



# A PRACTITIONER'S PACK FOR THE DELIVERY OF EQUALITY AND DIVERSITY

Suitable for learners of all ages and all sectors

This activity pack contains 19 practical tried-and-tested activities specifically aimed at raising staff and learner awareness of equality and diversity issues.

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

Equality and Diversity UK



## *Thanks*

*A range of practitioners and managers from FE colleges and work-based learning organisations and teachers, support staff and learners have contributed to this set of resources. Without these contributions the content of the pack would not be as wide ranging and rich.*

*We have worked with specialists to ensure that learners at all levels can access the activities within this pack.*

*Thanks to all who have helped us to produce this excellent pack of resources.*

*Alyson Malach*

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## About the Activities

These 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.

This activity pack contains 19 practical tried-and-tested activities specifically aimed at engaging staff and learners. They offer the participants powerful insights into key equality and diversity issues. The activities can be used as part of staff induction and training programmes, as well as with learners in the classroom.

### Each activity plan contains the following information:

<b>Equality issue(s)</b>	<p>The equality and diversity area(s) – including protected characteristics – touched upon by the activity:</p> <p>Sex                      Sexual orientation</p> <p>Race                     Religion or belief</p> <p>Age                        Disability</p> <p>Transgender            General anti-discrimination</p> <p>Equality                 Bullying</p> <p>Diversity</p>
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<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>Resources</b>	The resources required 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

## **Activity Descriptions**

### **Activity 1 What Does Equality and Fairness Mean to You?**

Participants identify words and phrases to highlight their own understanding of what the words equality and fairness mean and the issues they associate with them, before comparing their ideas and understanding with the views of others.

### **Activity 2: Personal Profile**

In this activity participants create their own personal profile and share it with a partner to highlight the richness of the diversity in the room and the fact that we are all of us much more than what appears on the surface.

### **Activity 3: What's in a Name?**

Participants consider the origins of their own names and their feelings about them before reflecting on the importance of names within some cultures and the need to respect this in daily life.

### **Activity 4: Equalities Bingo**

This is a fun and energising activity in which participants have to find people with knowledge about role models and equality and diversity issues in everyday life and popular culture in order to win the game.

### **Activity 5: Language & Culture Quiz**

The numbers and diversity of languages used within the UK are brought home to participants through this True or False quiz, along with the ways in which language can become a barrier to inclusion.

### **Activity 6: Sticks and Stones**

Participants decide how they would challenge a real life situation where an employee is working in an environment where language he considers racist and finds offensive is being used around him, and also consider the legal and ethical issues involved.

### **Activity 7: Race Equality Quiz**

This quiz draws the participants' attention to the fact that immigration is not a recent phenomenon and how people from BME communities have overcome barriers to make considerable contributions in the in media, sport and wider political society.

### **Activity 8: Religion & Belief Quizzes**

A range of quizzes that appear on the internet covering Judaism, Hinduism and Islam help to expand the participants' knowledge about world religions and leads to suggestions about how schools, colleges and workplaces can better support people's religious practices.

**Activity 9: Right & Wrong Cards**

Cards featuring various discriminatory comments and issues are used as discussion prompts to encourage participants to consider whether such behaviour is acceptable and how it may be viewed by the individuals concerned and by teachers/tutors and employers.

**Activity 10: Negative Stereotypes of Youth & Age**

By allocating a range of negative stereotypes to older or young people in the workplace and comparing their views, participants come to realise that many of the same stereotypes are commonly applied to both groups, and consider ways of combating such ageism.

**Activity 11: Sign Language**

A practical activity in which participants try using British Sign Language and develop their own signs to impart information before reflecting on the importance of non-verbal communication in daily life and for some people with disabilities.

**Activity 12: Definitions**

The importance of language and what we mean by certain terms is demonstrated as participants devise individual and group definitions of the terms 'equality' and 'diversity' and suggest actions to promote equality and diversity in school/college and the workplace.

**Activity 13: Emotions & Feelings**

A poem provides the inspiration to help participants see beyond differences in looks or behaviour to the individual beneath and identify ways of challenging bullying and discrimination.

**Activity 14: Acceptable & Unacceptable Language**

In order to explore how they can adapt the language they use in response to people's preferences and sensitivities, participants identify acceptable alternatives to a range of terms used to describe different groups and which the people concerned may find offensive.

**Activity 15: Race Relations Quiz**

This quiz draws the participants' attention to the differences between direct and indirect discrimination and victimisation and harassment and the extent of the coverage of the Equality Act 2010.

**Activity 16: Colour Blind**

A poem leads participants to explore how physical attributes tell you nothing about personality, intelligence or ability, and to question the assumptions they make about others based on their own use of stereotyping.



**Activity 17: The Jelly Baby Challenge**

This activity uses the popular sweet to help participants reflect on the meaning of diversity, the importance of respecting differences as well as similarities, and the unique contribution each person brings to society.

**Activity 18: The Crayon Box**

Shane Derolf's poem, *The Crayon Box That Talked*, brings home to participants the importance of understanding and respecting each other's strengths, cultures and values so that we can work together for the benefit of all.

**Activity 19: Harmless Banter?**

Participants look at the excuses people use to justify making potentially hurtful comments and learn to recognise when 'harmless' teasing and banter crosses the line to become discrimination, harassment, victimisation or bullying.