ground rules	25
Practise what you preach	27
Delivery tips	28
Handling strong views and emotions	29
Respecting difference	30
Session planning	31
Using ice breakers	32
Summary of Key Points from the Pack	33
Resources for Use with Staff	34-63
Reflecting on Equality and Diversity in the Curriculum	34
Identifying Good Curriculum Practice and Areas for Development	38
Planning an Inclusive Curriculum	39
Dealing with your own Prejudice	44
Be a Diversity Champion!	46
What is Racism?	47
Handling Racism in the Classroom	49
Faith and Religion in the UK	51
Preparing for Inspection Workshop	52
Using Inspection Reports	56
Inspection Assessment Checklist	57
Equal Opportunities Legislation	61
Resources for Use with Learners	64-117
Who Are You?	65
What's in a Name?	69
Human Bingo	71

	Respecting Differences	73
	Stereotypes	74
	Stereotyping in the Jobs Market	76
	Gender Roles and Stereotypes	78
	Stand Up for Yourself	81
	Rights and Responsibilities at Work	84
	Colour Blind	85
	A Cautionary Tale	87
	Race Equality at Work	90
	What's Wrong with Racism?	92
	Race and Culture Quiz 1	95
	Race and Culture Quiz 2	100
	Disability Awareness Quiz	103
	Gender Quiz	107
	Guess the Hero	108
	Scenarios	116
	Language	117
	Web Links and Resources	119-126
	Equality	120
	Race	120
	Age	121
	Disability	122
	Gender	122
	Sexual Orientation	123
	Sites for Young People	123
	Media Resources	124

Introduction

Improving your practice and 'getting it right for the learner' is a challenging and exciting experience. This resource is designed to help you learn more about embedding equality and diversity into both leadership and curriculum development and the competencies needed to achieve this. It provides a starting point for identifying your skills and areas for your own and others' professional development.

The pack will help you to:

- gain a clearer understanding of what is meant by equality and diversity
- assess your own level of awareness and needs with regard to equal opportunities
- identify what is involved in curriculum planning, design and delivery to ensure equitable opportunities for all learners
- make clearer decisions about what action you will take to ensure good practice in design, development and delivery of the curriculum
- reflect on whether your approach to teaching and learning respects learners' race, religion or belief, culture, sexual orientation, age, abilities, gender and transgender
- explore how you can work with team members and others on embedding equality and diversity into the curriculum
- examine a number of practical ideas for expanding and improving your practice
- consider the benefits of modifying the resource material for use with a diverse range of learners.

'Getting it right for the learner' requires you to have a range of skills and abilities to begin to understand religious, cultural and other specific needs of learners from diverse backgrounds. Sharing ideas and practice is an integral part of this process, and discussing your approaches, ideas and issues with colleagues will serve to improve your practice and understanding.

Evidence of your inclusive curriculum planning activities should be an integral part of preparation for inspection and used as a tool for monitoring your contributions to your organisation's equality, race, disability and gender policies and action plans. From April 2011 a new streamlined single equality duty will also cover age, sexual orientation, religion or belief, gender reassignment, pregnancy and maternity.

The following graphics help to guide the user around the resource.



Signposts users to relevant and differentiated activities

Information or activity exploring legislation

Information or explanation



Information on roles and responsibilities



Practical tips and advice