Preview: April, 2016

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. April material includes:

- How prejudiced is my curriculum content?
- Challenging the 'equality hierarchy'
- Avoiding 'equality in isolation'
- Beyond the protected equality characteristics
- Addressing what matters to learners
- Developing 'SMSC' aspects
- Building competence and confidence
- Accessible and inclusive documents

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

World Autism Awareness Day

Saturday 2nd April, 2016

Autism is a developmental disability that remains with a person for his or her whole life.

This condition affects the brain's functions. The first signs usually appear before a child is three years old. People with autism can:

- Find social interaction difficult
- Have problems with verbal and non-verbal communication
- Demonstrate restrictive and repetitive behaviour
- Have a limited set of interests and activities

World Health Day

Thursday 7th April, 2016

Marks the founding of the World Health Organisation. Each year, they select a key health issue and encourage the world to highlight the significance of this issue for good health and well-being.

Earth Day

Friday 22nd April, 2016

Marks the anniversary of what many consider the birth of the modern environmental movement in 1970. Do something nice for the Earth, have fun, meet new people and make a difference.

Multifaith Dates – April, 2016

14th **Vaisakhi (Sikh)**
Sikhs celebrate the founding of the Khalsa, the collective body of baptised Sikhs created in 1699.

15th **Rama Navami (Hindu)**
Hindus celebrate the birth of Lord Rama. It falls on the ninth day of Chaitra in the Hindu calendar.

19th **Mahavir Jayanti (Jain)**
The most important religious holiday for Jains. It's celebrated in the Hindu month of Caitra.

21st **(-2nd May) Festival of Ridván (Bahá'í)**
Bahá'ís remember the 12 days that their founder, Bahá'u'lláh, spent in the Garden of Ridván.

22nd **Hanuman Jayanti (Hindu)**
Hindus celebrate the birth of the god Hanuman. It falls in the month of Chaitra in the Hindu calendar.

22nd **(-30th) Passover (Pesach) (Jewish)**
Jews remember the Israelites' liberation from slavery in Egypt. It's one of the most important festivals of the year.

Some regional variations possible, based on the Western calendar, not claimed to be an exhaustive list.

Also this month:

28th World Day for Safety and Health at Work

"I do not want my house to be walled in on all sides and my windows to be stifled. I want all the cultures of all lands to be blown about my house as freely as possible. But I refuse to be blown off my feet by any"

Mohandas Gandhi - Leader of Indian Independence, Activist and Lawyer (1869-1948)

April

- Equality Planner 2016 -

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 -

Friday, 1st April 2016

Embedding equality… How prejudiced is my curriculum content?

Has it been designed by, and reflect, different perspectives, backgrounds and needs of diverse individuals and groups?

(Adapted from ELMAG Equality Cue Cards. ELMAG (Excellence in Leadership, Management and Governance programme) is funded by The Education Training Foundation and provides CPD opportunities across the sector).

Link: http://www.equalitiestoolkit.com/content/elmag-contribution

Reminders - In approximately one month:

Start of Action on Stroke month and National Walking Month (1/5)

Saturday, 2nd April 2016

Today is... 'World Autism Awareness Day'

Autism is a developmental disability that remains with a person for his or her whole life. This condition affects the brain's functions. The first signs usually appear before a child is three years old. People with autism can:

- Find social interaction difficult
- Have problems with verbal and non-verbal communication
- Demonstrate restrictive and repetitive behaviour
- Have a limited set of interests and activities

More information at: www.un.org/en/events/autismday/

Sunday, 3rd April 2016

Monday, 4th April 2016

Embedding tips... Challenge the 'equality hierarchy'

Areas receiving more attention in recent years still require our focus, along with strands that are new to our formal frameworks. For example, due to recent news and events sexual orientation equality has received more attention yet inequality is still evident and homophobia is still a problem. Other strands, such as equality for pregnant women and young families, have even less guidance and resources for providers.

Adapted from ELMAG Equality Cue Cards.

Link: http://www.equalitiestoolkit.com/content/elmag-contribution

Reminders - In approximately one month:

Start of Deaf Awareness Week (2/5)
World Press Freedom Day, World Asthma Day (3/5)

Tuesday, 5th April 2016

Embedding tips... Avoid 'equality in isolation'

Don't just 'do sexual orientation' or 'do age equality'. Develop materials that encourage understanding of difference, strength and disadvantage on the basis of many identity aspects.

Adapted from ELMAG Equality Cue Cards.

Link: http://www.equalitiestoolkit.com/content/elmag-contribution

Reminders - In one month:

World Press Freedom Day, World Asthma Day (3/5)

Wednesday, 6th April 2016

Embedding tips... Look beyond the protected equality characteristics

Behaviour and aspirations can be shaped by the combination of a number of other factors; for example social mobility, regional differences and body image.

Adapted from ELMAG Equality Cue Cards.

Link: http://www.equalitiestoolkit.com/content/elmag-contribution

Thursday, 7th April 2016

Today is... 'World Health Day'

World Health Day marks the founding of the World Health Organisation (WHO). Each year, the Organisation selects a key health issue, and encourages people from all ages and all backgrounds to hold events that highlight the significance of this issue for good health and well-being.

Find out about the theme for 2016's WHD at www.who.int

Friday, 8th April 2016

Embedding tips... Empower passion and perspective

Encourage contributions from the people around you, especially learners, to enrich content with unique perspectives, knowledge and passion on equality strands.

Adapted from ELMAG Equality Cue Cards.

Link: http://www.equalitiestoolkit.com/content/elmag-contribution

Saturday, 9th April 2016

Sunday, 10th April 2016

Monday, 11th April 2016

Embedding tips... Develop 'SMSC' aspects

Promote personal, social, moral, cultural development to foster environments with respect and opportunities for all to contribute.

Adapted from ELMAG Equality Cue Cards.

Link: http://www.equalitiestoolkit.com/content/elmag-contribution

Reminders - In approximately one month:

Europe Day (9/5), Start of Mental Health Awareness Week (11/5)

Tuesday, 12th April 2016

Embedding tips... Address what matters to learners

Does the learner voice improve equalities and prepare them for next steps? (For example, where stigma from some groups is experienced in the workplace).

Adapted from ELMAG Equality Cue Cards.

Link: http://www.equalitiestoolkit.com/content/elmag-contribution

Wednesday, 13th April 2016

Embedding tips... Be ambitious, build competence and confidence

Inspire and prepare yourself and others to take controversial issues forward, including conflicts between equality characteristics.

Adapted from ELMAG Equality Cue Cards.

Link: http://www.equalitiestoolkit.com/content/elmag-contribution

Thursday, 14th April 2016

Multifaith today: **Vaisakhi (Sikh)**

Sikhs celebrate the founding of the Khalsa, collective body of baptised Sikhs created in 1699

Accessible and inclusive documents - Did you know..?

Word files are the easiest for individual viewing preferences and for listening. Portable Document Files (PDF) keep their presentation better than Word files, but are not as easy to use. Do not simply select 'save as PDF' from the Word file menu or 'print as PDF' because a PDF created in this way is unlikely to be accessible (unless the document contains nothing but plain text). Consider offering both your source Word file and PDF files.

Adapted from ELMAG Equality Cue Cards.

Link: http://www.equalitiestoolkit.com/content/elmag-contribution

Friday, 15th April 2016

Multifaith today: **Rama Navami (Hindu)**

Hindus celebrate the birth of Lord Rama

'Font' - What does an accessible and inclusive document look like?

- Default styles in pre-set templates
- Typeface with proper 'a' and clear numbers, 'Century Gothic', for example
- Use title and sentence case
- Use black text except for hyperlinks and a white or yellow background

This represents only a sample from our full guidance. Remember one size does not fit all, accessibility will depend on an individual's specific requirements.

Guidance link: http://www.equalitiestoolkit.com/content/elmag-cue-cards

Reminder: In one week – Earth Day (22/4)

Saturday, 16th April 2016

Sunday, 17th April 2016

Monday, 18th April 2016

'Paragraph' - What does an accessible and inclusive document look like?

- 12 point is minimum for everything
- Leave spaces between paragraphs
- Use 1.15 or 1.5 line spaces
- Use left-justified position
- Avoid hyphenation at the end of a line
- Use 50-65 letters per line

This represents only a sample from our full guidance. Remember one size does not fit all, accessibility will depend on an individual's specific requirements.

Guidance link: http://www.equalitiestoolkit.com/content/elmag-cue-cards

Reminder: In approximately one month – IDAHO Day (17/5)

Tuesday, 19th April 2016

Multifaith today: **Mahavir Jayanti (Jain)**

The most important religious holiday for Jains

'Navigation' - What does an accessible and inclusive document look like?

- Consistent placement of recurring features, e.g. headings, page numbers
- Headings at the top of pages
- Use internal and external hyperlinks
- Nothing meaningful in 'Header', often not picked up by screen readers

This represents only a sample from our full guidance. Remember one size does not fit all, accessibility will depend on an individual's specific requirements.

Guidance link: http://www.equalitiestoolkit.com/content/elmag-cue-cards

Wednesday, 20th April 2016

What does an accessible and inclusive document look like?

Logos, images, tables, charts, shapes, diagrams, photos, graphics, film, maps:

- Avoid fitting text around images
- Right place/align images
- Right click > format > add meaningful alt text for everything
- Give meaningful description for all diagrams, images, charts and tables

This represents only a sample from our full guidance. Please remember one size does not fit all, accessibility and inclusivity will depend on an individual's specific requirements.

Guidance link: http://www.equalitiestoolkit.com/content/elmag-cue-cards

Thursday, 21st April 2016

Multifaith today: (-2nd May) **Festival of Ridván (Bahá'í)**

Bahá'ís remember the 12 days that their founder, Bahá'u'lláh, spent in the Garden of Ridván

'Learner Voice'... What is it and what does it enable learners to do?

"... Is the involvement of learners and potential learners in shaping the learning opportunities that are available to them. It means involving learners in reforming the lifelong learning system at all levels, by supporting them to act as partners with policy makers, providers, practitioners and other agencies. Learner Voice initiatives enable learners to express their views, needs and concerns and also ensure that organisations respond appropriately to issues that they raise" (NIACE).

Reminders:

In one week - World Day for Safety and Health at Work (28/4)
In one month - World Day for Cultural Diversity (21/5)

Friday, 22nd April 2016

Multifaith today:

Hanuman Jayanti (Hindu) Hindus celebrate the birth of the god Hanuman

Passover (Pesach) (Jewish) (-30th) Jews remember the Israelites' liberation from slavery in Egypt. It's one of the most important festivals of the year

Today is... 'Earth Day'

Marks the anniversary of what many consider the birth of the modern environmental movement in 1970. The possibilities for getting involved are endless! Volunteer. Go to a festival. Install solar panels on your roof. Organise an event in your community. Change a habit. Help launch a community garden. Communicate your priorities to your elected representatives. Do something nice for the Earth, have fun, meet new people, and make a difference.

More information at: http://www.earthday.org/earth-day-history-movement

Saturday, 23rd April 2016

Sunday, 24th April 2016

Monday, 25th April 2016

The 'Learner Agreement'

Does your organisation use a 'Learner Agreement' or an equivalent? If so, and this covers behaviour, are you familiar with what this includes? If an individual behaves inappropriately it is useful to refer back to this.

Reminders - In approximately one week (May)

Start of Deaf Awareness Week (2/5)
Start of Action on Stroke month and National Walking Month (1/5)

Tuesday, 26th April 2016

Anti-bullying

Bullying is behaviour, usually repeated over time, that intentionally hurts another individual or group, physically or emotionally. One person or a group can bully others.

How does bullying differ from banter? There is a deliberate intention to hurt or humiliate. There is a power imbalance making it hard for the victim to defend themselves. It is usually persistent.

Could you spot and address instances of bullying?

Wednesday, 27th April 2016

Equality, inequality and the media

Learner knowledge on some themes could be limited to what they are exposed to via popular media, newspapers for example. We cannot read every newspaper and tweet but a general awareness helps us keep up-to-date and can inspire new strategies for encouraging learners to take advantage of the support available to help them succeed.

Inclusive practices will be an important part of your learners' careers too, so this is another way of preparing them for the challenges ahead.

Thursday, 28th April 2016

Today is… 'World Day for Safety and Health at Work'

Promote the prevention of occupational accidents and diseases globally. It is an awareness-raising campaign intended to focus international attention on emerging trends in the field of occupational safety and health and on the magnitude of work-related injuries, diseases and fatalities worldwide.

http://www.ilo.org/safework/events/safeday/lang--en/index.htm

Friday, 29th April 2016

Sharing good embedding practice internally

All providers have staff more confident and effective at embedding equality than others. It can be really challenging for some tutors, especially for those that may have come straight from industry.

An effective way of addressing this can be to use more experienced and passionate staff to mentor and coach other staff. Some providers appoint 'Advanced Practitioners' or 'Champions' to do this. How do you support colleagues and benefit from the experience of others?

Reminder: In approximately one month – World No Tobacco Day (31/5)

Saturday, 30th April 2016

My notes: