Staff Diversity Diary

"Driving Diversity, Embedding Equality"

For Providers of Further Education and Skills

- Embedding equality tips
- Equality dates and reminders
- Health and wellbeing
- Useful links and resources
- Legislation and inspection

2015/16



Staff Diary 2015/16

Please record personal details so a lost diary can be returned:

Name	
Job title	
Department	
Telephone	
Email	

"Embedding Equality, Driving Diversity"

This diary has been designed to provide useful daily updates and equality reminders. As you turn each page you will find:

- Key dates and celebrations on the equality, health and wellbeing calendar
- Planning reminders for the days, weeks and months ahead
- Tips on embedding equality in everything you do
- Monthly summaries and planners
- Equality legislation and the Common Inspection Framework

Visit <u>www.equalitynetwork.co.uk</u> for details on how to order more copies of this resource. If you have a query please contact us:

E: <u>equality@pinnacletrainingsolutions.co.uk</u> T: 01472 822510

Calendar 2015/6



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Bold = Bank Holiday

My notes: Markin Mark

The Equalities Networks and useful organisations (A-Z order):

All Faiths And None (AFAN) http://www.afan.uk.net/	This Inter-Faith/Belief Programme offers resources for use in dialogues and group discussions in formal and informal settings, primarily for young people, in educational and community contexts.
Equalities Toolkit http://www.equalitiestoolkit.c om/	A crowd-sources site that showcases current equalities work in the sector and brings together good practice resources to help education and training providers to make a positive impact for their learners (and staff) by meeting and exceeding the requirements of the Public Sector Equality Duty.
Equality Challenge Unit (ECU) http://www.ecu.ac.uk/	Works to further and support equality and diversity for staff and students in higher education institutions across the UK and in colleges in Scotland. They also manage the 2015 EDI project programme.
Equality and Human Rights Commission (EHRC) http://www.equalityhumanri ghts.com/	Parliament gave the Commission the mandate to challenge discrimination, and to protect and promote human rights.
Equality North East http://www.equality-ne.co.uk/	An independent company that works regionally and nationally to help achieve equality in employment, entry to employment and services.
FE Providers' Equality Network http://www.equalitynetwork.co.uk/index.php	Formed in 2007, represents the interests and requirements of all FE and Skills providers in relation to advancing equality and promoting diversity.
Forum for Sexual Orientation and Gender Identity Equality in Post-School Education https://sgforum.org.uk/	Brings together F and HE sector organisations in a community of practice. The aim is to co-ordinate work that advances sexual orientation and gender identity equality in post-school education. Their shared purpose is to support the work of all learning providers by providing high quality information, advice and guidance in our equality areas.

Gender Identity Research and Education Society http://www.gires.org.uk/	GIRES' approach is based on research both into the origins of atypical gender identity development and transsexualism and, also, into the way that society reacts to the people experiencing these conditions. It develops good practice guidelines, education programmes and literature, all specially tailored for each of the groups that it aims to influence.
Government Equalities Office https://www.gov.uk/government/organisations/government-equalities-office	Responsible for equality strategy and legislation across government. Works to take action on the government's commitment to remove barriers to equality and help to build a fairer society.
Mental Health in Further Education (MHFE) http://mhfe.org.uk/	An e-network for anyone who has an interest in mental health and adult learning.
National Council of Faith and Beliefs in Further Education (FBFE) http://www.fbfe.org.uk/	Works with the learning and skills sector, faith and local communities and national and local faith/belief based groups. Exists to support FE sector to engage positively with faith and belief.
The Network for Black and Asian Professionals (NBAP) http://www.nbp.org.uk/	A social justice, not-for-profit organisation committed to supporting Black, Asian and Minority Ethnic (BAME) professionals to achieve full potential.
Pinnacle Training Solutions Limited http://pinnacletrainingsolutions.co.uk/	Provides a range of embedding equality resources across the sector including e-learning, diversity calendars and diaries and intranet resources.
Stonewall http://www.stonewall.org.uk/	Campaigns for the rights of lesbian, gay, bisexual and trans people.
The WISE Campaign https://www.wisecampaign. org.uk/	Inspires girls and women to study and build careers in science, technology, engineering and manufacturing (STEM).
The Women's Leadership Network http://www.wlnfe.org/	Continues to drive forward the gender equality agenda and to support all under-represented groups in management and governance.

Preview: August, 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. August material includes:

- Individual and group characteristics
- Why teach equality and human rights?
- Beyond the protected characteristics
- Recent changes in legislation flexible working provisions
- The Public Sector Equality Duty
- Good practice project: 'Equality and Diversity in Sussex Colleges'
- The Prevent Duty the threat of extremism and British values
- SMSC development

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

My notes: Markin Mark



International Youth Day

Wednesday 12th August, 2015

Perhaps not the most well known celebration, IYD raises the profile of issues our young people are facing. Concerts, workshops, cultural events, and meetings involving national and local government officials and youth organisations take place around the world.



International Day for the Remembrance of the Slave Trade and its Abolition - Sunday 23th August, 2015 A tribute to the night of 22 to 23 August 1791, when the uprising of slaves took place in Sant Domingue.

Multifaith Dates – August, 2015

1st Lughnasadh or Lammas (Pagan)

The time of the corn harvest when Pagans give thanks to the Goddess for her gifts.

15th Feast of the Assumption (Catholic Christian)

Commemorates the death of Jesus's mother, Mary, and her bodily assumption into Heaven.



Regional variations possible, based on the Western calendar, not an exhaustive list.



Also this month:

World Breastfeeding Week starts (-7th)

1st

9th International Day of the World's Indigenous Peoples

 30^{th} International Day of the Victims of Enforced

Disappearances

"We may have different religions, different languages, different coloured skin, but we all belong to one human race"

Kofi Annan, United nations (1938 -)

August

- Equality Planner 2015 -

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3rd	10th	17 th	24 th	31st Bank Holiday

- Driving diversity, embedding equality -

My notes: Markin Mark

Saturday, 1st August 2015

Multifaith today: Lughnasadh or Lammas (Pagan)

The time of the corn harvest when Pagans give thanks to the Goddess for her gifts

Today World Breastfeeding Week starts (see Monday entry, 1st - 7th)
Sunday, 2 nd August 2015

Monday, 3 rd August 2015
This week is 'World Breastfeeding Week' (- 7 th)
The WBW 2015 theme on working women and breastfeeding revisits the 1993 WBW campaign on the 'Mother-Friendly Workplace Initiative'.
http://www.worldbreastfeedingweek.org/
Reminders – later this month:
International Day of the World's Indigenous Peoples (this Sunday, 9/8)
International Youth Day (12/8) International Day for the Remembrance of the Slave Trade and its Abolition (23/8) International Day of the Victims of Enforced Disappearances (30/8)

Tuesday,	4 th	August	20 1	15
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A unique opportunity
Ultimately, we all work within the FE and Skills sector to support learners to fulfil their aspirations. Realising these dreams means they will be living and working in different areas of the country and around the globe, liaising with people from a range of backgrounds with a variety of characteristics.
An essential part of our job is preparing learners for this and equipping them with the knowledge, skills and outlook to thrive in these environments. Whatever your role, you have a unique and precious opportunity to support this process. We hope you will use this resource to refresh your knowledge and generate new ideas as you strive to embed equality in everything you do.
Reminders – next month (September):
Blue September, Childhood Cancer Awareness Month Charcot-Marie-Tooth (CMT) Awareness Month, International Day of Charity (5/9)

Wednesday, 5 th August 2015
Individual and group characteristics
Every individual is, of course, by definition unique. However, we do not always acknowledge how many people have a minority characteristic and the proportion of this group that could be subject to disadvantage because of it. Consider gender, sexual orientation, ethnicity, religion and the other characteristics. If we consider all of these groups together are we actually talking about a minority? We should also be aware the people around us can have more than one minority characteristic and, therefore, face disadvantage on multiple grounds.
Reminder – in one week: International Youth Day (12/8)

Thursday, 6th August 2015

FE and Skills equality projects
Learning from equality projects utilising the free resources and development opportunities they create is a great way to move your agenda forward. The partnership projects funded by The Skills Funding Agency are a fantastic example.
Visit <u>www.equalitiestoolkit.com</u> and select 'Case Studies' for more information.
Reminder – in one month: Start of Migraine Awareness Week 2015 (6/9)

Friday, 7 th August 2015
Why teach equality and human rights?
People need to understand equality and know their rights, to understand both how they should be treated, and how they should treat others. Teaching these topics creates a safe place for learners to explore, discuss, challenge and form their own opinions and values.
The knowledge and respect of rights that learners gain from this, combined with understanding, respect and tolerance for difference, can empower them to tackle prejudice, improve relationships and make the most of their lives. In our ever more diverse and challenging society, it becomes more important to instil young people with these positive and open-minded attitudes.
Adapted from The EHRC, visit http://www.equalityhumanrights.com/

Saturday, 8 th August 2015
Sunday, 9 th August 2015
Today is 'International Day of the World's Indigenous Peoples'
The theme aims to highlight the importance of implementing the rights of indigenous peoples through policies and programmes at both the national and international level working together towards this common goal with
Governments, the United Nations system, indigenous peoples and other stakeholders.
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Monday, 10 th August 2015
Powand the 'protected characteristics' 'Pody confidence' to all it
Half of adults believe what they can achieve in life is affected by their looks, according to findings published in 2014. The survey, published at the start of national Body Confidence Week, also shows that:
 A third of adults believe society puts too much pressure on girls and women to have a sexualised appearance A third say that a person's value depends on how they look Contrary to the assumption that low body confidence is only an issue for teenage girls, body satisfaction does not improve as they move into midlife
Reminders – In one month:
International Literacy Day (8/9) Foetal Alcohol Spectrum Disorders National/International Awareness Day (9/9) World Suicide Prevention Day (10/9)

Tuesday,	11 th	Augus	st 2015
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Recent changes - Shared Parental Leave
Since December, 2014 the provisions for Shared Parental Leave mean employers should be prepared to receive enquiries about employee's entitlements and requests to take Shared Parental Leave.
Recent changes - Flexible working rights extended to all
Every employee now has the right to request flexible working hours after the government extended the right previously reserved for carers and those looking after children. As part of the right, employees can expect their request to be considered "in a reasonable manner" by employers.

Wednesday, 12 th August 2015
Today is 'International Youth Day'
Perhaps not the most well known celebration but raises the profile of issues our young people are facing. In the UK there has been much debate on the impact of new equality legislation on the younger generation.
More information at http://www.un.org/en/events/youthday/

UK youngsters 'turned off by low diversity in workplaces'
Majority of young adults in the UK do not want to be hired by establishments lacking workplace diversity, 2014 research from MyKindaCrowd says. The recent survey of the start-up social enterprise entitled How Diverse is the Workforce involved polling teachers and young adults aged 12 to 25. 69% of young adults surveyed said they prefer workplaces that are diverse. Only 31% of youngsters say they are willing to work for a company that lacks diversity provided they will be given the opportunity to work their dream jobs.

Friday, 14th August 2015

Back to basics - The Equality Act 2010				
Refers to nine "protected characteristics". Can you name them all? They are:				
Disability Race and ethnicity Sex	Age Religion and belief Sexual orientation	Gender reassignment Pregnancy and maternity Marriage and civil partnership		
Reminders – next mont	th (starting 14/9):			
Sexual Health Week, Bl Week	ood Pressure Awareness	Week, Balance Awareness		

Saturday, 15 th August 2015
ifaith today: Feast of the Assumption (Catholic Christian) s's mother, Mary, and her bodily assumption into Heaven
Sunday, 16 th August 2015
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Sunday, 16 th August 2015
Sunday, 16 th August 2015
Sunday, 16 th August 2015

Monday, 17 th August 2015
Back to basics - The Public Sector Equality Duty (PSED)
Introduced in 2011. The three main aims are:
Eliminate unlawful discrimination, harassment, and victimisation
Advance equality of opportunity
Foster good relations
Every member of staff should know how they are contributing to the organisation's efforts to meet this duty. Visit www.equalityhumanrights.com
Reminders:
Sunday - International Day for Remembrance of the Slave Trade and its Abolition (23/8) In one month - World Lymphoma Day (15/9)

Tuesday,	18 th	August	2015
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Good Practice Project 2015:
'Equality and Diversity in Sussex Colleges' (Plumpton College)
This project aimed to:
 Use peer group development and working to identify and remove barriers to success for learners with protected characteristics in both the rural and wider workplaces
 Establish physical and virtual staff peer support/CPD to enable the exchange of best practice used in addressing equality, diversity and inclusion (EDI) issues
Visit <u>www.equalitiestoolkit.com</u> and select 'Case Studies' for more information.
Reminder – In one month: Jeans For Genes Day (18/9)

Wednesday, 19 th August 2015
The Prevent Duty (live 1st July, 2015)
A recent piece of legislation called The Counter Terrorism and Security Act 2015 has introduced 'The Prevent Duty'. This means we all have to work together to stop people being drawn into terrorism.
'Terrorism' is an action that endangers or causes serious violence damage or disruption. It is intended to influence government or to intimidate the public and is made with the intention of advancing a cause, political or religious for example.

Thursday, 20th August 2015

Making The Link – The Threat of Extremism and Fundamental British Values
The government anticipates the duty to promote British Values will help to reduce the threat of extremism. You may have seen reports in the media of some people claiming this is a reaction to a small number of reports of radicalisation occurring in education settings. Whatever our views, we now have a duty to take action.

Friday, 21st August 2015
Fundamental British Values (as defined by The Prevent Duty)
"Democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs"; institutions are expected to encourage students to respect other people with particular regard to the protected characteristics set out in the Equality Act 2010.
Reminders – in one month:
International Day of Peace, World Alzheimer's Day, National Eye Health Week (21/9)

Saturday, 22 nd August 2015
Sunday, 23 rd August 2015
Today is 'International Day for the Remembrance of the Slave Trade and its Abolition'
A tribute to the night of 22 to 23 August 1791, when the uprising of slaves took place in Sant Domingue and, led later on the abolition of the transatlantic slave trade.
Useful link <u>www.unesco.org</u>

Monday, 24 th August 2015
British values and delivering on SMSC Development
Social, Moral, Spiritual and Cultural development (SMSC) plays an important role in the overall development of learners. Not only will it receive increased attention from Ofsted, it helps us equip learners with the knowledge, skills, attitudes and values for their future roles as citizens and employees. We encourage you to view the promotion of British values as part of a wider commitment to SMSC development.
For more guidance download, 'Planning and delivering spiritual, moral, social and cultural (SMSC) support in the learning and skills sector'.
Reminder:
International Day of the Victims of Enforced Disappearances: this Sunday (30/8)

Tuesday,	25 th	August	2015
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The Prevent Duty - Why do people get involved in violent extremism?
This can happen where a person is 'radicalised' by violent extremist groups.
We use the term 'radicalisation' to define the process by which a person comes to support terrorism and forms of extremism leading to terrorism. Essentially, this is a form of 'grooming'.
'Extremism' is, "vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs."
Reminders – in one week:
Blue September, Childhood Cancer Awareness Month, Charcot-Marie-Tooth (CMT) Awareness Month

Wednesday, 26 th August 2015
The Prevent Duty - Terrorism and violent extremism – other factors
There are many factors that could contribute to an individual becoming involved, for example:
 A lack of identity or belonging Insecurity Defending their culture, way of life or beliefs They may be pressured, or bullied into it They may want retaliation
Reminders – in approximately one month:
World's Biggest Coffee Morning (25/9) European Day of Languages, World Contraception Day (26/9)

The Prevent Duty - What are the possible signs of radicalisation?
They may vary in each case but can include one or more of the following:
 Become increasingly extreme regarding another section of society or government policy
 Downloading, viewing or sharing extremist material from the web Becoming withdrawn and focused on one ideology
 Becoming increasingly intolerant of more moderate views
 Change in their appearance, their health may suffer
 Becoming isolated from family, friends, peers or social groups
 Expressing a desire or intent to take part in or support extremist activity

Friday, 28th August 2015
Talking about extremism
Do not hide from the topic of extremism. We should aim to provide a safe place to discuss the issues and explore themes like politics and religion in a balanced way. This will help develop critical thinking, build resilience and reduce the chance of exploitation by others.
Remember, when we talk about extremism we are not referring to just one specific group. The nature of the threat we face changes over time. Today's threats are different to those we faced 25 years ago and the ones we face in the future will be different again.

Saturday, 29 th August 2015
Sunday, 30 th August 2015
Today is 'International Day of the Victims of Enforced Disappearances'
Enforced disappearance has become a global problem and is not restricted to a specific region of the world. Once largely the product of military dictatorships, enforced disappearances can nowadays be perpetrated in complex situations of internal conflict, especially as a means of political repression of opponents. Useful link http://www.un.org/en/events/disappearancesday/

Monday, 31st August 2015 – <u>Bank Holiday</u>

Useful sources – Prevent and British values
Prevent for FE and Training - <u>www.preventforfeandtraining.org.uk</u>
Prevent Toolkit (developed by the 157 group)
Government Prevent Duty Guidance – <u>www.gov.uk</u>
Reminders:
This Saturday - International Day of Charity (5/9) This Sunday - start of Migraine Awareness Week 2015 (6/9) In one month - World Heart Day (29/9)

My notes: Markin Mark

Preview: September, 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. September material includes information on the 2015 common inspection framework:

- Overall judgements and the 'four-point' scale
- Inspection notification and planning
- · Seeking the views of stakeholders
- Online 'Learner View'
- Inspecting the quality of teaching, learning and assessment
- · Ofsted, inspection and the use of data

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



-anguages European Day of

Saturday 26th September, 2015

each and every one of them lies a spoken in the world and behind There are over 6000 languages rich and diverse culture.

This day provides an opportunity to show people across Europe how important languages are and what fun can be had learning them.



Also this month:

International Day of Charity

World Suicide Prevention Day 10th

Blood Pressure Awareness Week Sexual Health Week **14**th

Jeans For Genes Day **18**th International Day of Peace World Alzheimer's Day

World Contraception Day 26th

World Heart Day 29th



Multifaith Dates – September, 2015

Guru Granth Sahib (Sikh)

st

sikhs celebrate the installation of the Guru Granth Sahib Sikh Scripture) in the Golden Temple, 1604.

Janmashtami (Hindu) 2th

Hindus celebrate the birth of Lord Krishna. It takes place during the Hindu month of Shravan.

(-17th) Paryushan (Jain) 10[‡]

'he most important Jain festival of the year, celebrated in the Indian month of Bhadra.

(-15th) Rosh Hashanah (Jewish) <u>₩</u>

The Jewish New Year festival and commemorates the creation of the world.

Ganesh Charurthi (Hindu) **1**/

Celebrates the birth of Ganesh, god of wisdom and prosperity.

Eid-al-Adha (Islam) 23rd

commemorates Ibrahim's (Abraham's) willingness to One of the most important Islamic holidays and sacrifice his son to God

Yom Kippur (Jewish)

Iranslates as the Day of Atonement and is the holiest date in the Jewish calendar.

Autumn Equinox (Pagan)

Celebrated by Pagans when day and night are of equal ength, and is the final festival of the harvest season.

(-4th October) Sukkot (Jewish)

lews remember the Israelites' 40 years of exile in the desert, before they reached the promised land.

"Strength lies in differences, not in similarities"
Stephen Covey, Author (1932 -)

September

- Equality & Diversity Planner 2015 -

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Sunday	6 th	13 th	20 th	27 th	
Saturday	5th	12 th	19 th	26 th	
Friday	4 th	11th	18 th	25 th	
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Wednesday	Znd	9 th	16 th	23 rd	30th
Tuesday]st	8th	15 th	22 nd	29th
Monday		7 th	14 th	21st	28 th

- Driving diversity, embedding equality -

Tuesday, 1st September 2015

Multifaith today: Guru Granth Sahib (Sikh)

Sikhs celebrate the installation of the Guru Granth Sahib (Sikh Scripture)

Today is... The start of 'Blue September'

In one week (8/9) - International Literacy Day

Blue September is a fun way of delivering a serious message about 'facing up to cancer in men'. Why BLUE? Blue is for men and we lose too many of them to prostate, lung, skin, bowel and testicular cancer.

More information at: http://www.blueseptember.org.uk/

Also today... The start of 'Childhood Cancer Awareness Month' (see Wednesday) and 'Charcot-Marie-Tooth (CMT) Awareness Month' (see Thursday)

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In one month (1/10) - UK Older People's Day and, Black History Month, Stoptober, Breast Cancer Awareness Month, National Cholesterol Month, Make a Difference Month.

This month 'Childhood Cancer Awareness Month'
Awareness raising events across the UK. During Childhood Cancer Awareness Month (CCAM) CLIC Sargent is highlighting the impact of cancer and treatment on children, young people and their families, and the benefits of helping them spend more time at home. More information at:
http://www.clicsargent.org.uk/content/childhood-cancer-awareness-month
Reminder - In one week:
Foetal Alcohol Spectrum Disorders National/International Awareness Day (9/9)

Thursday,	3rd :	Septen	nber	2015
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This month 'Charcot-Marie-Tooth (CMT) Awareness Month'
CMT is a genetic condition that damages peripheral nerves. These nerves are responsible for passing on commands from the brain to the muscles (motor nerves) and for passing information to the brain about sensations, such as pain, heat, cold, touch, importantly for balance – where your joints are in space (sensory nerves). In the UK, around 25,000 people are thought to have CMT, making it the most common inherited neurological condition.
More information at: http://www.cmt.org.uk
Reminder – In one week: World Suicide Prevention Day (10/3)

Friday, 4 th September 2015
Ofsted and the inspection of further education and skills 2015
From September, 2015 inspectors will make overall judgements on:
 Effectiveness of leadership and management The quality of teaching, learning and assessment Personal development, behaviour and welfare of learners (new in 2015) Outcomes for learners
For further details search for the 'Further education and skills inspection hand-book 2015'. Please note the handbook remains in draft form until September.

Saturday, 5th September 2015

Multifaith today: **Janmashtami (Hindu)** Hindus celebrate the birth of Lord Krishna

Today is 'International Day of Charity'
Poverty persists in all countries of the world, regardless of their economic, social and cultural situation, particularly in developing countries. In recognition of the role of charity in alleviating humanitarian crises and human suffering within and among nations, as well as of the efforts of charitable organisations and individuals, including the work of Mother Teresa, the General Assembly of the United Nations designated the 5th of September, the anniversary of the death of Mother Teresa, as the International Day of Charity.
More information at: http://www.un.org/en/events/charityday/
Sunday, 6 th September 2015
Sunday, 6 th September 2015 Today is Start of 'Migraine Awareness Week' (see Monday, 7 th - 12 th)

Monday, 7 th September 2015
This week 'Migraine Awareness Week 2015' (-12th)
Migraine is the most common neurological condition. It affects people of all ages, social classes, races and cultures. Two thirds of sufferers are women, and all migraineurs are more likely to experience migraine between the ages of 20 - 50 years. A migraine attack can last from 4 to 72 hours, with most migraineurs keeping well between attacks. Visit the website to discover five ways you can support Migraine Action Week 2015:
http://www.migraine.org.uk/get-involved/migraine-awareness-week
Reminders – next week (starting 14/9): Sexual Health Week, Know Your Numbers – Blood Pressure Awareness Week, Balance Awareness Week
In approximately one month: Dyslexia Awareness Week (5 th – 11 th Oct), World Sight Day (8/10)

Tuesday,	8th	Septemb	oer 2015
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Today is 'International Literacy Day'
Let's show our communities the importance of literacy by joining us in a global celebration of International Literacy Day. Help us bring communities around the world together to act as a united voice to raise awareness for those who cannot read or write. This day gives children and communities a chance to rediscover the joy of reading all while battling illiteracy.
More information at: http://internationalliteracyday.org/
Reminders:
In one week - World Lymphoma Day (15/9) In one month - World Sight Day (8/10)

Wednesday, 9 th September 2015
Today is 'Foetal Alcohol Spectrum Disorders Awareness Day'
Alcohol in pregnancy can cause a lifetime of problems for you and your child. No matter how small the amount of alcohol consumed, there is a great risk of harming your unborn baby. Stay aware. Stay away from alcohol.
More information at: http://www.fasaware.co.uk

Thursday, 10th September 2015

Multifaith today: (-17th) Paryushan (Jain)

The most important Jain festival of the year

Today is 'World Suicide Prevention Day'
Join with the International Association for Suicide Prevention and the World Health Organisation to focus public attention on the unacceptable burden and costs of suicidal behaviours with diverse activities to promote understanding about suicide and highlight effective prevention activities.
More information at: https://www.iasp.info/wspd/index.php
Reminder – in one month: World Mental Health Day (10/10)

Ofsted and inspection notification
Notification for all types of further education and skills inspections will normally take place up to two working days before the inspection unless the inspection is unannounced. Ofsted reserves the right to carry out unannounced inspections or visits.
Reminders:
In one week - Jeans For Genes Day (18/9) Next month:
Start of Face Your Fears Week (12/10) and Dyspraxia Awareness Week (11/10)

Friday, 11th September 2015

Saturday, 12 th September 2015	5
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Sunday, 13 th September 2015 Multifaith today: (-15 th) Rosh Hashanah (Jewish) The Jewish New Year festival and commemorates the creation of the world)
Multifaith today: (-15th) Rosh Hashanah (Jewish))
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Multifaith today: (-15th) Rosh Hashanah (Jewish))
Multifaith today: (-15th) Rosh Hashanah (Jewish))

Monday, 14 th September 2015
This week
'Sexual Health Week': Sexual and reproductive health rights should be non-discriminatory and are integral to people's resilience to enjoy sexual health http://www.fpa.org.uk/campaigns/sexual-health-week
'Know Your Numbers – Blood Pressure Awareness Week': Each year, over 1,500 "Pressure Stations" offer free blood pressure checks across the UK, enabling over 100,000 people to get a free blood pressure check. http://www.bloodpressureuk.org/microsites/kyn/Home/AboutKYN/KYN2015
'Balance Awareness Week': The aim of the week is to raise awareness of vestibular disorders, help people find the support they need and encourage vital research into these conditions. http://www.menieres.org.uk/
Reminders – in one week (21/9): International Day of Peace, World Alzheimer's Day, National Eye Health Week

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Tuesday,	15 th	September	2015
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Today is 'World Lymphoma Day'
Lymphoma is currently the fifth most common cancer diagnosed by clinicians in the UK (after breast, lung, colon and prostate cancers). It is the most common blood cancer. Lymphoma can occur at any age. It is the most common cancer affecting those under the age of 30 and around 1 in 10 cancers diagnosed in children are lymphomas.
More information at: http://www.lymphoma.org.uk/

Wednesday, 16 th September 2015	

Ofsted and inspection – the four-point scale Inspectors use the following four-point scale to make all judgements, including, where applicable, on the effectiveness of the different types of provision offered: Grade 1: Outstanding Grade 2: Good Grade 3: Requires improvement Grade 4: Inadequate Reminder - In one month: World Food Day (16/10)

Thursday, 17th September 2015

Multifaith today: Ganesh Charurthi (Hindu)

Celebrates the birth of Ganesh, god of wisdom and prosperity

Inspection planning Did you know?
The information the lead inspector will wish to see or discuss prior to inspection includes:
 The current numbers of disabled learners or those with special educational needs and the number of learners for whom high-needs funding is received
 Access to the logs that record complaints, incidents of poor behaviour, racist incidents and incidents of bullying or those relating to radicalisation or extremism

Friday, 18 th September 2015
Today is 'Jeans For Genes Day'
Raises money for Genetic Disorders UK and aims to change the world for children with genetic disorders. Individually, genetic disorders are rare but together they affect 1 in 25 children born in the UK - that's more than 30,000 babies each year. Their associated health problems mean that genetic disorders are the biggest cause of death of children aged 14 years and under.
More info at: http://www.jeansforgenesday.org/aboutjeansforgenesday/
Reminders – in approximately one week:
World's Biggest Coffee Morning (25/9) European Day of Languages, World Contraception Day (26/9)

Saturday, 19 th September 2015
Sunday, 20 th September 2015

Monday, 21st September 2015
Today is 'International Day of Peace'
Also known as the World Peace Day, this day is dedicated to peace, and specifically the absence of war. This was first celebrated in 1981. This day provides an opportunity for individuals, organisations and nations to create practical acts of peace on a shared date.
More information at: internationaldayofpeace.org
And 'World Alzheimer's Day'
The theme for World Alzheimer's Month 2015 is 'Remember Me'. We're encouraging people all around the world to learn to spot the signs of dementia, but also not to forget about loved ones who are living with dementia, or those who may have passed away. The impact of September's campaign is growing, but the stigmatisation and misinformation that surrounds dementia remains a global problem.
More information at: http://www.alz.co.uk/world-alzheimers-month
And The start of 'National Eye Health Week' (see Tuesday)

Tuesday, 22nd	September 2015
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This week 'National Eye Health Week' (21st – 27th)
Once again, eye care charities, organisations and health professionals from across the UK are joining together to promote the importance of eye health and the need for regular sight tests for all. Vision really matters. Sight is the sense people fear losing the most, yet many of us don't know the best way to look after our eyes.
More information at: http://www.visionmatters.org.uk
Reminder – In one week: World Heart Day (29/9)

Wednesday, 23 rd September 2015
Multifaith today:
Eid-al-Adha (Islam) Commemorates Ibrahim's (Abraham's) willingness to sacrifice his son to God
Yom Kippur (Jewish) Translates as the Day of Atonement, the holiest date in the Jewish calendar
Autumn Equinox (Pagan) Day and night are of equal length, the final festival of the harvest season
Ofsted - Seeking the views of learners, parents and carers, and employers
Learners' views are central to inspection. It is therefore important that all learners have the opportunity to express their views to inspectors. This also applies to employers and any other key stakeholders. Inspectors will consider the views of learners, parents and carers, and employers as part of the risk assessment process.
Reminder - In one month: Wear it Pink (23/10)

Thursday, 24th September 2015

Learner View Did you know?
Ofsted use the online system 'Learner View' enabling them to get a quick and accurate feel of learners views. Some inspections provoke a huge response. Respondents to Ofsted's online surveys are able to complete these at any time during the year.
What would learners say about your provision in relation to equality, diversity and inclusion?
Reminders – in one week (1/10): UK Older People's Day, Black History Month, Stoptober, Breast Cancer Awareness Month, National Cholesterol Month, Make a Difference Month.

Friday, 25 th September 2015
Today is The 'World's Biggest Coffee Morning'
Across the country, and in several other parts of the world, thousands of people hold or attend coffee mornings to raise money for people affected by cancer. The money you raise at your Coffee Morning will help make sure no one has to face cancer alone. Sign up for your free Coffee Morning Kit, filled with everything you need to host a brilliant get together. More info at: http://coffee.macmillan.org.uk/Home.aspx#.U2IJXD9OWUk

Today is 'European Day of Languages'
There are over 6000 languages spoken in the world. And behind each and every one of them lies a rich and diverse culture. That's what the European Day of Languages (EDL) aims to celebrate - by showing people across Europe how important languages are, and what fun can be had learning them.
Today is 'World Contraception Day'
World Contraception Day (WCD) is a worldwide campaign with a vision for a world where every pregnancy is wanted. The aim is to improve awareness of contraception to enable young people to make informed decisions on sexual and reproductive health.
http://www.your-life.com/en/home/world contraception day/
Sunday, 27 th September 2015
Multifaith today: (-4th October) Sukkot (Jewish)
Remembers the Israelites' 40 years of exile in the desert, before reaching the promised land

Monday,	. 28 th	Septem	ber 2015
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Inspecting the quality of teaching, learning and assessment
Ofsted has no preferred teaching style. Inspectors judge the quality of teaching by its impact on learning. Providers are not expected to use the Ofsted evaluation schedule to evaluate teaching or individual lessons, or to undertake a specified amount of lesson observations. Teaching staff should plan their lessons as usual. Ofsted does not specify how lesson plans should be set out or the amount of detail they should contain. Inspectors will not grade observations of learning sessions or assessments. Reminder - In one week: Dyslexia Awareness Week (5th – 11th Oct)
Refilliter - IT Offe Week. Dysickia Awareness Week (5 11 Oct)

Today is 'World Heart Day'
A chance for people across the globe to take part in the world's biggest intervention against cardiovascular disease (CVD). This World Heart Day, our focus is on creating heart-healthy environments. By ensuring that people are able to make heart-healthy choices wherever they live, work and play, World Heart Day encourages us all to reduce our cardiovascular risk, and promotes a heart-healthy planet for those around us. More information at:
http://www.world-heart-federation.org/what-we-do/awareness/world-heart-day-2015/

Wednesday, 30 th September 2015
Ofsted, inspection and the use of data
Inspectors will discuss the achievement of different groups of learners, such as those previously eligible for free school meals, young people in care, those eligible for high-needs funding and disabled learners or those with special educational needs.
Inspectors will evaluate learners' progress compared with their starting points, based on their rate of learning, acquisition of knowledge and skills and whether they have achieved their individualised, challenging targets.

My notes: Markin Mark

Preview: October, 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. October material includes:

- Promoting Black History Month
- 'Race' and 'ethnicity' do you know the difference?
- What do we mean by 'mental health'?
- Shared and multiple identities
- Personal and social identities
- Race equality good practice project

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



Black History Month

October, 2015 (whole month)

Black History Month is a time when we highlight and celebrate the achievements of the Black community and uncover hidden history about our communities.

UK Older People's Day

Thursday 1st October, 2015

Highlights older people's contribution to society and the economy.

This day aims to celebrate the opportunities and achievements that later life can bring.

World Mental Health Day

Saturday 10th October, 2015

Since 1992 World Mental Health Day has been observed annually.

One in four of us will be affected by a Mental Health condition in our lifetimes.

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Multifaith Dates – October, 2015

(-6th) Shemini Atzeret / Simchat Torah (Jewish)

A Jewish holiday marking the day after the end of Sukkot and is an extra day of celebration.

13th (-22nd) Navaratri (Hindu)

À nine day festival of músic and dance when Hindus worship the female expression of the divine.

14th Al-Hijra - Islamic New Year

The first day of Muharram, the first month in the Islamic calendar, first day of the Islamic New Year.

20th Guru Granth Sahib declared Guru for all times (Sikh)
Guru Gobind Singh was the tenth and last living
Guru of the Sikh faith.

23rd Ashura (Islam)

Muslims remember the martyrdom of Hussain ibn Ali, grandson of the Prophet Muhammad.

31st All Hallows' Eve (Christian)

Means eve of All Saints' (or Hallows') Day. 'Hallow' is an old English word for saint.

Samhain (Pagan)

Marks the Celtic New Year and the beginning of what Pagans call the Wheel of the Year.

