Preview: November, 2015

Take a minute or two to reflect on your daily reminders and flick through the pages to access a wealth of useful tips, guidance and recommendations. November material includes:

- What do we mean by 'embedding equality' in our delivery?
- What is more important, 'promoting' or 'embedding' equality?
- 'Promoting' – a model for embedding
- Natural opportunities, the media , the organisational strategy
- Embedding equality... Theme, topic or subject area
- TeachDifferent - The Diversity Programme (Northern College)

This is in addition to multi-faith, equality and health and wellbeing reminders.

Armistice Day

Wednesday 11th November, 2015

Ministry of Defence "We Were There" exhibition

A two minute silence is observed at 11am on 11th day of the 11th month because this is when the Great War, or World War One, came to an end in 1918. Today this anniversary is used to remember everyone that has died while at war. This includes World War Two, the Falklands War, the Gulf War, and conflicts in Bosnia, Rwanda and Kosovo.

Transgender Day of Remembrance

Friday 20th November, 2015

A day to remember and honour the lives of those individuals who have been killed because of their gender identity or expression.

Multifaith Dates – November, 2015

1st **All Saints' Day (Christian)**
Christians remember all the saints and martyrs, known and unknown, throughout Christian history.

2nd **All Souls' Day (Christian)**
Christians remember and pray for the dead, especially family members.

11th **(-15th) Diwali (Hindu, Sikh, Jain)**
Known as the Festival of Lights and is celebrated by Hindus, Sikhs and Jains albeit for different reasons.

Bandi Chhorh Divas (Prisoners Release Day) (Sikh)
Sikhs celebrate the safe return of the sixth Guru, Guru Hargobind, from detention in the Gwalior Gaol in 1619.

13th **Birth of the Báb (Bahá'í)**
On this day Bahá'ís celebrate the birth in 1819 of the Báb, the herald or forerunner of their faith.

14th **Birth of Bahá'u'lláh (Bahá'í)**
Celebrates the anniversary of the birth in 1817 of Bahá'u'lláh, the founder of their faith.

24th **Martyrdom of Guru Tegh Bahadur (Sikh)**
Guru Tegh Bahadur was the ninth of the Ten Sikh Gurus. He was martyred in 1675.

25th **Birthday of Guru Nanak (Sikh)**
Guru Nanak was the founder of the Sikh faith and the first of its 10 Gurus. He was born in the Punjab in 1469.

29th **Advent Sunday (Christian)**
Advent is the four week period before Christmas when Christians prepare for the coming of Christ.

Also this month:

1st Movember Men's Health Awareness Month

4th National Stress Awareness Day

8th Remembrance Sunday

14th World Diabetes Day

16th International Day for Tolerance

16th National Anti-bullying Week 2015 (-20th Nov)

Alcohol Awareness Week (-22nd)

19th International Men's Day

"Human diversity makes tolerance more than a virtue; it makes it a requirement for survival"

René Dubos, Scientist and Humanist (1901-1982)

November

- Equality & Diversity Planner 2015 -

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1st
2nd	3rd	4th	5th	6th	7th	8th
9th	10th	11th	12th	13th	14th	15th
16th	17th	18th	19th	20th	21st	22nd
23rd	24th	25th	26th	27th	28th	29th
30th						

- Driving diversity, embedding equality -

Sunday, 1st November 2015

Multifaith today: **All Saints' Day (Christian)**

Christians remember all the saints and martyrs throughout Christian history

Monday, 2nd November 2015

Multifaith today: **All Souls' Day (Christian)**

Christians remember and pray for the dead, especially family members

This month is... 'Movember' Men's Health Awareness Month

During November each year, Movember is responsible for the sprouting of moustaches on thousands of men's faces in the UK and around the world. The aim of which is to raise vital funds and awareness for men's health, specifically prostate cancer and other cancers that affect men.

More information at http://uk.movember.com/

Reminders:

This Sunday – Remembrance Sunday (8/12)
In approximately one month - World Aids Day (1/12), 'Decembeard' (1/12), National Anger Awareness Week (1/12), International Day for the Abolition of Slavery (2/12)

Tuesday, 3rd November 2015

What do we mean by 'embedding equality' in our delivery?

Essentially, we are talking about making equality central to our everyday practice in the delivery of teaching and learning. Remember, equality and diversity should not be a 'bolt-on' that we consider every so often. The promotion of diversity is a continuing priority.

Reminder:

In one month - International Day for Persons with Disabilities (3/12)

Wednesday, 4th November 2015

Today is... 'National Stress Awareness Day'

This year's theme is the 'Seven Stages of Stress'. The aim is to develop greater understanding of stress nationwide and to offer access to the many proven coping strategies and sources of help available to individuals and organisations who want to reduce the harmful outcomes of excessive pressure. More information at:

http://www.isma.org.uk/about-national-stress-awareness-day-nsad/

Reminder:

In one week - Armistice Day (11/11)

Thursday, 5th November 2015

Does The Equality Act mean I cannot cover certain themes in my delivery?

No, this is not the case. These obligations do not apply to anything done in connection with the content of the curriculum. Further education institutions are not restricted in the range of issues, ideas and materials they use and have the academic freedom to expose learners to a range of thoughts and ideas, however controversial. This applies as long as material is not delivered in such a way that causes harassment.

Friday, 6th November 2015

Yes, this is what we mean by embedding equality!

- Building equality into personal, team and organisational plans, policies, procedures and practices to provide natural prompts to all
- Sharing good ideas to include equality in everyday practice
- Using natural opportunities to bring equality into delivery and other
- Keeping up-to-date with the equality calendar and planning ahead
- Browsing a variety of different media so you can appreciate the things your learners may be exposed to
- Having a good handle on equality data in your area

Saturday, 7th November 2015

Sunday, 8th November 2015

Today is... 'Remembrance Sunday'

The second Sunday in November is the day traditionally put aside to remember all those who have given their lives for the peace and freedom we enjoy today. On this day people across the nation pause to reflect on the sacrifices made by our brave service men and women.

Monday, 9th November 2015

What is more important, 'promoting' or 'embedding' equality?

'Promoting' and 'embedding' equality go hand-in-hand and should not be separated. The phrase 'embedding equality' is often used when we talk about making equality central to our everyday delivery. 'Promoting' is a means of embedding equality throughout our delivery and other responsibilities as a provider of further education and skills.

Reminders - In approximately one week:

World Diabetes Day (14/11)
National Anti-bullying Week 2015 begins (16/11)
Alcohol Awareness Week begins (16/11)
International Day for Tolerance (16/11)

Tuesday, 10th November 2015

'Advancing' equality of opportunity

We should also remember the Public Sector Equality Duty requires us to 'advance' equality opportunity. 'Advance' means we are required to be proactive in terms of promoting equality and diversity, and that our endeavours lead to results that can be evidenced. Despite the name, this duty applies to all providers of learning and training that are in receipt of public money to deliver services.

Reminder: In one month - Human Rights Day (10/12)

Wednesday, 11th November 2015

Multifaith today:

Diwali (Hindu, Sikh, Jain) (-15th) Known as the Festival of Lights

Bandi Chhorh Divas (Sikh) Sikhs celebrate safe return of the sixth Guru, Guru Hargobind

Today is... 'Armistice Day'

A two minute silence is observed at 11am on 11th day of the 11th month because this is when the Great War, or World War One, came to end in 1918. Today this anniversary is used to remember everyone that has died while at war. This includes World War Two, the Falklands War, the Gulf War, and conflicts in Bosnia, Rwanda and Kosovo.

Thursday, 12th November 2015

'Promoting' – a model for embedding

Pinnacle have developed a model based on the acronym 'Promoting'. This stands for **P**artners, **R**esources, **O**pportunities, **M**edia, **O**rganisational, **T**heme/topic, **I**nclusion, **N**ext steps, **G**ood practice.

Email for more information: equality@pinnacletrainingsolutions.co.uk

Reminder: In one week - International Men's Day (19/11)

Friday, 13th November 2015

Multifaith today: Birth of the Báb (Bahá'í)

Bahá'ís celebrate the birth in 1819 of the Báb, the herald or forerunner of their faith

Embedding and 'natural opportunities'

Taking advantage of 'natural opportunities' is a simple and effective means of embedding equality and maintaining an environment of respect. The nature of natural opportunities means we cannot always plan the finer details of how equality will feature in our delivery or dialogue with learners. However, we can often anticipate emerging discussions or responses and prepare ourselves by improving awareness on these themes.

Reminder: In one week - International Day of Transgender Remembrance (20/11)

Saturday, 14th November 2015

Multifaith today: Birth of Bahá'u'lláh (Bahá'í)

Celebrates the anniversary of the birth in 1817 of Bahá'u'lláh, the founder of their faith

Today is... 'World Diabetes Day'

'Healthy Living and Diabetes' is the theme for 2015. Activities and materials in 2014 focused on the importance of starting the day with a healthy breakfast to help prevent the onset of type 2 diabetes and effectively manage all types of diabetes to avoid complications.

More information at: http://www.worlddiabetesday.org

Sunday, 15th November 2015

Monday, 16th November 2015

This week is... 'National Anti-bullying Week 2015' (-20th Nov)

Every year the Anti-Bullying Alliance coordinate national Anti-Bullying Week; a week where children and young people, schools, parents and carers come together with one aim: to stop bullying for all.

More info at: www.anti-bullyingalliance.org.uk

This week is... 'Alcohol Awareness Week' (-22nd)

Local authorities and other organisations, from pharmacies to treatment service providers, get involved to raise awareness of alcohol issues and the impact it can have on our health and communities. Look out for local activities in your area. More info at:

http://www.alcoholconcern.org.uk/campaign/alcohol-awareness-week

Today is... 'International Day for Tolerance'

Tolerance recognises the universal human rights and fundamental freedoms of others. This day is marked annually after the United Nations "Year of Tolerance" in 1995. More info at:

http://www.un.org/en/events/toleranceday/

Tuesday, 17th November 2015

Embedding equality and the media

We are exposed to the media in different ways every day. This might be television, radio, newspapers, magazines and, more recently, online advertising, Twitter and Facebook.

Of course, our learners are exposed and affected by these streams of information too. The media is full of equality-related stories and material. Not all coverage is positive but we cannot ignore these channels as a readily available source of ideas.

How are you drawing recent events and stories into your delivery?

Wednesday, 18th November 2015

Embedding equality… Using the organisational strategy

If organisations are serious about providing an equitable service for all, they will have a strategy that reflects their position in relation to equality and diversity. This will set out overall objectives and provide a framework within which policies can be developed and implemented.

"Organisational factors" can provide ideas and direction for you in relation to planning and covering equality. Do you know where the provider's priorities lie? How does your delivery contribute to meeting these priorities?

Reminder – In one month: International Migrants Day (18/12)

Thursday, 19th November 2015

Today is... 'International Men's Day'

Includes a focus on men's and boy's health, improving gender relations, promoting gender equality, and highlighting positive male role models.

Useful links: ukmensday.org.uk and www.internationalmensday.com

Friday, 20th November 2015

Today is... 'International Day of Transgender Remembrance'

The Transgender Day of Remembrance was set aside to remember those who were killed due to anti-transgender hatred or prejudice and aims to raise public awareness of hate crimes against transgender people. 2014 is the 16th Remembrance Day.

More information at: www.transgenderdor.org

Saturday, 21st November 2015

Sunday, 22nd November 2015

Monday, 23rd November 2015

Embedding equality… Theme, topic or subject area

'Themes' or 'topics' are guided by your subject specialist area. We're sure you will have a deep and broad level of understanding that enables you to teach effectively. However, have you identified key pieces of information that will assist you in planning and bringing in an equality element into your sessions?

Tuesday, 24th November 2015

Multifaith today: **Martyrdom of Guru Tegh Bahadur (Sikh)**

Guru Tegh Bahadur was the ninth of the Ten Sikh Gurus. He was martyred in 1675

Learners' next steps

Preparing people for the world of work (or further study) is part of our responsibility. Ofsted will be interested in what we are doing to meet this duty. Our learners will be meeting and working with people from a variety of backgrounds and in diverse locations. It is important for us to promote this in a positive way. An awareness of discrimination, harassment and victimisation definitions is a basic example.

Imagine an Ofsted inspector asks what you are doing to help prepare learners for their next steps and working with diverse people in a range of environments. Could you give a comprehensive answer? What examples would you offer?

Reminders - In one week: World Aids Day (1/12), 'Decembeard' (1/12), National Anger Awareness Week (1-7/12)

Wednesday, 25th November 2015

Multifaith today: **Birthday of Guru Nanak (Sikh)**

Guru Nanak was the founder of the Sikh faith and the first of its 10 Gurus

Embedding equality... Utilising existing good practice

Embedding equality and diversity is a much tougher challenge if we operate in isolation. We can add value to our equality work through working together and sharing our experiences. Consider colleague ideas and experiences, the experts within your organisation, equality champions and sources of good practice outside of the organisation – who can help enhance your approach to embedding?

Reminder – In one week: International Day for the Abolition of Slavery (2/12)

Thursday, 26th November 2015

Auditing curriculum content

It is good practice to check the things we put in place are having the desired effect. Are our actions effectively leading to the embedding of equality? Areas for improvement can be identified through a curriculum audit. This could be via an 'equality-specific' exercise or feature within a wider audit.

How do you verify that your delivery is meeting all of your objectives in terms of being inclusive and embedding equality?

Reminder: In one week - International Day for Persons with Disabilities (3/12)

Friday, 27th November 2015

Embedding equality... Driving improvement through learner feedback

Analysing feedback and using this to drive improvement is a vital part of the embedding process. Learners are a great source of ideas, if we do not make the most of their perspectives we are missing out!

Feedback and evidence from learners can be in a variety of formats, including film footage and audio recordings, photographic evidence, questionnaires on specific activities, learner survey results and complaints - are there more from learners that share a characteristic?

Saturday, 28th November 2015

Sunday, 29th November 2015

Multifaith today: **Advent Sunday (Christian)**

Advent is the four week period before Christmas when Christians prepare for the coming of Christ

Monday, 30th November 2015

Embedding equality... Project example

TeachDifferent - The Diversity Programme (Northern College)

"The project team decided to put a rocket under how educators defined 'Diversity' - the 'tuna 'n' mayonnaise' approach of 'E and D'. We took 'Equality' and the protected characteristics and put them safely to one side. We then redefined 'Diversity' as 'being present as yourself' (which we also call 'differentiation'), plus perspectives from absent identities."

More info at: http://www.equalitiestoolkit.com/content/teachdifferent

Reminder – In one month: World Spirituality Day (31/12)

My notes: