

St Mary's Catholic School

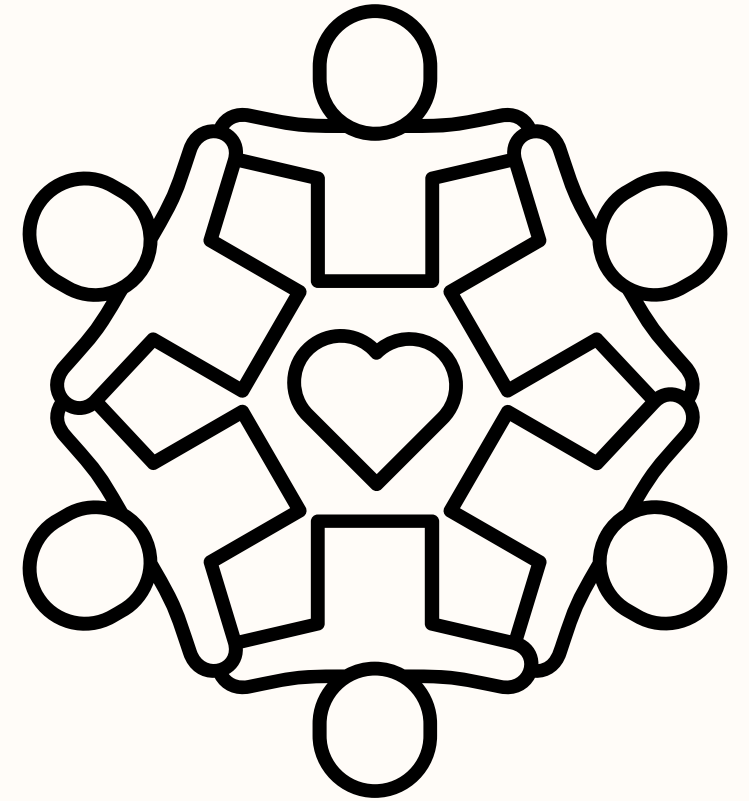
Personal Development

Title:

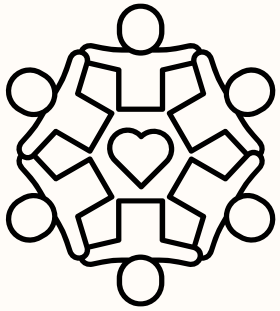
Lesson 3: What is Diversity?

Learning Outcomes:

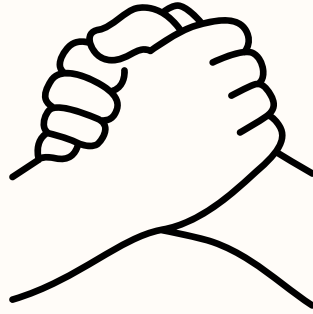
- Define the similarities, differences, and diversity among different people
- Understand the benefits of diversity and inclusion of people, regardless of their differences
- Identify the nine protected characteristics in the Equality Act 2010



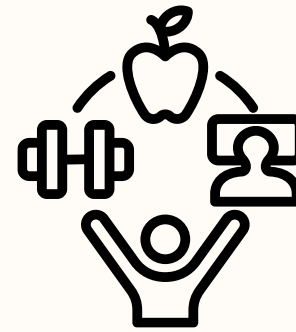
Celebrating Diversity



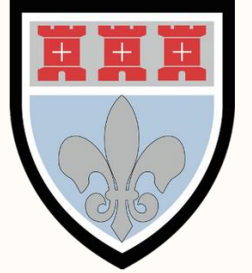
Celebrating Diversity



Relationships



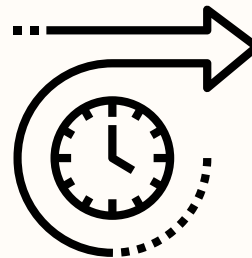
Health and Wellbeing



Staying Safe Online & Offline

Building Your Future

Rights & Responsibilities



Starter Activity - All about me (5 mins)

What **five** words would you use to describe yourself?

You can come up with your own words or choose from the examples.



Independent
Responsible
Organised

Talkative
Cheeky
Stubborn

Imaginative
Curious
Adventurous

Trustworthy
Reliable
Loyal

Caring
Friendly
Polite



What would it be like if everyone chose the same five words?

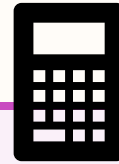
What would life be like if we were all the same?

Main Activity 1 - Favourite things (10 mins)

Write an example for each of the following:



Your favourite hobby



Your favourite subject



Your favourite food



Your favourite TV show



Your favourite colour



Your favourite
artist/band

What would life be like if everyone had the same favourites?

Main Activity 1 - Favourite things (10 mins)

What would life be like if everyone had the same favourites?

Hobby



Colour



Subject



Food



TV show



Artist/band



“If everyone had the same favourite hobby... there would be no point in some sporting events, such as Wimbledon or the Olympics”

Give one **negative** consequence for each scenario.

Main Activity 2 - Living in a diverse world (15 mins)

Write down one example for each category from a different culture to your own. Get ready to share!



Food



Roast dinner



Curry



Dim sum



Sushi



Celebrations



Hannukah



Diwali



Eid



Christmas



Dance



Irish dancing



Adumu



Flamenco



Maori haka

How does living in a diverse world make our lives **better**?

Question: How does living in a diverse world make our lives better?

In addition to the things we're able to enjoy, diversity and inclusion of everyone has the following benefits:

- There's increased innovation, ideas, and expertise if there are more voices and perspectives heard
- You can learn about and experience lots of new things if you interact with a diverse range of people
- We can become more aware of everyone's perspectives and needs
- Everyone feels included, heard, and valid
- We're better at building relationships and resolving conflict if we understand other people's perspectives and are willing to learn

Main Activity 3 - Living in a diverse world

Imagine you and some friends are organising a '**diversity festival**' at your school.

Make a list of things you could include to celebrate diversity.



How will you make sure **everyone** (including teachers/staff) feel included?

Suggested answers:

- Cooking shows, tasters, or food stalls showcasing a multitude of different cuisines
- Music and dances from around the world or different religions
- Guest speakers
- Non-uniform encouraging traditional dress
- Flags from around the world on display
- Culture quizzes
- Cinema showing movie clips from different countries and cultures

Main Activity 3 - Living in a diverse world

? How will you make sure **everyone** (including teachers/staff) feel included?



Posters

Research

Questionnaires

Student voice

Announcements

Staff survey

Focus groups

Family helpers

Challenge: For some people, thinking about their own culture/diversity might cause distress.

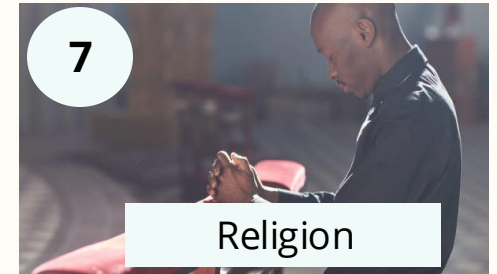
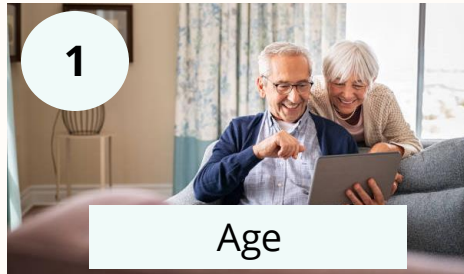
Give **one** reason they might be upset and explain how you could support them on the day.

Main Activity 4 - Protecting diversity (15 mins)

Unfortunately, certain groups are more likely to face discrimination based on differences. The **2010 Equality Act** aims to protect people with certain characteristics from discrimination.

Using the images as clues, name the nine protected characteristics.

These are the nine protected characteristics in the Equality Act 2010. It is **illegal** to be discriminated against based on these characteristics.



Main Activity 4 - Protecting diversity

Note down the numbers of the statements you think are **true**.