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Also this month:

1st 'Stoptober', National Cholesterol Month

Dyslexia Awareness Week

h World Sight Day

11th Dyspraxia Awareness Week

Wear it Pink (breast cancer campaign)

which people negotiate the everyday lived experience and "In a multicultural, diverse society there are countless ways in reality of diversity"

October

- Equality & Diversity Planner 2015 -

Randa Abdel-Fattah, Author (1979 -)

VI.	Ka A	MA	14		
Sunday	4th	11#	18th	25 th	
Saturday	3rd	10th	1 7 th	24 th	3 <u>1</u> st
Friday	2nd	9th	16 th	23rd	30th
Thursday] st	8th	15 th	22nd	29th
Wednesday		7 th	14 th	21st	28th
Tuesday	6	6 th	13 th	20 th	27 th
Monday		5th	12 th	19th	26 th

- Embedding equality, driving diversity -

Thursday, 1st October 2015

Today is 'UK Older People's Day'
Highlights older people's contribution to society and the economy. Aims to celebrate the opportunities and achievements that later life can bring. More information at www.direct.gov.uk
Today is also the tirst day of:
Black History Month (see 2/10), Stoptober (see 6/10), Breast Cancer Awareness Month (see 7/10), National Cholesterol Month (see 8/10), Make a Difference Month (see 9/10).
Reminder - In one week: World Sight Day (8/10)

Friday, 2 nd October 2015
October is 'Black History Month' (whole month)
Black History Month has been celebrated across the UK every October for over 30 years, each year going from strength-to-strength.
Black History Month is a time when we highlight and celebrate the achievements of the Black community and uncover hidden history about our communities.
www.blackhistorymonthuk.co.uk_or www.black-history-month.co.uk.
Reminder – In one month: Movember Men's Health Awareness Month

Saturday, 3 rd October 2015	5
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Sunday, 4 th October 2015 Multifaith today: (-6 th) Shemini Atzeret / Simchat Torah (Jewish Marks the day after the end of Sukkot and is an extra day of celebration)
Multifaith today: (-6 th) Shemini Atzeret / Simchat Torah (Jewish)
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Monday, 5 th October 2015
Today is The first day of 'Dyslexia Awareness Week' (-11th Oct)
Raising awareness and showcasing the amazing achievements that people with dyslexia have made. The theme for 2015 has been announced as 'Making Sense of Dyslexia' and will look at how much of an impact the right support and interventions now can have on the future for people with dyslexia.
Reminders:
This Saturday - World Mental Health Day (10/10) In approximately one week: The start of Face Your Fears Week (12 th – 18 th) The start of Dyspraxia Awareness Week (11 th – 17 th) In one month - National Stress Awareness Day (4/11)

Tuesday, 6th October 2015

This month 'Stoptober'
'Stoptober' is an NHS campaign which will encourage smokers across England to stop smoking for 28 days during October. If smokers can stay smokefree for this time, they are five times more likely to stop for good. During Stoptober, there will be lots of support to help people on their quitting journey including a Stoptober pack, a text support service and even an app for real-time support.
More information at: http://smokefree.nhs.uk/stoptober/

Wednesday, 7 th October 2015
Mental health awareness - 'Bipolar'
Bipolar – sometimes known as manic depression – is a severe mental health illness characterised by significant mood swings including manic highs and depressive lows. The majority of individuals with bipolar experience alternating episodes of mania and depression.
More info at: http://www.bipolaruk.org.uk/
This month 'Breast Cancer Awareness Month'
While most people are aware of breast cancer, many forget to take the steps to have a plan to detect the disease in its early stages and encourage others to do the same. We have made a lot of progress but still have a long way to go and need your help!
http://www.nationalbreastcancer.org/breast-cancer-awareness-month

Thursday	8th	Octo	ber	20 1	15
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An international day of awareness, held annually on the second Thursday of October to focus attention on the global issue of avoidable blindness and visual impairment. It is an initiative of Vision 2020, the global campaign whose vision is to eliminate avoidable blindness by the year 2020.

More info at: http://www.v2020.org/

This month... 'National Cholesterol Month'

Continuing with the theme "The Great Cholesterol Challenge". Treat your heart by pledging to adopt a new healthy habit and raise funds for HEART UK at the same time! It's easy to get involved, just choose your own activity - from walking to running, cycling or even a pledge to lose weight.

http://heartuk.org.uk/get-involved/national-cholesterol-month

Friday, 9 th October 2015
This month 'Make a Difference Month'
A campaign that provides thousands of people across the country with the opportunity to try out volunteering. This year Make a Difference Day will highlight how volunteers can tackle loneliness and isolation.
More info at: http://www.csv.org.uk/campaigns/csv-make-difference-day
Reminder – In one week: World Food Day (16/10)

Saturday, 10th October 2015

Today is 'World Mental Health Day'
Since 1992 World Mental Health Day has been observed annually on 10 th October. One in four of us will be affected by a Mental Health condition in our lifetimes.
Useful links <u>www.mentalhealth.org.uk</u> or <u>www.who.int</u> or <u>mhfe.org.uk</u> .
Sunday, 11 th October 2015
Today is The start of 'Dyspraxia Awareness Week' (see 13/10)

Monday, 12 th October 2015
This week is 'Face Your Fears Week' (-17 th)
Whatever your fear is, now's your chance to face it. For one week in October, Changing Faces is asking everybody in the UK to face their fears and raise money at the same time. Visit http://www.faceyourfears.org.uk/
Reminder: In approximately one month - Armistice Day (11/11)

Tuesday, 13th October 2015

Multifaith today: (-22nd) Navaratri (Hindu)

Nine day festival of music and dance, Hindus worship the female expression of the divine

This week is 'Dyspraxia Awareness Week' (11 th – 17 th)
The Dyspraxia Foundation is calling on families to be alert to the early signs of the condition in their awareness week campaign. Dyspraxia, a form of developmental coordination disorder (DCD) is a common disorder affecting fine and/or gross motor coordination in children and adults. It may also affect speech.
More details at: http://www.dyspraxiafoundation.org.uk/

Wednesday, 14th October 2015

Multifaith today: Al-Hijra - Islamic New Year

First day of Muharram, first month in the Islamic calendar, first day of the Islamic New Year

What are you doing to celebrate Black History Month in 2015?

Although we should promote equality and celebrate diversity all year round, October is a great time to place the spotlight on race equality and black history. Black History Month is held every October in Britain. The aims are to:

- Promote knowledge of the black history, culture and heritage
- Disseminate information on positive black contributions to British society
- Heighten the confidence and awareness of black people to cultural heritage

Reminder – In one month: World Diabetes Day (14/11)

Thursday, 15th October 2015

What are you doing to celebrate Black History Month? Here are a few ideas...

- Displays in social areas, preferably interactive and a range of formats
- Drive to cover ethnicity and race equality in teaching
- Support or take advantage of community events
- Learner competitions or challenges
- Ask learners to lead on sessions on this theme
- Ask staff members for their ideas and contributions, share the work!
- Circulate a list of activities so all stakeholders can benefit

Today is 'World Food Day'
This day, declared by the UN General Assembly, aims to heighten public awareness of world food problems and strengthen solidarity in the struggle against hunger, malnutrition and poverty. You can find out more about it, and check the theme for 2015, from the World Food Day web pages:
http://www.fao.org/world-food-day/home/en/
Reminders:
In one week - Wear it Pink (23/10) In one month - Anti-bullying Week (16/11), Alcohol Awareness Week (16/11), International Day for Tolerance (16/11)

Friday, 16th October 2015

Saturday, 17 th October 2015
Sunday, 18 th October, 2015

Monday,	19 th	Octob	er 2015
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Race equality terms – do you know what to use and when to challenge?
It can be difficult to keep track of the terms that are acceptable or not acceptable to use. Some descriptions that were widely used twenty or thirty years ago can be deemed offensive today.
'Coloured' and 'half-caste' are terms which are not widely acceptable today although may still be used by some people, particularly older generations.
Reminder: In one month - International Men's Day (19/11)

Tuesday, 20th October 2015

Multifaith today: Guru Granth Sahib declared Guru for all times (Sikh)

Guru Gobind Singh was the tenth and last living Guru of the Sikh faith

'Race' and 'ethnicity' – do you know the difference?
'Race' refers to the major divisions of humankind, having distinct physical characteristics.
'Ethnicity' refers to the fact or state of belonging to a social group that has a common national or cultural tradition.
Reminder - In one month:
International Day of Transgender Remembrance (20/11)

Wednesday, 21st October 2015
What do we mean by "mental health"?
Everyone has a mental health. It refers to someone's mental well-being, whether it is 'high' or 'low'. Someone with a mental health impairment cannot always maintain 'good' mental health.
Mental health problems can, at first, appear very subtle but then develop into something more serious - working their way into many life situations. They can be devastating, destroying individuals' effective functioning in life, as well as affecting their families and the people surrounding them.
A web-site has been developed for anyone with an interest in mental health in further education http://mhfe.org.uk/

Thursday, 22nd October 2015

The facts and figures around Mental Health are alarming...

- About a quarter of the population will experience some kind of mental health problem in the course of a year, with mixed anxiety and depression the most common mental disorder in Britain
- Women are more likely to have been treated for a mental health problem than men
- Depression affects 1 in 5 older people
- Suicides rates show that British men are three times as likely to die by suicide than British women and self-harm statistics for the UK show one of the highest rates in Europe: 400 per 100,000 population
- Only 1 in 10 prisoners has no mental disorder

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Friday, 23 rd October 2015 Multifaith today: Ashura (Islam)
Muslims remember the martyrdom of Hussain ibn Ali, grandson of the Prophet Muhammad
Today is 'Wear it Pink'
Raising awareness events across the UK. Breast Cancer Campaign uses all

Today is 'Wear it Pink'
Raising awareness events across the UK. Breast Cancer Campaign uses all wear it pink donations to fund innovative, world-class research throughout the UK and Ireland to understand how breast cancer develops, leading to improved diagnosis, treatment, prevention and cure.
More information at: http://www.wearitpink.co.uk/

Saturday, 24 th October 2015
Sunday, 25 th October 2015

Monday, 26 th October 2015		

Shared and multiple identities
The diversity of UK people is clear to see. However, we should not be defined by one characteristic alone, we share parts of our identity with many others. This is what we mean by 'shared' or 'multiple' identities. Ultimately, of course, the combination of all these different characteristics means we are all unique!
Reminder – In one week: 'Movember' Men's Health Awareness Month

Tuesday, 27th October 2015

Aspects of identity - 'Personal Identity'
Is about understanding how we are different to other people, including how we see and feel about ourselves. As individuals we have a number of characteristics or traits that are specific to us. We all have an age and ethnicity for example, and we may have these particular things in common with other people. Part of developing our own identity as well as our wider social and shared identity is being open to change.

Wednesday, 28 th October 2015
Aspects of identity - 'Social Identity'
Our 'social identity' is the way in which we are associated or linked to particular groups. This can be seen through everyday things such as clothing, hairstyles, material belongings, flags, and the rituals of a country. Our identity is also shaped through our experiences and the activities that we undertake. Identity is a process that evolves through the people and experiences we come into contact with over time. Reminder - In one week: National Stress Awareness Day (4/11)

Thursday, 29th October 2015

Activity – identity
Ask learners to consider different aspects of your own personal and social identity. You may find it helpful to think in terms of physical characteristics, likes and dislikes, talents, aspirations and experiences that have shaped who you are. This exercise will quickly show unique we really are!

Friday, 30 th October 2015
Race equality good practice project – 'The Reach Out Theatre Collective: Inspiring Innovating Inclusive' (Stratford upon Avon College)
The Reach Out Theatre Collective aimed to break down the perceived and real barriers that have led to a lack of access to the performing arts for black, Asian and minority ethnic learners. Participants took part in weekly workshops with a range of arts practitioners. This served to create a thriving community of theatre makers drawn from the wider community of the area.
For more details on this project and others visit The Equalities Toolkit website:
http://www.equalitiestoolkit.com/content/reach-out-theatre

Saturday, 31st October 2015
Multifaith today:
All Hallows' Eve (Christian) Means eve of All Saints' (or Hallows') Day. 'Hallow' is an old English word for saint
Samhain (Pagan) Marks the Celtic New Year and the beginning of what Pagans call the Wheel of the Year

My notes: Markin Mark

My notes: Markin Mark

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



anniversary is used to remember everyone that has died while at war. This includes 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 World War Two, the Falklands War, the Gulf War, and conflicts in Bosnia, Rwanda There" exhibition



individuals who have been killed because of their A day to remember and honour the lives of those Friday 20th November, 2015 gender identity or expression.

Transgender Day of Remembrance

 2^{nd} st

Multifaith Dates – November, 2015

Christians remember all the saints and martyrs, known and All Saints' Day (Christian)

unknown, throughout Christian history.

Christians remember and pray for the dead, especially family nembers.

All Souls' Day (Christian)

known as the Festival of Lights and is celebrated by Hindus, (-15th) Diwali (Hindu, Sikh, Jain)

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

<u>3</u>

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

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

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

24th

25th

Suru Nanak was the founder of the Sikh faith and the first of ts 10 Gurus. He was born in the Punjab in 1469. Birthday of Guru Nanak (Sikh)

29th

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

Alcohol Awareness Week (-22nd) 16th

Remembrance Sunday World Diabetes Day

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

International Day for Tolerance 16^{th} National Stress Awareness Day

14

Movember Men's Health Awareness Month

4

Also this month:

International Men's Day

19th

"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 -

Sunday

Saturday

Friday

Thursday

Wednesday

Tuesday

Monday

1st

7					
	8th	15 th	22 nd	29 th	1
	7th	14 th	21st	28 th	
200	6 th	13 th	20th	27 th	
	5th	12th	19th	26 th	
	4 th	1114	18th	25 th	
	3rd	10th	17 th	24 th	
	2nd	9 th	16 th	23 rd	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,	2 nd	Novemb	er 2015
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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)

Sidvery (2/12)

Tuesday,	3rd	November	2015
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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, 4 th 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)

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Thursday,	5 th	November	2015
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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, 7 th November 2015
Sunday, 8 th 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.
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
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Monday, 9 th 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
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'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, 11 th November 2015
Multifaith today:
Diwali (Hindu, Sikh, Jain) (-15 th) 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

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, 15 th 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
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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
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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, 18 th 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)

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Thursday.	19 th	November	2015
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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: <u>ukmensday.org.uk</u> and <u>www.internationalmensday.com</u>

Saturday, 21st November 2015
Sunday, 22 nd November 2015

Monday, 23 rd 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, 27 th 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, 28 th November 2015
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	Sunday, 29 th November 2015 Multifaith today: Advent Sunday (Christian) Advent is the four week period before Christmas when Christians prepare for the coming of Christ
	Multifaith today: Advent Sunday (Christian)

Monday, 30 th 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: Markin Mark

Preview: December, 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. December material includes:

- Could you give an accurate definition of 'disability'?
- The process of providing 'reasonable adjustments'
- Disability and disclosure are you doing your bit?
- Disability statistics
- Supporting learners with learning difficulties and/or difficulties
- An organisational approach to disability equality
- Good practice example 'More inclusive apprenticeships'
- Good practice project 'Apprenticeships? Works for us!'
 (Twisting Ducks)

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

International Day for Persons with Disabilities

Thursday 3rd December, 2015



Approximately 1 in 6 people has a disability and/or learning difficulty.

The International Day for Persons with Disabilities represents a united means of tackling disability equality on an international platform. A disability is defined as a "physical or mental impairment that has a substantial and long-term effect on the ability to carry out day-to-day activities".



World Aids Day

Tuesday 1st December, 2015

An opportunity for people worldwide to unite in the fight against HIV, show their support for people living with HIV and to commemorate people who have died.

Also this month: 1st 'De

'Decembeard', National Anger Awareness Week (-7th)

2nd International Day for the Abolition of Slavery

10th Human Rights Day

18th International Migrants Day

31st World Spirituality Day



Mulfifaith Dates – December, 2015

6th (-13th) Hanukkah (Jewish)

A Jewish festival also known as the festival of lights.

8th Bodhi Day (Buddhist)

Buddhists from the Mahayana tradition celebrate the Buddha's attainment of enlightenment.

22nd Yule (Pagan)

Marks the Winter Solstice - the shortest day of the year - when Pagans celebrate the rebirth of the sun.

24th Christmas Eve (Christian)

The evening before Christmas Day.

25th Christmas Day (Christian)

Christians celebrate the birth of Jesus, whom they believe to be the son of God.

26^{th} Zarathosht Diso / Death of Zoroaster (Zoroastrian)

Zoroastrians remember the death of their prophet, Zoroaster. It's a solemn occasion devoted to prayer and remembering his life.

Regional variations possible, based on the Western

calendar, not an

exhaustive list.



"Since when do you have to agree with people to defend them from injustice?"

