

# How does the Equality Act allow us to live our best lives?

# Lesson specific notes

- This lesson covers some topics that people might find upsetting, such as:
  - **discrimination**
  - racism
- Signposting to support and advice for these topics can be found near the end of this lesson.
- If any safeguarding concerns are raised during the lesson, please follow your policy and speak to your Designated Safeguarding Lead.
- In order for lesson animations to work effectively, we recommend running the presentation as a slideshow by clicking on the 'slideshow' button on the top right. Alternatively, press Ctrl+F5.



# How does the Equality Act allow us to live our best lives?



## Knowledge

*Date*

The Equality Act protects everyone from discrimination.

## Life Lesson

I can identify and safely challenge discrimination so that everyone is treated fairly.

# Lesson ground rules



## Do



Listen to others without interrupting



Be open and honest



Make sure everyone in the group has a chance to speak



Respect each others ideas and opinions



Encourage and support everyone



<b>discrimination</b>	treating a person unfairly or unkindly because of their characteristics
<b>characteristics</b>	important things about ourselves, that make us who we are

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**In this lesson we will  
meet ...**



**happy**



# Explore

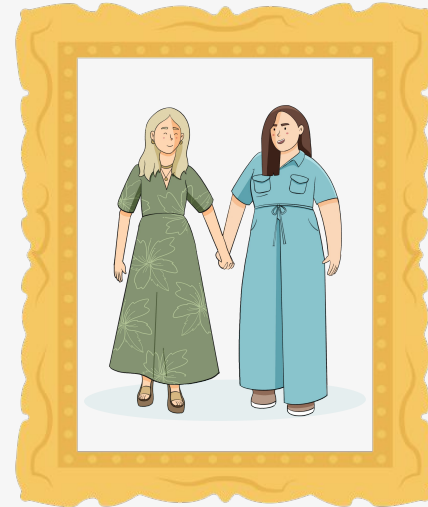


# A special day



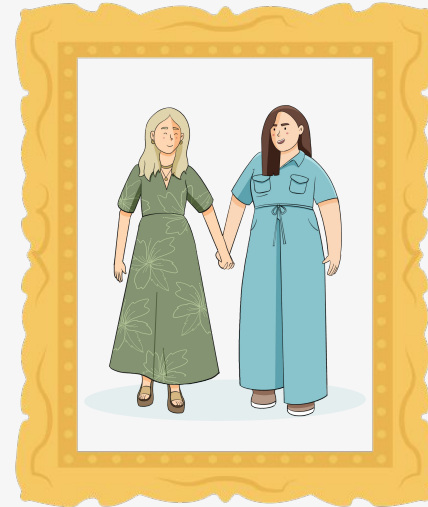
Tell me about this photo!

Reggie and his mum are looking at old photos together.





This photo was from our wedding. It was a very special day for us.





Why was it so special?

For a long time, **same-sex** couples were not allowed to marry in the UK. That changed in **2014**, when the **law** was updated to allow them to get married, just like how **different-sex** couples can.

# Quick think




How do you think same-sex couples felt when the law changed to allow them to marry?



*We finally felt included and respected by other people. We also felt proud to be our true selves and were so excited that we were able to get married. That's why it was such a special day!*



Were there any other laws that changed that helped people feel included?

An illustration of a woman with long brown hair, wearing a light blue jumpsuit, sitting on an orange sofa and reading a pink book. A young boy with dark hair, wearing a green t-shirt and brown pants, sits next to her on the same sofa, looking towards her. The background is a teal wall with a doorway visible on the left. The floor is light brown wood.

In 2010, the **Equality Act** was introduced. Lots of things changed for many people. Let me explain...



# Understand



We can all be proud of our **heritage** and the way we are if we are **celebrated** for our true selves and not **discriminated** against.

I love going to church on a Sunday with my family, I even do readings sometimes with my dad. It's wonderful to be part of my Church community.



# The Equality Act



The Equality Act is a **law** that protects everyone from **discrimination**. There are **nine** protected **characteristics**.



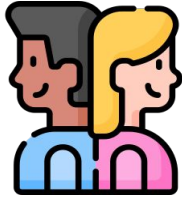
When someone experiences **discrimination**, it means that they are being treated unfairly or unkindly because of who they are. We call the traits that make us who we are '**characteristics**'.



# Protected Characteristics



Sex



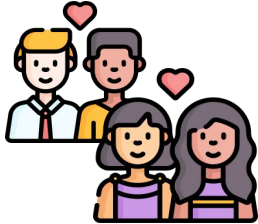
Disability



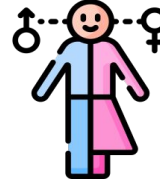
Race  
(ethnicity)



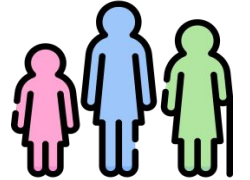
Sexual  
orientation



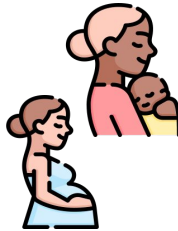
Gender  
Reassignment  
(transgender)



Age



Pregnancy &  
maternity



Religion  
or belief



Marriage & civil  
partnership

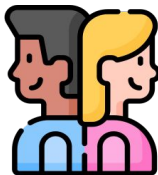


# Quick think



Which **characteristics** are missing?

Sex



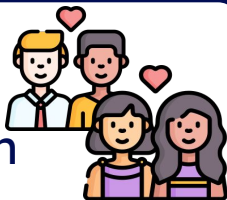
Disability



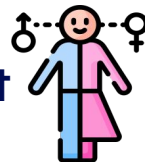
Race  
(ethnicity)



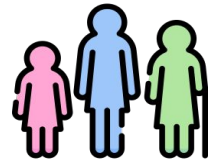
Sexual  
orientation



Gender  
Reassignment  
(transgender)



Age



Pregnancy &  
maternity



Religion  
or belief



Marriage & civil  
partnership





The Equality Act exists because, in our society, everyone should be treated fairly.



It helps us to create a world where everyone feels safe.



# Discrimination



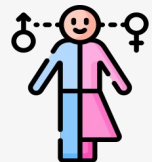
Some groups of people have been **discriminated** against in the past and many still experience **discrimination** today.



For many years, people with disabilities were often **excluded** from schools, jobs, and public places.



People have been treated unfairly because of the colour of their skin. This is called **racism**, and sadly, it still happens today.



People who are **LGBT+** (lesbian, gay, bisexual and **transgender**) haven't always been treated equally. In the past, they weren't allowed to marry or talk openly about who they are.



Pregnant women were sometimes treated unfairly at work. Some were told to leave their jobs when they became pregnant, or they weren't given time off to go to important medical appointments.



## The Equality Act has changed things for many people:

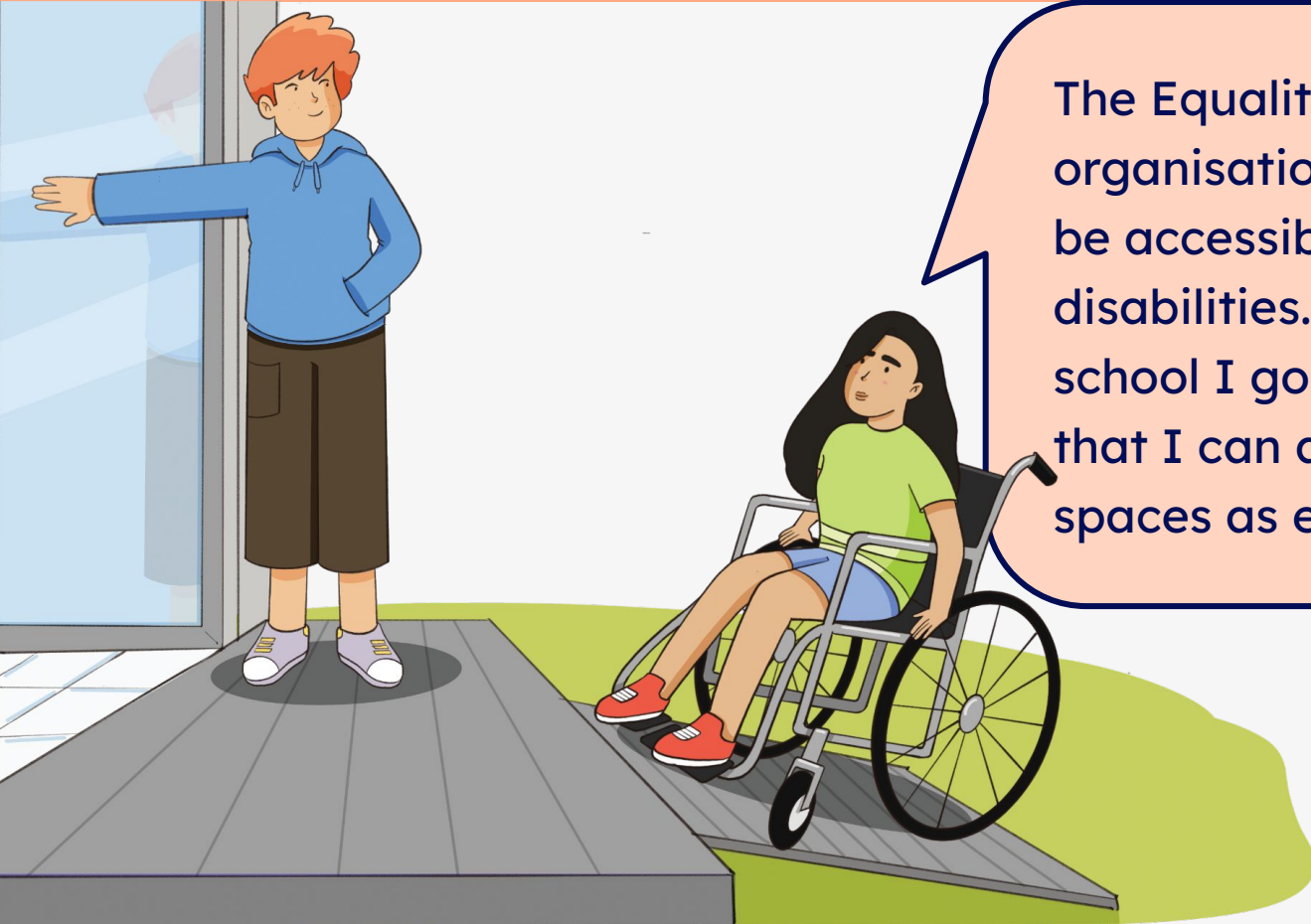
**Employers** must treat everyone fairly, regardless of their **characteristics**, such as age, sex, race, disability, religion, or sexual orientation.

Public places like shops and schools, must be **inclusive** so that disabled people can access them.



Pregnant women and new mums are protected from unfair treatment at work and have rights to time off.

# Disability



The Equality Act means that organisations and spaces must be accessible for those with disabilities. For example, the school I go to put ramps in so that I can access the same spaces as everyone else.



Amira is a construction worker. When she first started at her new work site, she noticed that she was being given different jobs to the male staff members.

I spoke to my union (a group of people who support me at work) and they helped me complain to my boss. My union reminded them that my sex should not mean I am treated differently at work.



# Quick think



When I was younger, I worked in an office. I never used to get extra shifts, or be invited to work parties. When I asked why, I was told they thought I would be busy because I am married and have a family at home.

Is this **discrimination**?

How would the Equality Act stop this today?

# Quick think - possible answers

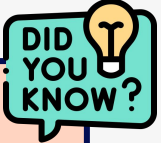


Is this **discrimination**?

*Yes, this is **discrimination** because Peggy was being treated differently because she's married.*

How would the Equality Act stop this today?

*It would protect Peggy, and give her the ability to challenge this treatment at work. She would be protected by the law.*

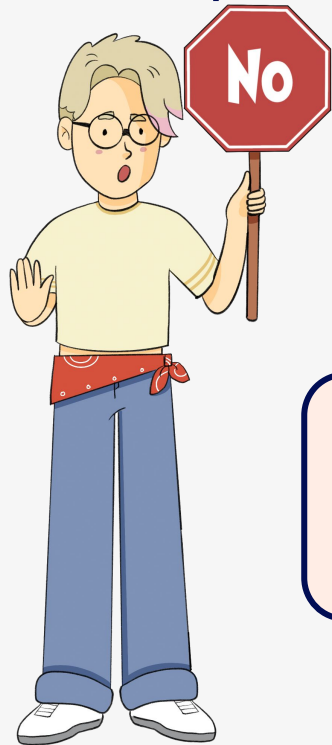


It is against the law to **discriminate** against someone else because of their **characteristics**.

Since the introduction of the Equality Act, we can now report **discrimination** to the police.

If you experience **discrimination** or witness anyone being **discriminated** against, it's important to report it to a trusted adult.

There are different ways we can choose to respond to **discrimination** if we experience it:



That's not fair. Everyone deserves to feel included.

Please don't say that. That it could hurt someone's feelings.

Let's think about how we could treat them fairly and kindly.

If you don't feel safe to say something, you can tell a trusted adult.

Finn thinks elderly people shouldn't be able to work because they're too slow. What could you say to Finn to challenge his statement?

*That's not fair, Finn. Just because someone is older doesn't mean they can't do a good job. In fact, they may bring lots of experience to the work. Everyone should be judged by their skills, not their age.*





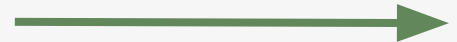
# Activate



Read each scenario and decide whether they are being **discriminated** against or not.

Holly hasn't been invited to her classmate's birthday. She doesn't play with them often but still feels left out.

Zac and Ethan are holding hands. A person says something hurtful about being gay.



Amira wants to play football at lunch time but the boys say she can't join in because she's a girl.

Jayden wanted to be the house captain but the teacher chose someone else.

Anay is told that he can't sit at the lunch table because he has brown skin.



For the scenarios that were examples of **discrimination**, what would you say to challenge the person?

# Activity - possible answers

 1

*These scenarios **are not** examples of **discrimination**. They are scenarios that feel unfair, but not because they are being **discriminated** against a **characteristic**.*

Holly hasn't been invited to her classmate's birthday. She doesn't play with them often but still feels left out.

Jayden wanted to be the house captain but the teacher chose someone else.

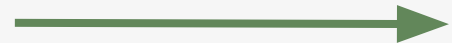
# Activity - possible answers

 1

*These scenarios **are** examples of **discrimination**. The people in the scenarios are being treated unfairly and unkindly because of a **characteristic** (sexual orientation, sex and race).*

Zac and Ethan are holding hands. A person says something hurtful about being gay.

Amira wants to play football at lunch time but the boys say she can't join in because she's a girl.



## Activity - possible answers

 1

Anay is told that he can't sit at the lunch table because he has brown skin.

## Extend activity - possible answers



For the scenarios that were examples of **discrimination**, what would you say to challenge the person?

Zac and Ethan are holding hands. A person says something hurtful about being gay.

*That's not ok to say that. People can love who they want, and we should be kind to everyone.*

## Extend activity - possible answers



Amira wants to play football at lunch time but the boys say she can't join in because she's a girl.

*That's not fair. Amira should be allowed to play too regardless of her sex. Anyone can be good at football.*

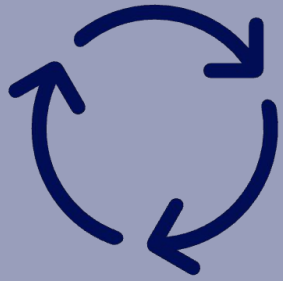
## Extend activity - possible answers



Anay is told that he can't sit at the lunch table because he has brown skin.

*This is racism and is not ok. Everyone has the right to sit where they like, regardless of their skin colour.*

If you experience **discrimination** or witness anyone being **discriminated** against, it's really important to report it to a trusted adult.



# Reflect

**Life  
Lessons**





# Let's check!



Who does the Equality Act protect?

only pregnant  
women

everyone

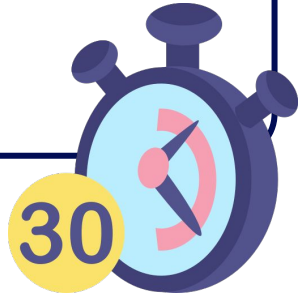


only children

only disabled people

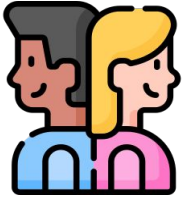
# Let's check!

List as many **characteristics** that are protected in the Equality Act as you can!



# Possible answers

Sex



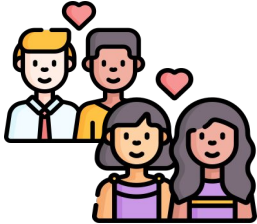
Disability



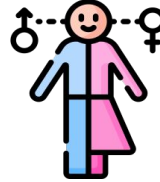
Race  
(ethnicity)



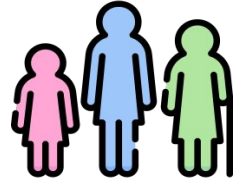
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orientation



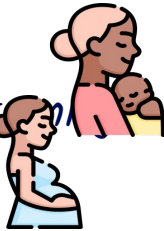
Gender  
Reassignment  
(transgender)



Age



Pregnancy & maternity



Religion  
or belief



Marriage & civil  
partnership



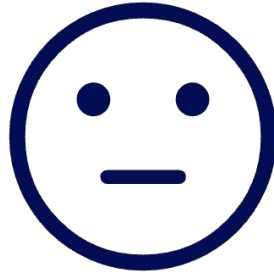
# How did this lesson make you feel?



Very sad



Sad



Neutral



Happy



Very happy

# Where to get support



If you experience **discrimination** or witness anyone being **discriminated** against, it's important to talk to a trusted adult.



[Citizens Advice](#) provides support for people to understand their rights and how to take action if they've been treated unfairly or discriminated against.



[Childline](#) offers free, confidential support for children and young people who are upset, scared, or need someone to talk to.



# Feedback

We regularly update our lessons, to make sure that our resources remain relevant, appropriate and engaging for young people.


If you'd like to let us know what you think, please complete [this form](#). It takes as little as 30 seconds and you only have to answer the questions that are relevant to you.



# Life Lessons

**We aspire to a world where all young people are equipped to make healthy choices and thrive.**

Our student-centric PSHE curriculum and wider ongoing support empowers educators to foster a healthy school culture and equips young people to navigate the complexities of life.



[Discover our approach to learning](#)