1. Discrimination is always a conscious act.

2. Discrimination can be for any reason.

3. Stereotypes can be harmful and lead to discrimination.

4. Discrimination can happen by association. e.g. your family member is gay.

5. Discrimination is something that only happens to women.

6. It's against the law to discriminate against the protected characteristics.

7. The law protects you if you're treated badly after flagging discrimination.

8. The Equality Act 2010 protects five characteristics against discrimination.

9. Discrimination is when someone is treated unfairly or differently.

Challenge: Can you re-write any you think are false?

Main Activity 4 - Protecting Diversity Review

The **true** statements are:

1. Discrimination is always a conscious act.

2. Discrimination can be for any reason.

3. Stereotypes can be harmful and lead to discrimination.

4. Discrimination can happen by association. e.g. your family member is gay.

5. Discrimination is something that only happens to women.

6. It's against the law to discriminate against the protected characteristics.

7. The law protects you if you're treated badly after flagging discrimination.

8. The Equality Act 2010 protects five characteristics against discrimination.

9. Discrimination is when someone is treated unfairly or differently.

Protecting diversity

What type of discrimination is happening in each scenario?

Race

Malik is an 11-year-old student from an ethnic minority background who excels in mathematics. Malik's classmates mock him for his accent and say he only gets good grades because "people from where he's from are good at mathematics."

Sex

Emily is a 12-year-old student who loves playing football. During try-outs for the local team, the coach discourages Emily from participating, saying that football is not suitable for girls.

Challenge: What could you do to help to prevent discrimination?

Protecting diversity

What type of discrimination is happening in each scenario?

Sexual orientation

Alex is an 11-year-old student who recently came out as LGBTQ+. Since she came out, Alex's peers have started using offensive slurs and distancing themselves from her.

Religion

Reuben, a 12-year-old student, is Hindu. **Miranda**, also 12-years old, is Muslim. The school's cafeteria menu consistently lacks diverse vegetarian options, and the cafeteria staff often use the same utensils to serve pork products and vegetables.

Challenge: What could you do to help to prevent discrimination?

Protecting diversity

What type of discrimination is happening in each scenario?

Being transgender

Neo is a 12-year-old student who identifies as transgender. Their teachers and classmates regularly fail to refer to them by their preferred pronouns, despite regular reminding.

Pregnancy

In the playground, you hear students make comments about teacher **Mrs J**: "How is she supposed to teach us with that big belly?" and "Why did she become a teacher if she's just going to get pregnant and leave us?"

Challenge: What could you do to help to prevent discrimination?

Protecting diversity

What type of discrimination is happening in each scenario?

Disability

Your school organises an art exhibition in the art rooms upstairs. There is no lift and no accessible ramp or pathway, meaning that **Julia** is not able to view the artwork.

Age

You are invited to be on the student panel to appoint a new deputy headteacher. One of the candidates - **Mr B** - has white hair and more wrinkly skin than the other candidates. You overhear one of your peers say “they’ll be dead soon, so don’t bother with them”.

Challenge: What could you do to help to prevent discrimination?

What is diversity? (10 mins)

Thinking about what you've learned in this lesson, how would you describe diversity to someone else?

1. Finish the sentence.

2. Share with your neighbours.

3. Have you written similar or different things?

To me, diversity means....



What is diversity?

DIVERSITY (noun)

Diversity simply means 'differences'. People can be different in many ways. Some of the most obvious differences we may notice are age, gender, appearance, abilities, race or ethnicity, and religion.

When we talk about diversity in society, we usually mean including a range of people with different backgrounds and characteristics in a group.

Did you miss anything? Add to your answer.

Final Review - Preventing discrimination (5 mins)

Make a promise you can keep. Use of the examples below or think of your own.

Embrace diversity:

Speak to someone I haven't really spoken to before.

Organise activities:

Plan a school event to raise awareness about diversity.

Lead by example:

Treat everyone with kindness and respect.

Speak up:

Stand up for someone being treated unfairly.

Mind my own language:

Don't use stereotypes or offensive language.

Educate:

Share interesting facts or stories about my culture and listen to others.