Lillian Hellman, Dramatist and Screenwriter (1905-1984)

December

- Equality & Diversity Planner, 2015 -

		-			
Sunday	6 th	13 th	20 th	27 th	J. W.
Saturday	5th	12 th	19 th	26 th	The same
Friday	4th	11 th	18 th	25th Bank Holiday	
Thursday	3rd	10 th	17 th	24th	31st
Wednesday	Znd	9th	16 th	23rd	30th
Tuesday	1st	8th	15 th	22nd	29 th
Monday		7 th	14th	21st	28th Bank Holiday

- Driving diversity, embedding equality -

Tuesday, 1st December 2015

Today is... 'World Aids Day'

There are now more people than ever living with HIV in the UK — around 100,000 — with a quarter of those people are unaware they have the virus. Here are a few more facts about HIV in the UK:

- Over 90% of people with HIV were infected through sexual contact
- You can now get tested for HIV using a saliva sample
- HIV is not passed on through spitting, biting or sharing utensils
- Only 1% of babies born to HIV positive mothers have HIV
- You can get the results of an HIV test in just 15-20 minutes
- There is no vaccine and no cure for HIV

More information at www.worldaidsday.org

This month is... 'Decembeard'

Beating Bowel Cancer has invited real men to take part in Decembeard and raise money to help those affected by bowel cancer by getting sponsored to - you guessed it - grow a beard. More information at http://decembeard.org/

This week is... 'National Anger Awareness Week' (-7th)

The aim of Anger Awareness Week is to identify anger as a disturbing social issue which needs to be brought out into the open and addressed effectively. Anger Awareness Week will help people befriend anger by using the right tools to calm themselves down and to deal effectively with this emotion, be it of their own or that of others. More info at http://www.angermanage.co.uk/

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Wednesday, 2 nd December 2015
Today is 'International Day for the Abolition of Slavery'
Marks the date of the adoption, by the General Assembly, of the United Nations Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (1949). The focus of this day is on eradicating contemporary forms of slavery, such as trafficking in persons, sexual exploitation, the worst forms of child labour, forced marriage, and the forced recruitment of children for use in armed conflict.
More information at http://www.un.org/en/events/slaveryabolitionday/
Reminder – In one month: Start of 'Love Your Liver Month' and 'Dry January'

Thursday, 3rd December 2015

Today is 'International Day for Persons with Disabilities'
Approximately 1 in 6 people in the UK have a disability and/or learning difficulty. Furthermore, a quarter of the global population is directly affected by disability, as care-givers or family members. This day represents a united means of tackling disability equality on an international platform.
Reminder: In one week - Human Rights Day (10/12)

Friday, 4 th December 2015
Could you give an accurate definition of 'disability'?
You are disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.
'Substantial' is more than minor or trivial, for example it takes much longer than it usually would to complete a daily task like getting dressed. 'Longterm' means 12 months or more, for example a breathing condition that develops as a result of a lung infection. There are special rules about recurring or fluctuating conditions, for example, arthritis.
Reminder: In one month - World Braille Day (4/1)

Saturday, 5 th December 2015
Sunday, 6 th December 2015
Multifaith today: (-13th) Hanukkah (Jewish
Multifaith today: (-13th) Hanukkah (Jewish

Monday, 7 th December 2015	
How are you supporting the process of providing 'reasonable adjustments'?	

How are you supporting the process of providing 'reasonable adjustments'?
The provider must take every reasonable step to ensure that any person can work effectively regardless of difficulties and/or disabilities. These may be physical, mental, educational and/or emotional. Treatment of staff should always be justifiable. Reasonable adjustments of buildings should take place so the person with a disability will not be at a disadvantage, compared to the person who is not disabled.

Tuesday, 8th December 2015

Multifaith today: Bodhi Day (Buddhist)

Buddhists celebrate the Buddha's attainment of enlightenment

Disability and disclosure – are you doing your bit?

The provider must do all they can reasonably be expected to do to find out if a learner has a disability. The provider is responsible to be proactive in encouraging people to disclose in activities such as admissions and marketing and communication, and by developing an open and welcoming environment. Other key points include:

- Providing consent has been given, once one person in an organisation knows, the organisation as a whole is deemed to know
- A learner has the right to confidentiality, including complete confidentiality
- The right to confidentiality can be breached but only in exceptional circumstances

-	

Are you familiar with the two well-known models that have influenced modern thinking about disability? These provide a framework for understanding the way people with impairments experience disability.

Medical Model

Focuses on the disability. It puts the impairment in the foreground. It is concerned with causes of disease and defines and categorises conditions, distinguishes different forms and assesses severities.

Social Model

Suggests that a disability is caused by the barriers that exist within society and the way society is organised, which discriminates against people with impairments and excludes them from involvement and participation.

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Thursday, 10th December 2015

Today is 'Human Rights Day'
Promotes awareness of human rights issues around the world, and highlights the efforts of the United Nations to improve global human rights conditions.
For more information visit <u>www.un.org/en/events/humanrightsday/</u>

Friday, 11th December 2015

Disability - Did you know..?

- There are 11 million disabled people in the UK
- There will be a lot more disabled people in the future, for the simple reason that Britain as a whole is ageing
- One in 5 disabled people have no formal qualifications, compared with 1 in 15 of people who are not disabled
- Of the 2,929,600 adult learners participating in further education in 2013/14 15% declared a learning difficulty and/or disability

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

Saturday, 12 th December 2015
Sunday, 13 th December 2015

Monday,	14 th	December	201	5
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How are you supporting learners with learning difficulties and/or difficulties?

This is a huge challenge for every member of staff. It can be broken down into a number of areas, including:

- Encouraging disclosure
- Communicating a learner's needs across the organisation
- Physical access to the learning environment and resources
- Assistive technologies

The above represents only a few areas requiring your awareness and attention. Ensure your skills and knowledge are up-to-date in order to deliver learning experiences that are as inclusive and accessible as possible.

Reminder – In one month: STIQ Day (14/1)			

Tuesday, 15th December 2015

An organisational approach to disability equality
Our actions need to be consistent with an organised and informed organisational approach. Consequently, you should be familiar with:
 Provider policy on supporting people with disabilities/learning difficulties The course of action you should take if you suspect an individual requires additional support The colleagues that can provide you with support and specialist knowledge when you need it The reasonable adjustments and assistive technologies you can implement effectively

Wednesday, 16 th December 2015
Good practice example – 'More Inclusive Apprenticeships'
NIACE has developed a toolkit which aims to support employers to develop a more inclusive apprenticeship offer for disabled people. It provides practical information, sources of support and inspirational case studies of employers who have benefited from hiring and supporting disabled apprentices.
Visit: http://www.employer-toolkit.org.uk/
Reminders - Next month:
World Braille Day (4/1), Holocaust Memorial Day (27/1)

Thursday,	17 th	December	2015
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Good practice project – 'Apprenticeships? Works for us!' (Twisting Ducks)
Apprenticeships and traineeships are flagship programmes in the skills policy agenda but there is one cohort of potential apprentices who are missing out – people with learning disabilities. Twisting Ducks, a social enterprise theatre group of people with learning disabilities in Newcastle-upon-Tyne set out to address this gap. They have produced a film-based toolkit, to raise awareness about the benefits of apprenticeships and traineeships for learners with learning disabilities.
For more details on this project and others visit The Equalities Toolkit website:
http://www.equalitiestoolkit.com/content/works-for-us
Reminder: In one month - World Religion Day (20/1)

Friday, 18 th December 2015			
Today is 'International Migrants Day'			
On 4 December 2000, the UN General Assembly, taking into account the large and increasing number of migrants in the world, proclaimed 18 th December as International Migrants Day. On 18 th December 1990, the General Assembly had adopted the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. More info at: http://www.un.org/en/events/migrantsday/			

Saturday, 19 th December 2015
Sunday, 20 th December 2015

Monday, 21st December			
Useful disability equality websites:			
Government Website: Includes rights, carers, benefits and The Equality Act	https://www.gov.uk/browse/disabilities		
Mental Health in FE: For anyone with an interest in mental health and further education	http://mhfe.org.uk/		
Disability Rights UK: Charity run by and for people living with disabilities	http://disabilityrightsuk.org/		
Scope: A range of services and awareness-raising	http://www.scope.org.uk/		

Tuesday, 22nd December 2015

Multifaith today: Yule (Pagan)

Marks the Winter Solstice - when Pagans celebrate the rebirth of the sun

Good practice example: 'Young Disabled Champions rule' (Birmingham Council)
The Young Disabled Champions are a group of young people who are ambassadors for children and young people with disabilities in Birmingham. They work very effectively to ensure all young disabled people have a voice, are listened to, and influence strategic decision-making and processes across the city (Ofsted). More information at:
https://www.gov.uk/government/publications/giving-young-disabled-people- a-voice-in-decision-making

Wednesday, 23rd December 2015

Looking back on 2015
The end of the year is a natural opportunity to look back on the good and bad of the year that has passed. List five equality successes you have had in 2015 such as celebrations, challenging inappropriate language, finding and utilising new resources or working with positive role models.
Make sure you do not forget these successes, start filling your 2016 pages with reminders!
Reminder – Coming up in January: 'Love Your Liver Month' and 'Dry January'

Thursday, 24th December 2015

Multifaith today: Christmas Eve (Christian)

The evening before Christmas Day

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

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Friday, 25 th December 2015 - <u>Bank Holiday</u>	
Multifaith today: Christmas Day (Christian)	
Christians celebrate the birth of Jesus, whom they believe to be the son of God	
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Saturday, 26th December 2015

Multifaith today: **Zarathosht Diso / Death of Zoroaster (Zoroastrian)**Zoroastrians remember the death of their prophet, Zoroaster. It's a solemn occasion devoted to prayer and remembering his life

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Monday, 28 th December 2015 - <u>Bank Holiday</u>



Wednesday, 30 th December 2015

Thursday,	31st D	ecember	2015
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Today is 'World Spirituality Day'
World Spirituality Day is a celebration focused on remembering one's most profound and transformational personal spiritual experiences on the last day of each year. These experiences form the essence of the personal spirituality that sits at the core of all great religions. When recollected and reflected upon, the life-transforming wisdom and power contained in one's most profound spiritual experiences can add new spirit and vitality to the traditional New Year's celebration and resolution-making process. More info at:
http://universespirit.org/world-spirituality-day-join-in-the-annual-world-spirituality-day-december-31st
Reminder – In one month: World Leprosy Day (31/1)

My notes: Markin Mark

My notes: Markin Mark

Preview: January, 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. January material includes:

- 'Religion', 'faith' and 'belief' do you know the difference?
- Religion and Belief in Adult Learning: Learner Views
- Abrahamic or Ibrahamic religions, Dharmic or Indic religions
- Religion and belief... Good practice examples
- · Supporting the practice and expression of religion and belief
- Good practice projects
- Top religion and belief equality websites

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



Holocaust Memorial Day

Wednesday 27th January, 2016

HMD is the international day of remembrance for the victims of the Holocaust and other genocides.

The 2016 theme is 'Don't Stand By'. The Holocaust and subsequent genocides took place because the local populations allowed insidious persecution to take root.





World Religion Day

Sunday 17th January, 2016

Created by the Bahai faith in 1950, this day promotes interfaith understanding and harmony.



'Love Your Liver' Month, 'Dry January'

.th World Braille Day

4th STI Awareness Day

31st World Leprosy Day

Multifaith Dates – January, 2016

5th Birth of Guru Gobind Singh (Sikh)

Guru Gobind Singh was the last of the 10 human Gurus of the Sikh faith. He was born in 1666.

6th Epiphany (Christian)

Falls on the 12th day after Christmas and signals the end of the Christmas season for Western Christians.

th Orthodox Christmas Day (Orthodox Christian)

The majority of Orthodox Christian churches celebrate Christmas on 7 January.



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



"Don't become too narrow. Live fully. Meet all kinds of people. You'll learn something from everyone"

Yuri Kochiyama, Human Rights Activis<mark>t (192</mark>1-2014)

Jannary

- Equality Planner 2016 -

Sunday	3rd	10 th	17 th	24 th	31st
Saturday	2nd	9th	16 th	23rd	30th
Friday	1st Bank Holiday	8th	15 th	22nd	29 th
Thursday		Zth	14th	21st	28th
Wednesday		6 th	13 th	20 th	27 th
Tuesday		5 th	12 th	19th	26 th
Monday		4 th	11th	18 th	25 th

- Embedding equality, driving diversity -

Friday, 1st January 2016 - Bank Holiday

This month is... January – 'Love Your Liver' Month

This is a national awareness initiative by the British Liver Trust. You can Love Your Liver by following their three simple steps to achieve good liver health:

- Keep off alcohol for 2-3 days in a row
- Take more exercise and stay fit
- Cut down on sugar and fat

Take the 'Love Your Liver' health check at http://loveyourliver.org.uk/

This month is... 'Dry January'

The aim of Dry January is to start a new conversation about alcohol and raise awareness about the effects of alcohol. The challenge is to go alcohol free for 31 days. It is a chance to lose weight, feel better, save money and make a difference.

More information at: http://www.nhsemployers.org/campaigns/dry-january

Saturday, 2 nd January 2016
Sunday, 3 rd January 2016

Monday, 4 th	January	2016
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Today is 'World Braille Day'
Celebrated every year on 4th January around the world to commemorate the birthday of Louis Braille. He is credited with inventing the Braille language which helps blind people to read as well as write.
Reminders - in one month:
Dignity Action Day, start of Interfaith Harmony Week and LGBT History Month (1/2), World Cancer Day (4/2)

Tuesday, 5 th January	20	16
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Multifaith today: Birth of Guru Gobind Singh (Sikh)

Guru Gobind Singh was the last of the 10 human Gurus of the Sikh faith, he was born in 1666

New year, new start!
Have you made any new year resolutions? Look back to December and the things you recorded as wanting to achieve in 2016, now is the time to build these things into your work!
Remember, you can flick through your diary at any time to plan ahead or get new ideas.

Wednesday, 6th January 2016

Multifaith today: **Epiphany (Christian)**

Signals the end of the Christmas season for Western Christians

Religion and belief equality
To mark World Religion Day later this month we will be taking a look at equality in this area over the next few entries.
Despite falling numbers Christianity remains the largest religion in England and Wales. Muslims are the next biggest religious group and have grown in the last decade (Census, 2011).
"Two-fifths (42%) of Britons now declare that they have no religion, and the plurality (45%) of these regard themselves as atheists" (British Religion in Numbers, 2015).

Thursday, 7 th	January 2016
Multifaith today:	Orthodox Christm

Multifaith today: Orthodox Christmas Day (Orthodox Christian)

The majority of Orthodox Christian churches celebrate Christmas on 7 January

'Religion', 'faith' and 'belief' – do you know the difference? 'Religion' can be explained as a set of beliefs concerning the cause, nature, and purpose of the universe, especially when considered as the creation of a superhuman agency or agencies, usually involving devotional and ritual observances, and often containing a moral code governing the conduct of human affairs (BBC religion page). 'Faith' indicates strong belief in the doctrines of a religion, based on spiritual conviction rather than proof. 'Belief' indicates an acceptance that something exists or is true, especially one without proof, and represents trust, faith, or confidence in (someone or something). Reminder – In one week: STIQ Day (14/1)

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Friday	1, 8 th	January	/ 2016
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Religion and Belief in Adult Learning: Learner Views
The Skills Funding Agency commissioned research to carry out a study of learners' views on religion and belief in adult learning. The report reinforced the importance of the following:
 Demonstrating how bullying and harassment are not tolerated Promoting equality of belief should include reference to non-religious beliefs Monitoring of learners' religion and/or belief requires sensitive consultation and clear communication about how the data will be used
Reminder: In one month - Chinese New Year 'Year of the Monkey' (8/2)

Saturday, 9 th January 2016	
Sunday, 10 th January 2016	

Monday,	, 11 th	January	/ 2016
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The National Council of Faiths and Beliefs in Further Education
FBFE is the National Council of Faiths and Beliefs in Further Education. They are a national independent inter-faith charity working with the learning and skills sector, faith and local communities and national and local faith/belief based groups. FBFE exists to support the further education sector to engage positively with faith and belief.
Visit the website for further information: http://www.fbfe.org.uk/
Reminders: This Sunday – World Religion Day (17/1) In one month – Safer Internet Day (9/2)

Tuesday, 12 th January 2016
Abrahamic or Ibrahamic Religions
The Abrahamic or Ibrahimic religions all came into being in the Middle East. Judaism, Christianity and Islam are monotheistic religions (belief in one god). Judaism is probably the first monotheistic religion anywhere. Judaism and Christianity share the Old Testament of the Bible, which in Judaism is called the Tanakh.
Remember – the people around you will have their own personal interpretation of their faith.

Wednesday,	13 th	January	2016
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Dharmic or Indic Religions
Buddhism, Hinduism and Sikhí are separate religions, but come from the same cultural background. Customs and practises vary enormously and not all minority ethnic groups are religious. Some may follow cultural practises which they think are an integral part of their faith. Always ask, do not make assumptions!
A good interpretation of Dharm would be 'a way of righteousness'. The Dharmic Religions are low on doctrines and emphasise a positively good way of life.

Thursday, 14 th January 2016
Today is 'STIQ Day'
Launched to get people thinking about their sexual health and encourage more people to get regular sexual health checks. No one likes to think they have caught a sexually transmitted infection (STI) but without a test you just cannot be sure.
More information at: http://www.stiq.co.uk/about/

Friday, 15th January 2016	Friday	, 15 th	January	/ 2016
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Do you know what the acronym 'SMSC' represents?
This stands for 'spiritual, moral, social and cultural', often referred to in terms of learner development.

Saturday, 16 th January 2016
Sunday, 17 th January 2016
Today is 'World Religion Day'
This day promotes interfaith understanding and harmony. Through a variety of events held around the globe followers of every religion are encouraged to acknowledge similarities of different faiths.
More information at: www.worldreligionday.org

Monday,	18 th	January	2016
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Religion and belief Good practice examples
Religious observance in the workplace - Regulations specify that employers must provide time for religious or belief observance in the workplace.
Prayer - It is good practice to designate a quiet area for the purpose of prayer or contemplation.
Time off for religious festivals or spiritual observance days - employers should consider if it is practical for the people to be away from work and have sufficient holiday entitlement.
Procedures - You should have clear, reasonable procedures for handling requests for leave.
Clothing / Jewellery – Be careful specific dress codes do not conflict with dress requirements of some religions. This may constitute indirect discrimination unless there is clear justification.

Tuesday, 19 th January 2016
Supporting the practice and expression of religion and belief
The Equality Challenge Unit have an online section which includes useful guidance on a range of issues including 'Exams, Timetabling and Work Patterns'. For example, did you know Ramadan will coincide with the main exam period until 2018 and a large percentage of Muslim students will be combining the challenges of exams with fasting and other religious observance?
More information at: http://www.ecu.ac.uk/guidance-resources/inclusive-environment/providing-support/religion-belief/

Wednesday	20 th	January	<i>,</i> 2016
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Did you know?
Case law has expanded the definition of belief and philosophies. For example, vegetarianism and environmentalism have been judged to be protected subject to certain criteria.
Reminders:
In one week - Holocaust Memorial Day (27/1) In one month – World Day of Social Justice (20/2)

Thursday, 21st January 2016
Good practice project 'All For One and One For All' (Leicester College, 2014)
This project aimed to integrate issues of religion, belief and diversity into the curriculum. It focused on two areas in particular, construction and hospitality. The project engenders an appreciation of religions/beliefs, celebrates diversity and aims to understand the economic and business benefits which diversity brings. This is a vital aspect of the project because it helps equip the students for their future careers. The project also challenges areas of prejudice and stereo-typing perpetuated by extremist and racist groups.
Full details at: http://www.equalitiestoolkit.com/content/all-one
Reminder: In one month - International Mother Language Day (21/2)

Friday, 22 nd .	January	2016
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Good practice project 'Canny Faces of Newcastle' (Newcastle College, 2014)
The aim of this project was to give learners an accessible forum to celebrate their diversity and share their experiences with others in the hope that this would encourage greater participation in learning from those with protected characteristics, particularly those learners who have religion and belief, also to include no belief, and also those learners that are LGBT.
Full details at: http://www.equalitiestoolkit.com/content/canny-faces

Saturday, 23 rd January 2016	
Sunday, 24 th January 2016	

Monday,	25 th	January	2016
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Good practice project 'Belief in a Career – Training' (Prospects Services, 2014)
With the support of equality and diversity champions the service provided training to National Careers Service (NCS) advisers in London to enable them to provide impartial, practical careers advice that takes full account of religion, belief and non-belief. The project promoted, advanced and meets the Public Sector Equality Duty (2010), encouraging and fostering good relations between people with different beliefs, and reducing bullying, harassment and victimisation.
Full details at: http://www.equalitiestoolkit.com/content/belief-career
Reminders - in one week:
Dignity Action Day, start of Interfaith Harmony Week and LGBT History Month (1/2)

Tuesday, 26 th January 2016
Religion and belief - Did you know?
The Church of England has consecrated its first female bishop during a ceremony at York Minster. The Church formally adopted legislation last November to allow women bishops, following decades of argument over women's ordination.
Reminder – This Sunday: World Leprosy Day (31/1)

Thursday	/, 28 th	January	y 2016
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Top religion and belief equality websites
1. http://www.fbfe.org.uk/ The National Council of Faiths and Beliefs in FE
2. http://www.afan.uk.net/ All Faiths and None
3. http://www.bbc.co.uk/religion BBC Religion and Ethics
4. http://www.acas.org.uk/index.aspx?articleid=1856 ACAS Religion page
5. http://www.ecu.ac.uk/subjects/religion-and-belief ECU religion page
Reminder: In one week - World Cancer Day (4/2)

Friday, 29th January 2	2016
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Faith dates, celebrations and holidays
This resource includes reminders for key faith dates (within the boxes next to the day/date). For further details, including key dates for this year and the next seven years, visit:
http://www.interfaithcalendar.org/index.htm

Saturday, 30 th January 2016
Sunday, 31st January 2016
Today is 'World Leprosy Day'
Leprosy is a mildly-infectious disease caused by a bacillus called Mycobacterium leprae – a relative of the TB bacillus. It occurs where there is dirty water, bad nutrition and poor standards of living, meaning people's immune systems are not strong and they are unable to fight the disease.
World Health Organisation figures reveal there are around a quarter of a million new cases of leprosy diagnosed globally each year. Globally, there are more than three million people living with irreversible disabilities, including blindness, as a result of the late treatment of leprosy. This special day raises awareness of leprosy as a 21st century disease. More info at:
http://www.leprosymission.org.uk/get-involved/world-leprosy-day-2015.aspx

My notes: Markin Mark

Preview: February, 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. February material includes:

- Promoting LGBT History Month
- LGBT equality... FREE e-learning
- Project 'Educate Out Prejudice' (Morley College)
- How many learners and staff are lesbian, gay or bisexual?
- Homophobic bullying
- LGBT History Did you know…?
- Coverage of Trans themes in the curriculum
- Promoting LGBT role models, campaigns and events
- Workforce equalities... 'Thank you for the data!'

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



Month, 2016 LGBT History

February (whole month)

Lesbian, Gay, Bisexual, Trans History Month celebrates the lives and achievements of the LGBT community. Anyone can get involved, regardless of sexuality or gender identity.

The Rainbow Flag is a worldwide symbol of LGBT equality. Test your knowledge at www.empowertoolkit.org.uk



Chinese New Year

Monday 8th February, 2016

and Chinese descendants and is This is the most important annual festival celebrated by Chinese based on the lunar calendar.

2016 is 'Year of the Monkey'!

Also this month:

Interfaith Harmony Week 1st

Dignity Action Day

World Cancer Day Safer Internet Day World Day of Social Justice

International Mother Language Day



Multifaith Dates – February, 2016

Imbolc (Pagan) 2nd

Selebrated by Pagans midway between the winter solstice and the spring equinox.

Shrove Tuesday (Christian) 46

Lent. It's also known as Pancake Tuesday or Pancake he day before Ash Wednesday, the beginning of

Ash Wednesday (Christian) 10 12

The beginning of Lent for Western Christian churches and is a day of penitence.

(-24th March) Lent (Christian)

The period of 40 days which comes before Easter in the Christian calendar.

Vasant Panchami - Saraswati Puja (Hindu) 12th

he Hindu festival that welcomes spring.

Nirvana Day (Parinirvana) (Buddhist) I 5th

he day when Buddhists from the Mahayana tradition remember the death and enlightenment of the

Regional variations possible, based on the Western calendar, not an exhaustive list.



you accept it as a gift, and it is your lifelong commitment to "When you learn something from people, or from a culture, preserve it and build on it"

Yo-Yo Ma, Cellist (1955 -)

February

- Equality Planner 2016 -

Sunday

Saturday

Friday

Thursday

Wednesday

Luesday

Monday

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Zth	14th	21st	28 th	
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4 th	11#	18th	25th	41/
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3rd	10th	17 th	24th	
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2nd	9 th	16 th	23rd	
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- Driving diversity, embedding equality -

Monday	, 1st	February	y 2016
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Today is 'Dignity Action Day'
Gives everyone the opportunity to contribute to upholding people's rights to dignity and provide a truly memorable day for people receiving care. This day aims to ensure people who use care services are treated as individuals and are given choice, control and a sense of purpose in their daily lives.
http://www.dignityincare.org.uk/Dignity in Care events/Dignity Action Day/
Today is also
Start of LGBT History Month (whole month, see Wednesday) Start of Interfaith Harmony Week (see Tuesday)
Reminder: In one week - Chinese New Year 'Year of the Monkey' (8/2)

Tuesday, 2nd February 2016

Multifaith today: Imbolc (Pagan)

Celebrated by Pagans midway between the winter solstice and the spring equinox

This week is... 'Interfaith Harmony Week'

The World Interfaith Harmony Week is based on the pioneering work of The Common Word initiative. This initiative, which started in 2007, called for Muslim and Christian leaders to engage in a dialogue based on two common fundamental religious Commandments; Love of God, and Love of the Neighbour, without nevertheless compromising any of their own religious tenets. The Two commandments are at the heart of the three Monotheistic religions and therefore provide the most solid theological ground possible.

More info at: http://worldinterfaithharmonyweek.com/	

Wednesday,	3rd	February	201	6
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This month is 'LGBT History Month' (whole month)
Lesbian, Gay, Bisexual, Trans History Month celebrates the lives and achievements of the LGBT community. Anyone can get involved, regardless of sexuality or gender identity. How will you celebrate?
For more information visit <u>www.lgbthistorymonth.org.uk</u>
Reminders:
In one week - Safer Internet Day (9/2) In one month - World Book Day (3/3)

Thursday, 4 th February 2016
Today is 'World Cancer Day'
A global observance that helps raise people's awareness of cancer and how to prevent, detect or treat it. Are all of your colleagues and learners aware cancer is considered a disability under The Equality Act 2010?
More information at: <u>www.worldcancerday.org</u>

Friday, 5th February 2016

LGBT equality Why do we use the acronym 'LGBT'?
Sexual orientation and gender identity are two different things. However, they are often referred to together (e.g. with the acronym LGBT – Lesbian, Gay, Bisexual, Trans) because people within these groups can face similar issues and barriers.
Reminders - next month:
Self Injury Awareness Day and start of Ovarian Cancer Awareness Month (1/3)

Saturday, 6 th February 2016	
Sunday, 7 th February 2016	

Today is 'Chinese New Year'
This is the most important annual festival celebrated by Chinese and Chinese descendants and is based on the lunar calendar. 2016 is 'Year of the Monkey'!
Reminder: In one month - International Women's Day (8/3)

Tuesday,	9 th	February	2016
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Multifaith today: Shrove Tuesday (Christian)

The day before Ash Wednesday, the beginning of Lent. It's also known as Pancake Day

Today is 'Safer Internet Day'
Organised by Insafe in February of each year to promote safer and more responsible use of online technology and mobile phones, especially amongst children and young people across the world.
More information at: http://www.saferinternet.org/safer-internet-day/

Multifaith today:

Ash Wednesday (Christian)

The beginning of Lent for Western Christian churches and is a day of penitence

Lent (Christian) (-24th March)

The period of 40 days which comes before Easter in the Christian calendar

Good practice project – 'Educate Out Prejudice' (Morley College, 2014)

6 pieces of video that were created have been a huge success gaining positive feedback at internal and external events. This included:

- 3 short interviews were specifically designed for particular lessons in the ESOL curriculum
- A brief film following the activities during LGBT history month which was a useful promotional tool during the project
- One animation used the voice and life experience of a student in an entry ESOL class discussing LGBT activism in Kyrgyzstan

For more details on this project and others visit the Equalities Toolkit website:
http://www.equalitiestoolkit.com/content/educate-out-prejudice-film-page

Thursday, 11 th February 2016
LGBT equality FREE e-learning
'Project Empower' involved research into LGBT-equality (and inequality) in education. The project launched a toolkit targeted at staff working in the FE and skills environment. This free resource is very popular, thousands of people across the country have completed it and received their certificate. Simply log-on and follow the on-screen instructions.
Test your LGBT equality knowledge now at www.empowertoolkit.org.uk .
Reminder: In approximately one month – No Smoking Day (9/3)

Friday, 12th February 2016

Multifaith today: Vasant Panchami - Saraswati Puja (Hindu)

The Hindu festival that welcomes spring

LGBT equalityHow many learners and staff are lesbian, gay or bisexual?
The honest answer is you will probably never know because not everyone will share this information with you. Some organisations ask their stakeholders about their sexuality. This is so they can monitor to ensure people with certain characteristics are not excluded or receive unfair treatment.
The LGBT charity Stonewall estimate that 5-7% of the population are lesbian, gay or bisexual. This means 1 in 20 learners could be LGB.
Reminder: In one month - Disabled Access Day (12/3)

Saturday, 13 th February 2016
Sunday, 14 th February 2016

Monday, 15th February 2016

Multifaith today: Nirvana Day (Parinirvana) (Buddhist)

Buddhists remember the death and enlightenment of the Buddha

LGBT equality... The Forum for Sexual Orientation and Gender Identity Equality Formed in 2007, the forum brings together national F and HE sector organisations in a community of practice. The aim is to co-ordinate work that advances sexual orientation and gender identity equality in post-school education. Their shared purpose is to support the work of all learning providers by providing high quality information, advice and guidance in our equality areas. url: https://saforum.org.uk/ e mail: satkin@ucu.org.uk (Seth) Reminders: This Saturday - World Day of Social Justice (20/2) This Sunday - International Mother Language Day (21/2) In one month - Brain Awareness Week (14/3)

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Tuesday, 16 th February 2016
LGBT equality Homophobic bullying
Research into Sexual Orientation and Gender Identity in Adult Learning, conducted for the Skills Funding Agency in 2011 found that a quarter of lesbian, gay and bisexual 19-21 year olds in adult learning had experienced bullying and/or harassment.
Together we can change this. What are you doing to tackle bullying and harassment? Make sure you are familiar with your provider policy.

Wednesday, 17th February 2016

LGBT History – Did you know?
The first same-sex weddings took place in England and Wales from March 2014. Following the passing of the Marriage (Same-Sex Couples) Act the definition of marriage has been updated.
Activity suggestion – Why not ask learners to research LGBT history? There are numerous timelines online that will help both them and you!

Thursday, 18 th February 2016
Gender Reassignment guidance from the equality commission suggests:
Gender reassignment is a personal process (rather than a medical process) which involves a person expressing their gender in a way that differs from or is inconsistent with the physical sex they were born with.
This personal process may include undergoing medical procedures or, as is more likely for young people, it may simply include choosing to dress in a different way as part of the personal process of change. The process of changing one's gender role can be referred to as "transition".

Friday, 19th February 2016

Useful source of information – 'GIRES'
The Gender Identity Research and Education Society (GIRES) provide information for trans people, their families and professionals.
They advise policy makers, distribute information, run workshops and training, commission research and produce literature.
Find out more at: <u>www.gires.org.uk</u> .

Saturday, 20 th February 2016
Today is 'World Day of Social Justice'
Social justice is an underlying principle for peaceful and prosperous coexistence within and among nations. We uphold the principles of social justice when we promote gender equality or the rights of indigenous peoples and migrants. We advance social justice when we remove barriers that people face because of gender, age, race, ethnicity, religion, culture or disability.
More information at: http://www.un.org/en/events/socialjusticeday/
Sunday, 21st February 2016
Today is 'International Mother Language Day'
This Day is observed every year to promote linguistic and cultural diversity and multilingualism. It was created to promote the dissemination of mother tongues and a fuller awareness of linguistic and cultural traditions throughout the world and to inspire solidarity based on understanding, tolerance and dialogue.
More information at: www.un.org/en/events/motherlanguageday/

Monday, 22	^{2nd} Febru	ary 2016
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LGBT equality Coverage of Trans themes in the curriculum
The majority of project Empower research respondents (60%) said that they had been taught about different sexualities and gender identity issues (e.g. history, introduction of civil partnerships, famous gay and trans people, etc.). However, 40% said that they had not
Make it your mission to include LGBT and other equality themes in your delivery on a regular basis. Having a system in place to prompt you will be a big help.
Reminders - In approximately one month:
International Day of Happiness and Wellbeing (20/3) International Day for the Elimination of Racial Discrimination, World Poetry Day, World Down Syndrome Day (21/3) World Water Day (22/3)

Tuesday, 23 rd February 2016
LGBT equality Promoting LGBT role models, campaigns and events
The use of positive role models is a great way to drive equality in this area. This could be people in the media or, perhaps more of a challenge, is using positive role models in your staff group or local community. Take care to ensure you are not attracting attention to someone that does not want it.
Try and think of one role model in the media and one local role model that may help you promote LGBT-equality.
Reminders - In approximately one week:
Self Injury Awareness Day and start of Ovarian Cancer Awareness Month (1/3)

Wednesday, 24th February 2016

LGBT equality... Be aware that many trans people can experience:

- Lack of understanding from family, friends, employers, medical professionals
- Difficulty finding work or retaining it once their background is known
- Rejection by family and friends
- Transphobic comments
- Violent intimidation on the streets and outside their homes
- Being stared at or laughed at when out shopping

Bullying and name-calling	(NHS Live Well)

Thursday, 25th February 2016
Good practice project - Developing transgender inclusive curriculum content and materials (Knowsley Family and Community Education, 2014)
Having found there was a lack of data available on the number of transgender individuals within the area resulted in a lack of awareness, tolerance and understanding of the issues that transgender people face, the service worked with staff, tutors, learners and local community partners to raise awareness of transgender and develop new curriculum content/materials.
For more details on this project and others visit The Equalities Toolkit website: http://www.equalitiestoolkit.com/content/transgender-inclusive-curriculum
Reminder: In one week – World Book Day (3/3)

Friday,	26 th	Febru	ary	20 1	16
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LGBT equality Charity Stonewall now campaigning for 'trans rights' too
The charity, which previously lobbied only on gay, lesbian and bisexual issues in England and Wales, has announced that will would now also include trans issues in its brief.
Ruth Hunt, Stonewall Chief Executive said: "Whether we're challenging bullying in our schools, tackling hate crime on our streets or working to make our public services truly equal for users, we have a responsibility to use our voice and share our 25 years of experience".
Find more information at: http://www.stonewall.org.uk/

Saturday, 27 th February 2016
Sunday, 28 th February 2016

Monday, 29th February 2016

Workforce equalities 'Thank you for your data!'
A parody of the ABBA song 'Thank You for the Music' has been created to support work to increase workforce diversity and social mobility. Check it out, it's brilliant!
Plus, look out for the playlist containing raw footage, outtakes, 3-verse versions including the British Sign Language (BSL)-only musical interpretation which includes a specially developed new BSL sign for 'Superdiversity'.
Go to https://www.youtube.com/ and search for 'Thank you for your data'.

My notes: Markin Mark

My notes: Markin Mark

Preview: March, 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. March material includes:

Equality and Ofsted grade descriptors (Outstanding – Grade 1):

- Effectiveness of leadership and management
- Quality of teaching, learning and assessment
- Personal development, behaviour and welfare
- Outcomes for learners

The 'Equalities Signpost'

Inclusive learning - simple interventions to improve the learning experience

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



Women's Day International

Tuesday 8th March, 2016

held throughout the world to inspire Annually, thousands of events are women and celebrate achievements.

1900's, a time of great expansion and turbulence in the industrialised world nternational Women's Day (IWD) has been observed since in the early hat saw a booming population and the rise of radical ideologies

Racial Discrimination International Day for the Elimination of

Monday 21st March, 2016

opened fire and killed 69 people at a peaceful demonstration (in On this day, in 1960, police South Africa) against the apartheid "pass laws"



Also this month:

Self Injury Awareness Day **Norld Book Day** st

Disabled Access Day Vo Smoking Day 12

nternational Day of Happiness **Srain Awareness Week begins 1**₽ 20th

Norld Down Syndrome Day Morld Poetry Day Norld Water Day and Wellbeing 22nd 21st

1st

Multifaith Dates – March, 2016

A time when Bahá'ís fast from sunrise to sunset. (-20th) The Nineteen Day Fast (Bahá'í)

-alling on the fourth Sunday in Lent, it is often called Mother's Day. Mothering Sunday (Christian)

6th

Hindus honour Lord Shiva. Shivaratri (Hindu) /th

The start of Great Lent in Eastern Orthodox churches. Clean Monday (Orthodox Christian) **1**4₽

Marks the beginning of the year 548 in the Sikh Nanakshahi calendar.

Spring Equinox (Pagan)

20th

Nanakshahi New Year (Sikh)

At Spring Equinox the days and nights are of equal length Palm Sunday (Christian)

Marks the beginning of Holy Week - the week leading up to Easter.

Historically, Noruz is the traditional Iranian new year holiday Noruz (Zoroastrian, Bahá'í)

Holi (Hindu) 23rd 21^{st}

Celebrated the day after full moon in the Hindu month of Phalguna. Hola Mohalla (Sikh)

A festival celebrated by Sikhs in the city of Anandpur Sahib

24th

Purim (Jewish)

Celebrates the events told in the Book of Esther in the Hebrew Bible. Maundy Thursday (Christian)

Annunciation (Christian) 25th

Christians remember as the day of the Last Supper.

The day when the angel Gabriel is said to have appeared to Mary to ell her she'd been chosen to be the mother of Jesus.

Christians remember the crucifixion of Jesus Christ. Good Friday (Christian)

Commemorates the resurrection of Jesus Christ. Easter Day (Christian)

coroastrians and Parsis celebrate the birthday of their founder. Khordad Sal (Zoroastrian)

28th

collective decisions are the product of disagreement and contest, "Diversity and independence are important because the best not consensus or compromise"

James Surowiecki, Author (1967 -)

March

- Equality Planner 2016 -

		10/10			
Sunday	449	13th	20th	27 th	
Saturday	5th	12 th	19 th	26 th	
Friday	4th	11th	18 th	25th Bank Holiday	
Thursday	3rd	10th	17 th	24 th	31st
Wednesday	Znd	9th	16 th	23rd	30th
Tuesday	1 st	8 _{th}	15 th	22nd	29 th
Monday		7 th	14th	21st	28th Bank Holiday

Tuesday, 1st March 2016

Multifaith today: (-20th) The Nineteen Day Fast (Bahá'í)

A time when Bahá'ís fast from sunrise to sunset

Today is 'Self Injury Awareness Day'
Each year, the 1st of March is designated as SIAD around the world. It's a time when we can all come together to help raise awareness about self-injury and self-harm.
More information at: http://www.lifesigns.org.uk/
Also today First day of Ovarian Cancer Awareness Month (see Wednesday)

Wednesday, 2 nd March 2016
This month is 'Ovarian Cancer Awareness Month'
Ovarian cancer is a disease that can disrupt the normal function of the ovaries. When women are diagnosed in the early stages of ovarian cancer they have a 90% chance of surviving for more than five years but this reduces to 22% when diagnosed in the later stages. Greater level of awareness of the signs and symptoms of ovarian cancer is key to earlier diagnosis and improving survival rates.
More information at: http://ovarian.org.uk/
Reminders:
In one week - International Women's Day (8/3) In one month - World Autism Awareness Day (2/4)

Thursday,	3rd	March	2016
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Table 1: 0Madd Bad Bad
Today is 'World Book Day'
World Book Day is a celebration of authors, illustrators, books and (most importantly) it is a celebration of reading. In fact, it's the biggest celebration of its kind, designated by UNESCO as a worldwide celebration of books and reading, and marked in over 100 countries all over the world.
More information at: http://worldbookday.com/

Friday, 4 th March 2016
Ofsted grade descriptor: 'Effectiveness of leadership and management'
(Outstanding – Grade 1)
"Leaders promote equality of opportunity and diversity exceptionally well so that the ethos and culture of the provider counters any form of direct or indirect discriminatory behaviour. Leaders, staff and learners do not tolerate prejudiced behaviour. The promotion of fundamental British values is at the heart of the provider's work."
Exert only - grade descriptors are not a checklist. Inspectors adopt a 'best fit' approach that relies on the professional judgement of the inspection team.
Reminder: Next week – No Smoking Day (9/3)

Saturday, 5 th March 2016
Sunday, 6 th March 2016 Multifaith today: Mothering Sunday (Christian)
Falling on the fourth Sunday in Lent, it is often called Mother's Day

Hindus honour Lord Shiva
Ofsted grade descriptor: 'Effectiveness of leadership and management' (Outstanding – Grade 1)
"Learners feel safe and know how to raise concerns. The provider is proactive in assessing safeguarding risks and taking action to prevent them. The provider has a strong track record of raising awareness among staff and learners of safeguarding issues, listening to learners' concerns and acting on them."
Exert only - grade descriptors are not a checklist. Inspectors adopt a 'best fit' approach that relies on the professional judgement of the inspection team.
Reminders:
This Saturday - Disabled Access Day (12/3) In one week - start of Brain Awareness Week (14/3) In one month - World Health Day (7/4)

Monday, 7th March 2016

Multifaith today: Shivaratri (Hindu)

Tuesday,	8 th	March	201	6
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Today 'International Women's Day'
International Women's Day (IWD) has been observed since the early 1900's, a time of great expansion and turbulence in the industrialised world that saw booming population growth and the rise of radical ideologies.
Annually, on 8th March, thousands of events are held throughout the world to inspire women and celebrate achievements. A global web of rich and diverse local activity connects women from all around the world ranging from political rallies, business conferences, government activities and networking.
More info at: <u>www.internationalwomensday.com</u>

Wednesday, 9 th March 2016
Today is 'No Smoking Day'
Proud to be a Quitter presents quitting as something to be proud of, and 'Quitters' as people to be admired. Help to encourage as many smokers as possible to quit by organising your own event on the day.
More information at: https://nosmokingday.org.uk/

Thursday,	10 th	March	2016
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Ofsted grade descriptor: 'Effectiveness of leadership and management' (Outstanding – Grade 1)
"Leaders' work to protect learners from radicalisation and extremism is exemplary. Leaders respond swiftly where learners are vulnerable to these issues. High quality training develops staff's vigilance, confidence and competency to challenge learners' views and encourage debate."
Exert only - grade descriptors are not a checklist. Inspectors adopt a 'best fit' approach that relies on the professional judgement of the inspection team.

Friday, 11 th March 2016
Ofsted grade descriptors: 'Quality of teaching, learning and assessment' Oustanding (Grade 1)
"Staff are quick to challenge stereotypes and the use of derogatory language, including at work. Resources and teaching strategies reflect and value the diversity of learners' experiences and provide learners with a comprehensive understanding of people and communities beyond their immediate experience."
Exert only - grade descriptors are not a checklist. Inspectors adopt a 'best fit' approach that relies on the professional judgement of the inspection team.

Saturday, 1	2th March	2016
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Clean Monday The start of Great Lent (Eastern Orthodox churches) Nanakshahi New Year (Sikh) Marks the beginning of year 548 in the Nanakshahi calendar
This week is 'Brain Awareness Week' (-20th)
This awareness week unites the efforts of partner organisations worldwide in a celebration of the brain for people of all ages. Events include open days at neuroscience labs; exhibitions about the brain; lectures on brain-related topics; displays at libraries and community centres and classroom workshops.
More information at: http://www.dana.org/BAW/
Reminders:
This Sunday - International Day of Happiness and Wellbeing (20/3) In one week – International Day for the Elimination of Racial Discrimination, World Poetry Day, World Down Syndrome Day (21/3)

Monday, 14th March 2016

Multifaith today:

Ofsted grade descriptors: 'Personal development, behaviour and welfare' Outstanding (Grade 1)
"Learners discuss and debate issues in a considered way, showing respect for others' ideas and points of view."
Exert only - grade descriptors are not a checklist. Inspectors adopt a 'best fit' approach that relies on the professional judgement of the inspection team.
Reminder: In one week – World Water Day (22/3)

Wednesday, 16 th March 2016
Ofsted grade descriptors: 'Personal development, behaviour and welfare' Outstanding (Grade 1)
"Staff and learners deal effectively with the very rare instances of bullying behaviour and/or use of derogatory or aggressive language. They work well with the provider to prevent all forms of bullying, including online bullying and prejudice-based bullying."
Exert only - grade descriptors are not a checklist. Inspectors adopt a 'best fit' approach that relies on the professional judgement of the inspection team.

Thursday,	17 th	March	2016
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Ofsted grade descriptors: 'Personal development, behaviour and welfare' Outstanding (Grade 1)
"The provider's open culture actively promotes all aspects of learners' welfare. Learners are safe and feel safe at all times. They understand how to keep themselves and others safe in different situations and settings. They trust leaders to take rapid and appropriate action to resolve any concerns they have."
Exert only - grade descriptors are not a checklist. Inspectors adopt a 'best fit' approach that relies on the professional judgement of the inspection team.

Friday, 18 th March 2016
Ofsted grade descriptors: 'Personal development, behaviour and welfare'
Outstanding (Grade 1)
"Learners, where appropriate, can explain accurately and confidently how to keep themselves healthy. They make informed choices about healthy eating, fitness and their emotional and mental well-being. They have an appropriate understanding of healthy relationships and are confident in staying safe from abuse and sexual exploitation."
Exert only - grade descriptors are not a checklist. Inspectors adopt a 'best fit' approach that relies on the professional judgement of the inspection team.

Saturday, 19th March 2016
Sunday, 20 th March 2016
Multifaith today: Spring Equinox (Pagan) At Spring Equinox the days and nights are of equal length
Palm Sunday (Christian) Marks the beginning of Holy Week - the week leading up to Easter
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Today is 'International Day of Happiness and Wellbeing'
The General Assembly has proclaimed 20 March the International Day of Happiness recognising the relevance of happiness and well-being as universal goals and aspirations in the lives of human beings around the world and the importance of their recognition in public policy objectives.
importance of their recognition in public policy objectives.
More information at: http://research.un.org/en/happiness

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Monday, 21st March 2016

Multifaith today: Noruz (Zoroastrian, Bahá'í)

Historically, Noruz is the traditional Iranian new year holiday

Today is... 'International Day for the Elimination of Racial Discrimination'

On this day, in 1960, police opened fire and killed 69 people at a peaceful demonstration (in South Africa) against the apartheid "pass laws". The General Assembly called on the international community to redouble efforts to eliminate all forms of racial discrimination.

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

Today is... 'World Poetry Day'

In celebrating World Poetry Day UNESCO recognizes the unique ability of poetry to capture the creative spirit of the human mind. One of the main objectives of the Day is to support linguistic diversity through poetic expression and to offer endangered languages the opportunity to be heard within their communities.

More information at: http://www.un.org/en/events/poetryday/

Today is... 'World Down Syndrome Day'

Down syndrome is a naturally occurring chromosomal arrangement that has always been a part of the human condition, exists in all regions across the globe and commonly results in variable effects on learning styles, physical characteristics or health.

More information at: https://www.worlddownsyndromeday.org/

Tuesday,	22 nd	March	2016
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Today is 'World Water Day'
It's a day to celebrate water. It's a day to make a difference for the members of the global population who suffer from water related issues. It's a day to prepare for how we manage water in the future.
More information at: http://www.wateraid.org/uk/
Reminder: In one month – Earth Day (22/4)

Wednesday, 23rd March 2016

Multifaith today: Holi (Hindu)

Celebrated the day after full moon in the Hindu month of Phalguna

Ofsted grade descriptors: 'Personal development, behaviour and welfare' Outstanding (Grade 1)
"Learners have an excellent understanding of how to stay safe online and of the dangers of inappropriate use of mobile technology and social networking sites."
Exert only - grade descriptors are not a checklist. Inspectors adopt a 'best fit' approach that relies on the professional judgement of the inspection team.

Thursday,	24 th	March	2016
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Multifaith today:

Hola Mohalla (Sikh) A festival celebrated by Sikhs in the city of Anandpur Sahib

Purim (Jewish) Celebrates the events told in the Book of Esther in the Hebrew Bible

Maundy Thursday (Christian) Christians remember as the day of the Last Supper

Ofsted grade descriptors: 'Personal development, behaviour and welfare' Outstanding (Grade 1)
"The personal and social development of learners equips them to be thoughtful, caring and active citizens."
Exert only - grade descriptors are not a checklist. Inspectors adopt a 'best fit' approach that relies on the professional judgement of the inspection team.

Friday, 25 th March 2016 - <u>Bank Holiday</u>
Multifaith today:
Annunciation (Christian) The day when the angel Gabriel is said to have appeared to Mary to tell her she'd been chosen to be the mother of Jesus
Good Friday (Christian) Christians remember the crucifixion of Jesus Christ
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	Saturday, 26 th March 2016
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	Sunday, 27 th March 2016
	Multifaith today: Easter Day (Christian)
	Multifaith today: Easter Day (Christian) Commemorates the resurrection of Jesus Christ

Monday, 28 th March 2016 - <u>Bank Holiday</u> Multifaith today: Khordad Sal (Zoroastrian) Zoroastrians and Parsis celebrate the birthday of their founder

Tuesday,	29 th	March	201	6
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Ofsted grade descriptors: Outcomes for learners – 'Outstanding' (Grade 1)
"Learners are exceptionally well-prepared for the next stage of their education, training or employment and have attained relevant qualifications, skills, knowledge and understanding. They progress to positive destinations that are relevant to their career plans."
Exert only - grade descriptors are not a checklist. Inspectors adopt a 'best fit' approach that relies on the professional judgement of the inspection team.
Reminders:
This Saturday - World Autism Awareness Day (2/4) In one month - World Day for Safety and Health at Work (28/4)

Wednesday, 30 th March 2016
The 'Equalities Signpost'
If you need support in a specific area of equality why not try one of the national networks to see how they can help. Turn to the diary introduction or visit 'The Equalities Signpost' for more information:
http://www.equalitiestoolkit.com/content/equalities-signpost

Thursday, 31st March 2016

Inclusive learning - simple interventions to improve the learning experience:

- Allowing learners to record sessions
- Including diagrams and pictures to support text
- Using left justification rather than fully justified
- Changing font and text colour on handouts and presentations
- Ensuring the hearing loop in the classroom works
- Discussing examination or assessment requirements
- Choosing a ground floor location when your group includes a learner with limited mobility

Reminder: In one week - World Health Day (7/4)

My notes: Markin Mark

My notes: Markin Mark

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.



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.

2]st (-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)

Wednesday

Tuesday

Monday

April - Equality Planner 2016 -

Sunday

Saturday

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	ts _	#&	15th	22nd	29th
2		7th	14th	21st	28th
	e i	9 th	13th	20 th	27 th
		5th	12 th	19 th	26 th
		4th	11th	18th	25 th

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)

Saturady, 2 nd 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, 3 rd April 2016

Monday, 4th A	pril 201	6
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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, 5 th 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, 7 th 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 <u>www.who.int</u>

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, 9 th April 2016
Sunday, 10 th April 2016
Sunday, 10 April 2016

Monday, 11th April 2016

Tuesday, 12 th 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?
1 0111	Titlai accs aii	accessible and inclusive	accorners took 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, 16 th 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:	nttp://www.equalitiestooikit.com/content/elmag-cue-caras

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, 21 st April 2016 Multifaith today: (-2 nd 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'
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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, 23 rd April 2016
Sunday, 24 th April 2016

Monday, 25th April 2016

Tuesday, 26 th 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 A	pril 20)16
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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, 28 th 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/langen/index.htm

Friday,	29th	April	201	6
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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, 30 th April 2016	

My notes: Markin Mark

Preview: May, 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. May material includes:

- What is 'deafness'?
- Where does 'freedom of speech' end and 'hate crime' potentially begin?
- What is 'homophobia'?
- Perceptions and experiences of sexual orientation and gender identity amongst learners in post-school education
- Tackling hate-crime
- What do we mean by 'inclusive learning'?

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



World Day for Cultural Diversity for Dialogue and Development

Saturday 21st May, 2016

together better. The 'Do One Thing For Diversity and Inclusion' campaign our understanding of the values of cultural diversity and to learn to live was launched to raise awareness about intercultural dialogue, build a Launched in 2002, this day provides us with an opportunity to deepen world community and combat polarisation.

International Day Against Homophobia

Tuesday 17th May, 2016



IDAHO exists to provoke action to end homophobia.



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Also this month:

Action on Stroke Month begins National Walking Month begins

3rd World Press Freedom Day World Asthma Day

9th Europe Day

11th Mental Health Awareness Week

st World No Tobacco Day



Multifaith Dates – May, 2016

1st Easter Day (Orthodox Church)

The most sacred time of year for the Orthodox Church, beginning with Great Lent.

Beltane (Pagan)

A fire festival which celebrates the arrival of summer and the fertility of the coming year.

3rd Lailat al Miraj (Islam)

Commemorates the Prophet Muhammad's nighttime journey from Mecca to Jerusalem.

5th Ascension Day (Christian)

Celebrates the day when Jesus Christ is said to have ascended bodily into heaven.

15th Vesak / Buddha Day (Buddhist)

The major festival of the year for Buddhists from the Theravada tradition.

Pentecost (Christian)

Celebrate the day when the Holy Spirit is said to have descended on Jesus's Apostles.

of st Lailat al Bara'a (Islam)

Takes place two weeks before Ramadan. Muslims pray and ask God for forgiveness for their sins.

22nd Trinity Sunday (Christian)

Christians celebrate the belief in three aspects of the one God – Father, Son and Holy Spirit.

24th Declaration of the Báb (Bahá'í)

Bahá'ís remember the day in 1844, when the Báb foretold the coming of a new messenger from God.

26th Corpus Christi (Christian)

'Corpus Christi' is a Latin phrase that means 'body of Christ'.

"For to be free is not merely to cast off one's chains, but to live in a way that respects and enhances the freedom of others"

Nelson Mandela, Anti-Apartheid Revolutionary, Politician and Philanthropist (1918-2013)

MQY

- Equality Planner 2016 -

Sunday

Saturday Friday Thursday Wednesday Tuesday Monday

 22^{nd} 15th 29th æ ₩ **1** st **14**‡ 28th 21st / L 27th 13th 20th **6**th 12th 26th 19th 2th 18[‡] 25th **4** 10th 17th 24th 3rd Bank Holiday 23rd 16th 2^{nd} ₽

- Driving diversity, embedding equality -

31st

Bank Holiday

30th

Sunday, 1st May 2016
Multifaith today:
Easter Day (Orthodox Church)
The most sacred time of year for the Orthodox Church, beginning with Great Lent Beltane (Pagan) Fire festival celebrating arrival of summer and fertility of the coming year
Today is
Start of Action on Stroke month (see 10/5) Start of National Walking Month (see 12/5)

Monday, 2nd May 2016 - Bank Holiday

Today is... The start of 'Deaf Awareness Week' (-8th)

Supported by over one hundred deaf charities and organisations under the umbrella of the UK Council on Deafness, Deaf Awareness Week involves a UK wide series of national and local events. Did you know...?

- Nearly 15% of the population have some degree of deafness
- British Sign Language is the preferred language of 70,000 in the UK
- About 2 million people in Britain wear hearing aids
- Almost all deaf and hard of hearing people rely on lip-reading to some extent
- Many combine signs from BSL with English in order to communicate

More information can be found at: www.deafcouncil.org.uk

Tuesday, 3rd May 2016

Multifaith today: Lailat al Miraj (Islam)

Commemorates the Prophet Muhammad's night-time journey from Mecca to Jerusalem

Today is... 'World Press Freedom Day'

A date which celebrates the fundamental principles of press freedom; to evaluate press freedom around the world, to defend the media from attacks on their independence and to pay tribute to journalists who have lost their lives in the exercise of their profession.

More details at: http://www.unesco.org/new/en/world-press-freedom-day

Today is... 'World Asthma Day'

Next week - Europe Day (9/5)

An annual event to improve asthma awareness and care around the world. Asthma is a disease of the airways in the lungs. Its symptoms are caused by inflammation, which makes the airways red, swollen, narrower and extrasensitive to irritants.

More details at: http://www.ginasthma.org/About-WAD

Reminders:

In one month - Gypsy, Roma, Traveller History Month (June)

Wednesday, 4 th May 2016
Deaf Awareness Week - What is 'deafness'?
Deafness means difficulty hearing noise. It can be mild, moderate, severe or profound. For example, people with mild deafness have some difficulty following speech, mainly in noisy situations. Those with moderate deafness have difficulty following speech without a hearing aid (BBC Health).
Many deaf people whose first language is BSL consider themselves part of 'the deaf community' – they may describe themselves as 'Deaf', with a capital D, to emphasise their deaf identity.
Reminder: In one week - start of Mental Health Awareness Week (11/5)

Thursday, 5th May 2016

Multifaith today: Ascension Day (Christian)

Celebrates the day when Jesus Christ is said to have ascended bodily into heaven

Deaf Awareness Week - What is 'deafness'?
People who are severely deaf rely a lot on lip-reading, even with a hearing aid. British Sign Language (BSL) may be their first or preferred language. Profoundly deaf people need to lip-read to understand speech. BSL may be their first or preferred language.
Deafness can cause difficulty communicating and people who are deaf may be at risk of physical and social isolation. They are also at greater risk of accidents because they may not hear warning alarms and sirens (BBC Health).

Friday, 6 th May 2016
Deaf Awareness – 'Heart of Deafness'
Heart of Deafness CIC (Community Interest Company) is an innovative social enterprise which promotes full inclusion and equality of access for deaf children and young people including: confidence and skills training of deaf young people, access and inclusion support to families, employers, services and policy makers. Their approach is pan equalities and human rights based with a specialist focus on deafness.
Find out how they can support you at: http://heartofdeafness.org.uk/

Saturday, 7 th May 2016
Sunday, 8 th May 2016

Monday, 9 th May 2016
Today is 'Europe Day'
Today we celebrate Europe Day, a day which 66 years ago (1950) marked the foundation of what is now the European Union (EU).
Information on the EU can be found at: http://europa.eu/index en.htm

Tuesday, 10th May 2016

This month is 'Action on Stroke Month'
Get involved and wear, knit, bake or paint it purple! The 'FAST' test identifies the most common symptoms of a stroke or mini-stroke:
Facial weakness: Can the person smile? Has their face fallen on one side? Arm weakness: Can the person raise both arms and keep them there? Speech problems: Can the person speak? Time: If you see any one of these three signs, it's TIME to call 999.
More information at http://www.stroke.org.uk/strokemonth
Reminder: In one week - International Day Against Homophobia (17/5)

Wednesday, 11 th May 2016
Today is Start of 'Mental Health Awareness Week' (-17th)
Founded in 2001, Mental Health Week is a UK event supported by the Mental Health Foundation. The aim of this week is to educate the public about mental health issues and to promote better mental health.
http://www.mentalhealth.org.uk/our-work/mentalhealthawarenessweek

This month is 'National Walking Month'
May is National Walking Month and Living Streets, the national charity that works to create safe, attractive and enjoyable streets, will be encouraging people to walk with their successful annual initiatives – 'Walk to Work Week' and 'Walk to School' Week. Through these events, they hope to show children and adults how easy, enjoyable and rewarding walking is and how it can lead to real changes in people's habits and lifestyles.
More information at http://www.livingstreets.org.uk/

Where does 'freedom of speech' end and 'hate crime' potentially begin?
The 'Freedom of Expression Legal Framework'
This guide explains the legal framework which protects freedom of expression and the circumstances in which that freedom may be restricted in order to prevent violence, abuse or discrimination. It explores the boundaries between freedom of expression, unlawful discrimination and harassment, and hate speech. It also considers various contexts in which freedom of expression is curtailed. Download the resource at:
http://www.equalityhumanrights.com/publication/freedom-expression-legal-framework
Reminder: In approximately one week - World Day for Cultural Diversity (21/5)

Friday, 13th May 2016

Saturday, 14 th May 2016
Sunday, 15 th May 2016
Multifaith today: Vesak / Buddha Day (Buddhist) The major festival for Buddhists from the Theravada tradition Pentecost (Christian) Celebrates the day when the Holy Spirit is said to have descended on Jesus's Apostles

Monday, 16 th May 2016
Tomorrow is IDAHO Day – What is 'homophobia'?
'Homophobia' can be defined as the fear of feelings of love for members of one's own sex and therefore the hatred of those feelings in others. Such negative treatment and behaviour can have significant effects. LGB people who have been bullied are less likely than their peers to enter further or higher education and are more likely to contemplate self-harm or suicide. Reminder: In one month – World Blood Donor Day (14/6)

Tuesday,	17 th	May	2016
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Wednesday, 18 th May 2016
Research – "Perceptions and experiences of sexual orientation and gender
identity amongst learners in post-school education"
This summary presents initial findings from research carried out by the Forum for Sexual Orientation and Gender Identity Equality in Post School Education during January 2015. See tomorrow's entry for the key findings.
Type the research title into a search engine to read the full paper.

Research key findings – "Perceptions and experiences of sexual orientation and gender identity amongst learners in post-school education"
The majority of LGB students are out to friends, but one in 10 is still not out to anybody in their life at all. Only one in four is out to tutors, trainers, teachers or assessors.
Negative behaviour towards learners based on their sexual orientation or gender identity appears to be commonplace: 60% of respondents had witnessed a learner acting negatively towards people because of their sexual orientation at least once; one in 10 respondents saw or heard this behaviour every day; and more than half of lesbian/gay (51%) and non-binary students (59%) had experienced homophobic or transphobic name-calling.
In the majority of cases where personal information is collected from learners by a learning provider for equality monitoring purposes, they are not asked to declare their sexual orientation or gender identity.

Friday, 20th May 2016
Tackling hate-crime
Hate crimes can happen because of hostility, prejudice or hatred on the basis of ability/disability, gender identity, race/ethnicity, religion or belief and sexual orientation. Examples of hate-crime include name calling and verbal abuse, bullying and harassment, spitting and physical attacks, damage to property, graffiti, and written notes, emails and text messages.
Could you advise a learner or colleague how to report a hate crime?
For more information visit: www.stophateuk.org
Reminder: In one month - World Refugee Day (20/6)

Saturday, 21st May 2016

Multifaith today: Lailat al Bara'a (Islam)

Two weeks before Ramadan. Muslims pray and ask God for forgiveness for their sins

Today is 'World Day for Cultural Diversity'			
In 2001, UNESCO adopted the Universal Declaration on Cultural Diversity and in December 2002, the UN General Assembly, declared May 21 to be the World Day for Cultural Diversity for Dialogue and Development. The day provides us with an opportunity to deepen our understanding of the values of cultural diversity and to learn to live together better.			
Useful link:- <u>www.un.org/en/events/culturaldiversityday/</u>			
Sunday, 22 nd May 2016 Multifaith today: Trinity Sunday (Christian) Christians celebrate the belief in three aspects of the one God – Father, Son and Holy Spirit			

Monday, 23rd May 2016

Help tackle and reduce hate crime by doing the following: 1) Making sure everyone knows to call 999 in an emergency 2) Knowing what a hate crime is, and the different ways these can manifest 3) Being aware of how to report (you don't have to be the victim to report) 4) Being aware of where to report (hate-crime reporting centres) 5) Being prepared to help other people to report 6) Being aware of, and supporting, local initiatives to tackle hate crime **Reminders -** In approximately one month: Interfaith Day (22/6) and National Women in Engineering Day (23/6)

Tuesday, 24th May 2016

Multidaith today: Declaration of the Báb (Bahá'í)

Bahá'ís remember the day when the Báb foretold the coming of a new messenger from God

What do we mean by 'inclusive learning'?
Inclusion should reflect a process of positive development within the learning and training environment to make education more welcoming, learner-friendly, and beneficial for a diverse community.
What else could you do to maintain an inclusive learning environment?
Reminder: In one week – World No Tobacco Day (31/5)

Wednesday, 25 th May 2016
Inclusive education is
a constantly evolving process of change and improvement within the education system to make education more welcoming and learner-friendly
about restructuring education cultures, policies and practices so that they can respond to a diverse range of learners
an ongoing effort to identify and remove barriers that exclude learners within each unique situation
a process in which all stakeholders should participate
about identifying and removing barriers to learners' presence in (access to) education, participation in the learning process, and academic and social achievement
Reminder: In one week - Gypsy, Roma, Traveller History Month (June)

Thursday, 26th May 2016

Multifaith today: Corpus Christi (Christian)

'Corpus Christi' is a Latin phrase that means 'body of Christ'

Inclusive learning and your delivery
A consistent approach to challenging inappropriate behaviour and language is essential to maintain an inclusive learning environment. When inappropriate language or behaviour goes unchallenged it can reinforce this type of behaviour and work against other efforts to promote equality and diversity.
Do you deliver in an environment where inappropriate language and behaviour is consistently challenged?

Friday, 27 th May 2016
Have you got the right perspective for promoting and embedding equality?
Compliance with legislation and doing well during inspection are clearly very important for us in lots of ways. But should these be the main drivers for our embedding equality endeavours? Actually, if we put the needs of our learners, colleagues and communities at the heart of everything we do, we will be successful, compliant and inclusive.

Saturday, 28 th May 2016
Sunday, 29th May 2016
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Sunday, 29 th May 2016
Sunday, 29 th May 2016

Monday, 30 th May 2016 - <u>Bank Holiday</u>

Tuesday,	31st	May	201	6
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Today is 'World No Tobacco Day'
Every year, on 31st May, the World Health Organisation (WHO) and partners everywhere mark World No Tobacco Day, highlighting the health risks associated with tobacco use and advocating for effective policies to reduce tobacco consumption. Tobacco use is the single most preventable cause of death globally and is currently responsible for killing one in 10 adults worldwide.
More details at: http://www.who.int/campaigns/no-tobacco-day/

My notes: Markin Mark

My notes: Markin Mark

Preview: June, 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. June material includes:

- Promoting Gypsy, Roma, Traveller History Month
- Socio-economic inequality
- Is gender equality just about women?
- 'Sex' and 'Gender' Do you know the difference?
- Preparing learners for a range of situations
- Measuring impact
- The 'Gender Pay Gap'
- Gender equality good practice projects

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



Gypsy, Roma, Traveller History

June, 2016 (whole month)

Month

Iravelled throughout Britain for over 500 years, yet they have been almost Britain's 300,000 Gypsies, Roma and Travellers have lived, worked and entirely written out of British history.

GRTHM celebrates culture and history by tackling the negative stereotyping and prejudices that have led to this situation. It is a partnership between communities and those in local and central government who want to help.

Interfaith Day – Tuesday 21st June, 2016

Interfaith Day is an opportunity for all who value spirituality in their lives to connect and unite in a wish for a more peaceful, just and sustainable world.



Multifaith Dates – June, 2016

5th (-5th July) Ramadan (Islam)

The ninth month in the Islamic calendar and is a time of fasting and spiritual renewal.

11th (-13th) Shavuot (Jewish)

Shavuot or the Festival of Weeks is a harvest festival when Jews give thanks for the first fruits of the year.

16th Martyrdom of Guru Arjan Dev (Sikh)

Guru Arjan Dev was the fifth of the ten Sikh Gurus and the first Sikh martyr.

21st Summer Solstice or Midsummer (Pagan)

Pagans celebrate Midsummer or Litha, which means 'standing still of the sun'. It's the longest day of the year.



Regional variations possible, based on the Western calendar, not an exhaustive list.

Also this month:

World Blood Donor Day

World Refugee Day

20th



"In science, all facts, no matter how trivial or banal, enjoy democratic equality"

Mary McCarthy, Author & Political Activist (1912-1989)

June

- Equality Planner 2016 -

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

Wednesday,	1st June	2016
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Today is First day of 'Gypsy, Roma, Traveller History Month' (whole month)
Britain's 300,000 Gypsies, Roma and Travellers have lived, worked and travelled throughout Britain for over 500 years, yet they have been almost entirely written out of British history. GRTHM aims to change that by celebrating culture and history by tackling the negative stereotyping and prejudices that have led to this situation. It is a partnership between communities and those in local and central government who want to help.
More information available at: www.grthm.co.uk

Thursday, 2 nd June 2016
Gypsy and Traveller culture and history – myths and truths
How about using some myths and truths to raise awareness during GRT History Month. Here is an example:
Myth: Gypsies are foreign. Much media coverage talks of Gypsies and Travellers "invading" places. Invasion is a military term used about armies. How can it be used about a community that has been a part of British society for centuries.
Truth: Gypsies and Travellers have been part of our society for over 500 years.
Many more myths and truths can be found at: www.grthm.co.uk.
Reminder: This summer - Pride Events

Friday, 3	Ird June	2016
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Socio-economic inequality
This element of The Equality Bill was not implemented in The Equality Act 2010. This is, however, a huge issue for providers of learning.
People in deprived areas may have particular difficulties because of lack of access to IT, lower literacy levels, limited social interaction outside their immediate area because of transport links, higher unemployment, poor health and low incomes.
Monitoring enrolments by post code is one indicator that providers use as an indicator of learner backgrounds.
What could you say about learner participation, retention and success in relation to socio-economic background?

Saturday, 4 th June 2016
Sunday, 5 th June 2016

Monday, 6th June 2016

Multifaith today: (-5th July) Ramadan (Islam)

The ninth month in the Islamic calendar and is a time of fasting and spiritual renewal

Socio-economic inequality Too many young people 'off the radar' (BBC, 2015)
Too many youngsters in England fall "off the radar" when they leave school, the Public Accounts Committee has said. The committee says local councils do not know what large numbers of 16- to 18-year-olds in their areas are doing and fail to give them adequate support. The PAC is also critical of a lack of careers advice for young people. The government said the rate of 16- to 18-year-olds who are not in education, employment or training (NEET) is at its lowest since consistent records began. But in a report, the committee says 148,000 out of two million 16- to 18-year-olds in England are NEET. It warns tens of thousands of these "simply disappear from all the relevant public systems".

Tuesday, 7 th June 2016
Is gender equality just about women?
No, this is not the case. Many industries are dominated by a female workforce too (for example caring, hair and beauty). Colleges and training providers experience similar issues.
Through involving everyone in our equality initiatives we can contribute to raising the next generation in an environment that fosters gender equality! More details at:
http://www.equalityhumanrights.com/about-us/about-commission/our-vision-and-mission/our-business-plan/gender-equality
Reminder: In one week – World Blood Donor Day (14/6)

Why is gender/sex equality important?
As our society becomes increasingly diverse it is necessary for us all to have a deeper understanding of difference and the value of individual contributions in our society. Men and women are different and can have different qualities, values and opinions that can enrich our society and the organisations within it.

Thursday, 9 th June 2016
'Sex' and 'Gender' – Do you know the difference?
These terms are often used interchangeably. In fact, they have very different meanings:
'Sex' refers to the biological and physiological characteristics that define male or female.
'Gender' refers to the socially constructed roles, behaviours, activities, and attributes that a given society considers appropriate for men and women. Gender can be considered fluid in the sense that a person can change their own gender identity, for example by choosing to live as man despite being born a female.

Friday,	10 th	June	20	16
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Sex/gender equality – your area of provision
Is your programme area, or any of the courses within it, dominated by men or women learners? If so, what are you doing to address the imbalance, and what impact are these actions having? These are the sort of questions you can expect from an Ofsted inspector

Saturday, 11 th June 2016 Multifaith today: (-13 th) Shavuot (Jewish) Shavuot or the Festival of Weeks is a harvest festival when Jews give thanks for the first fruits of the year
Sunday, 12 th June 2016

Monday,	13 th	June	2016
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Preparing learners for a range of situations
There will always be industries in which you will find an under-represented gender. While it is our duty to be positive, challenge stereotypes and redress these imbalances, we also should not ignore the individual challenges this may present to a given learner any one time. It is an important part of our role to prepare learners for the world of work. So, for example, we should not ignore the possibility that a female mechanic in a motor vehicle environment may face situations that a male would not.
Reminders:
In one week - World Refugee Day (20/6) In approximately one month - World Population Day (11/7)

Tuesday, 14 th June 2016
Today is 'World Blood Donor Day'
Every year, on 14 June, countries around the world celebrate World Blood Donor Day. The event raises awareness of the need for safe blood and blood products and to thank voluntary unpaid blood donors for their life-saving gifts of blood.
More details at: http://www.who.int/campaigns/world-blood-donor-day/

The social case for gender equality for women

- Women are more likely to live in poverty, more likely to be employed in low paid part-time work and more likely to be primary carers
- Women earn 15% less on average than men for the same job (gender pay gap)
- Women's employment is predominantly in the 5 c's (cleaning, clerical, catering, caring, cashiering) and these areas attract the lowest pay

Reminder: In one week - Interfaith Day (22/6)

Thursday, 16th June 2016

Multifaith today: Martyrdom of Guru Arjan Dev (Sikh)

Guru Arjan Dev was the fifth of the ten Sikh Gurus and the first Sikh martyr

Measuring impact
You may be doing great things in terms of listening to your learners and putting new things in place as a result. However, your endeavours should not end there. It is essential to monitor the impact of those interventions. Are they doing what was intended? Do your learners agree?
Reminder: In one week - National Women in Engineering Day (23/6)

Embedding equality – a balanced approach
There may be some instances when you will plan a session with an equality focus. However, in most cases, you should be thinking about how you can draw an equality element into the material you will be delivering. It could be as simple as reinforcing learning concepts with a recent event or news story.
How will you promote equality today?
Reminder: In one month - World Day for International Justice (17/7)

Saturday, 18 th June 2016
Sunday, 19 th June 2016

Monday, 20th June 2016

Today is 'World Refugee Day'
A "Refugee" is a person who is recognised by the government as having a fear of being persecuted in their country for reasons of Race, Religion, Nationality, Membership (of a particular group), Political Opinion. Refugees can apply for British Citizenship after 5 years.
An "Asylum Seeker" is someone who is waiting for the government to decide if they are regarded as a refugee (note - not all refugees have been Asylum Seekers).
More details at: www.un.org/en/events/refugeeday/

Tuesday, 21st June 2016

Multifaith today: Summer Solstice or Midsummer (Pagan)

Pagans celebrate Midsummer or Litha, which means 'standing still of the sun'. It's the longest day of the year

Today is 'Interfaith Day'
Interfaith Day is an opportunity for all who value spirituality in their lives to connect and unite in a wish for a more peaceful, just and sustainable world.
Revisit January's pages for more information and recommended resources.

Gender equality - playing to type?
You wouldn't dream of pigeonholing your learners according to race, but are you unconsciously forcing them into gender stereotypes?

Thursday, 23 rd June 2016
Today is 'National Women in Engineering Day'
Set up by the Women's Engineering Society to celebrate its 95th anniversary, the aim is to celebrate the work that women do in engineering, and to showcase the great engineering careers that are available for girls.
Find out more, including what you can do, at: http://www.nwed.org.uk/
Reminder: This summer - Pride Events

Friday, 24th	June	20 1	16
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Equality good practice project – 'Engineering Apprenticeships Are Not Just For Boys' (Worcester Group Training Association, 2014)
Research from the trade body, Engineering UK Only, found that only 8.7% of professional engineers in the UK are women. UK figures are the lowest in Europe. With a skills shortage looming this provider aimed to get more women into the sector through an apprenticeship newsletter designed to promote engineering/manufacturing and engineering apprenticeships for women. Local female case studies were used to address gender stereotyping in apprenticeships and to raise the image of engineering to females.
For more details on this project and others visit The Equalities Toolkit website:
http://www.equalitiestoolkit.com/content/engineering-apprenticeships

Saturday, 25	5th June 2016		
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Sunday, 26 th	June 2016		

Monday,	27 th	June	201	6
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Equality good practice project – 'Equal Apps - Promoting Diversity Within Apprenticeships' (Chiltern Training, 2014)
To address the disproportionately low number of males in the childcare sector and of black and minority ethnic learners (BAME) and learners with learning difficulties and disabilities (LDD) in apprenticeship programmes, this project promoted equality and diversity in apprenticeship recruitment. Learners from these groups and employers were filmed to share their experiences and illustrate how apprentices can overcome barriers, and how employers can improve their processes.
For more details on this project and others visit The Equalities Toolkit website:
http://www.equalitiestoolkit.com/content/equal-apps

Tuesday, 28 th June 2016
The 'Gender Pay Gap'
More than 40 years after The Equal Pay Act was enacted in 1970, women's hourly earnings continue to be significantly lower than men's with the gender pay gap (mean) for full-time employees in 2013 sitting at 15.7%. This means that women effectively stop earning relative to men on the 4th November 2014 – this day is referred to as 'Equal Pay Day'. Worryingly, in 2013 the gender pay gap widened for the first time in 5 years, rising by 0.9% from 14.8% in 2012. A woman working full-time now earns, on average, £5,000 less a year than a man.

Wednesday, 29th June 2016

Gender equality good practice
Directed marketing - Database of positive images, learner ambassadors or champions, men/women only initiatives.
Developing a positive learning environment for men/women - Staff trained in gender awareness, men/women focus groups, lead staff.
Supporting existing learners - Practical action – childcare, timetables. Networks and social support, mentors.
Lead by example - Visible role models, strong policies, regular monitoring.

Thursday, 30 th June 2016
More sex/gender equality web-sites:
The WISE Campaign http://www.wisecampaign.org.uk/ Promoting female talent in science, engineering and technology.
Mengage http://menengage.org/ Working with boys and men to promote gender equality around the world.
Women's Leadership Network http://www.wlnfe.org/ Driving forward the gender equality agenda.
The Fawcett Society www.fawcettsociety.org.uk Campaigns for equality between women and men in the UK

My notes: Markin Mark

Preview: July, 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. July material includes:

- Supporting Pride Events
- City College Plymouth: pioneering parenting programme
- What is 'Equality Impact Analysis'?
- Have you got a good handle on learner equality data?
- Your contribution to provider objectives
- Age equality guidance
- · Why should we engage our local communities?
- End of year equality report

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



Gay Pride Events

Summer, 2016

summer. These occasions celebrate sexuality and gender identity diversity and raise awareness of the fact that discrimination and harassment of A Gay Pride Event is being held somewhere every weekend over the lesbian, gay, bisexual and trans people is still happening today

Stonewall is a national lesbian, gay and bisexual charity. Their website has a wealth of information and resources.





World Population Day - Monday 11th July, 2016

A day to celebrate our common humanity and diversity. World Population Day reaffirms the human right to plan for a family. It encourages activities, events and information to help make this right a reality throughout the world.

Multifaith Dates – July, 2016

6th

Eid-al-Fitr (Islam)

Marks the end of the month-long fast during the Islamic month of Ramadan.

Ratha Yatra (Hindu)

Ratha Yatra means 'chariot festival' and is a Hindu festival traditionally celebrated in Orissa

10th Martyrdom of the Báb (Bahá'í)

State on the east coast of India.

Bahá'ís mark the anniversary of the execution in 1850 of the Báb, the herald of the Bahá'í faith.

19th Dharma Day (Buddhist)

Dharma Day, or Asala, is when Buddhists from the Theravada tradition celebrate the teachings of the Buddha.



Regional variations possible, based on the Western calendar, not an exhaustive list.

Also this month:

h World Day for International

Justice



safe and supportive environment in which to achieve their full potential" "All young people, regardless of sexual orientation or identity, deserve a

Harvey Milk, Politician & Gay Activist (1930 - 1978)

- Equality Planner 2016 -

Sunday	3rd	10 th	17 th	24 th	31st
Saturday	2nd	9th	16 th	23rd	30th
Friday	l st	8th	15 th	22nd	29 th
Thursday		7 th	14 th	21st	28 th
Wednesday		6 th	13 th	20 th	27 th
Tuesday		5 th	12 th	19 th	26th
Monday		4 th	11#	18th	25 th

- Driving diversity, embedding equality -

Friday,	1 st .	July	20 1	16
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'Pride Events' (all summer)
A Gay Pride Event is being held somewhere in the UK every weekend over the summer months. These occasions celebrate sexuality and gender identity diversity and raise awareness of the fact that discrimination and harassment of lesbian, gay, bisexual and trans people is still happening today. Pride schedule available at pinkuk.com/events/
Stonewall is a national lesbian, gay, bisexual and trans charity. Their website has a wealth of information and resources: www.stonewall.org.uk

Satu	rday, 2 nd July 2016	
Sunc	lay, 3 rd July 2016	

	Monday	y, 4 th	July	/ 2016
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City College Plymouth: Ensuring fair access to education with pioneering parenting programme
For many young people, starting a family early can be a serious barrier to continuing their education. This is particularly true for single mums, who often have to shoulder the responsibilities of raising a young family on their own. City College Plymouth's parenting programme is part of the growing number of courses which provide support to young people with childcare responsibilities, allowing them to re-engage with education.
Info: http://www.cityplym.ac.uk/courses/parenting-and-young-parents-be Email: RClarke@cityplym.ac.uk
Reminder: In one week - World Population Day (11/7)

Tuesday, 5 th July 2016
What is 'Equality Impact Analysis'?
This is a means of determining the effects of a planned or existing "action" on people that share a common (protected) characteristic. Although no longer mandatory from a legal perspective many organisations see 'Equality Impact Assessments' (EIAs) as an effective means of meeting the Public Sector Equality Duty.
Guidance available from: http://www.equalityhumanrights.com/

Multifaith today:

Eid-al-Fitr (Islam) Marks the end of month-long fast during the Islamic month of Ramadan **Ratha Yatra (Hindu)** Ratha Yatra means 'chariot festival'

Have you got a good handle on learner equality data?
Helping each of your learners to achieve their goals lies at the very heart of your responsibilities as a member of staff in this sector. Participation and retention are among the most obvious factors to ensuring this is possible. Data will highlight areas of concern and prompt actions to address negative trends among learners that share characteristics.
Remember, behind each one of those numbers is a person that wants to learn and succeed.

Thursday, 7 th July 2016
Equality data and formal requirements
We should also acknowledge the requirements of the 'Specific Equality Duties'. You are required to publish your equality information every year and your equality objectives at least every four years. This should include detail on your learner data and be available in the public domain. Where issues or gaps have been identified you should provide information on what you are doing to address these, and the impact your interventions are having.

Friday,	8th Jul	y 2016
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Equality data - which 'characteristics' do we need to include in monitoring?
It is common to collect data on disability and learning difficulties, age, ethnic origin and gender/sex. Many of the national bodies providing equality guidance recommend you also collect information on sexual orientation, gender reassignment, religion and belief and socio-economic background. Do you know what data the provider collects and why?

Saturday, 9th July 2016
Sunday, 10 th July 2016 Multifaith today: Martyrdom of the Báb (Bahá'í) Bahá'ís mark the anniversary of the execution in 1850 of the Báb, the herald of the Bahá'í faith

Monday,	11 th	July	2016
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Today is 'World Population Day'
A day to celebrate our common humanity and diversity. World Population Day reaffirms the human right to plan for a family. It encourages activities, events and information to help make this right a reality throughout the world.
More details at: www.un.org/en/events/populationday/
Reminder: This Sunday - World Day for International Justice (17/7)

Tuesday, 12 th July 2016
Equality data - what if we do not have a complete data set?
Every provider is likely to have some level of unknown data. These cases should be the exception rather than the rule and every effort should be made to fill missing gaps. If unknown data is a problem you must look at underlying reasons. Could it be:
 The process of enrolment is lacking - the point of information capture Learners are not confident in disclosing personal details because they are not clear about your reasons for needing to know

Equality data – mapping
Are you mapping withdrawals against equality data? If you are losing a disproportionate number of learners that share a characteristic (e.g. a disability or ethnic origin) you need to take action. Do not let these trends slip under your radar!

Thursday, 14 th July 2016
Your contribution to provider objectives
Your organisation will have an equality policy, scheme or statement. This should include an equality action plan or some objectives. If you were asked how your delivery contributes to meeting these objectives would you be confident in giving a comprehensive answer?
Remember, during inspection anyone can be asked how their role relates to the direction and aspirations of the provider. Do not be tempted to view this as another job to add to the list, organisational objectives can give you a steer and provide ideas on equality areas that require your focus.

Embedding and good planning
Embedding equality is much easier if you plan effectively. Before you finish your lesson plan ask yourself, is the plan prompting and helping me to embed equality? You may be able to view plans for similar sessions, for example where a colleague has successfully embedded an equality theme into a similar session.

Saturday, 16 th July 2016
Sunday, 17 th July 2016
Today is 'World Day for International Justice'
Marks the international community's adoption of the Rome Statute the treaty that created the International Criminal Court (ICC). The ICC began its work in The Hague, Netherlands in 2002. As the day's aim is the promotion international criminal justice, it remains a clear showing of support for the ICC.
http://rabble.ca/toolkit/on-this-day/world-day-international-justice

Observation of teaching and learning
OTLs can be a stressful experience, regardless of whether the observation is by an internal or external party. However, we should always remember this is a process to drive improvement and quality. It can also help to improve how equality is embedded in your sessions. We can do this by capturing good practice and sharing it with others.

Tuesday, 19th July 2016

Multifaith today: Dharma Day (Buddhist)

Dharma Day, or Asala, is when Buddhists celebrate the teachings of the Buddha

Are you using learner feedback to drive improvement?
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!

Wednesday,	20th July	y 2016
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End of year equality report
As we head towards the end of the academic year you might be starting to draft (or contribute toward) your organisation's end of year report. Content you should think about covering might include strategic intent, publishing data, partnership work, equality impact assessments, meeting your legal obligations (for example, how you are meeting the public sector equality duty).

Thursday, 21st July 2016
How is your offer improving through community engagement?
Our society is becoming more complex and diverse. The population is growing, we are more ethnically diverse and we are getting older.
The local community are our clients, the people we serve on a daily basis. They are people who will come from a variety of different backgrounds and often make up our learner cohort and workforce. Ofsted will explore how we meet community demand and contribute to local area priorities. Understanding and delivering for our communities has never been more important

Friday,	22nd	July	2016
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Why should we engage our local communities?

- We can work with partners to engage people and improve the area
- We can build understanding, improve our reputations and gain trust
- Communications play an important role in promoting better relations
- Tackling myths e.g. you are not welcoming to some groups
- Working together raises the profile of celebrations (e.g. festivals)
- This work can widen the profile of people that use your services

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Saturday, 23 rd July 2016
Sunday, 24 th July 2016

Monday, 25th July 2016

Age equality in your organisation
It is possible that a wider age range of tutors could attract a more age-diverse range of learners.
What is the age profile of staff in your organisation? What impact do you think this is having on the organisation, your learners and the community?

Tuesday, 26 th July 2016		

Key facts around age:

- More people are living longer, active and healthier lives
- Evidence shows that differences in absenteeism between age groups are slight
- Older workers stay in their jobs longer than younger people
- Age discrimination leads to under-achievement, reduced selfconfidence and motivation
- Findings from many studies show that younger and older workers are equally effective

Wednesday,	. 27th	July	20	16
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Good Practice Project 2015: 'Valuable or a drain: perception of employment for 50+' (Reading Borough Council - New Directions Service)
A partnership of organisations supporting those distanced from the labour market in Reading carried out an ethnographic study to explore perceptions of employing individuals aged 50+. The stratified sample elicited feedback from 77 people representing those individuals and employers. Tools were developed to help practitioner's better support individuals. The key finding of the research was that habitus of employers and individuals' perceptions as employees are both positive and negative.
Visit <u>www.equalitiestoolkit.com</u> and select 'Case Studies' for more information.

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Looking ahead to 2016/17 - Admission requirements
The Equality Act 2010 does not prevent you from setting admission requirements, but you should ensure that the criteria you use, and the way you apply them, do not discriminate.
Criteria which exclude people with a particular protected characteristic will result in direct discrimination. Direct discrimination is always unlawful, except in limited circumstances in relation to age where it can be justified if there is a genuine reason and imposing a particular age requirement is appropriate and necessary as a result.

Saturday, 30 th July 2016	
Sunday, 31st July 2016	
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My notes: Markin Mark

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