



Tutor Resource Pack

Equality and Diversity

A Range of Activities for your Tutor Group



Stereotyping

What is Stereotyping? Stereotyping refers to forming an instant or fixed picture of a group of people, usually based on false or incomplete information.

Against each of the terms below state what some people might associate these terms with (Stereotype).

Group	Stereotype
Teachers	
People with ginger hair	
British football fans abroad	
Homeless people	
Liverpudlians or Geordies	
Teenagers	
Welsh people	
Girls from Essex	
Upper class people	
Politicians	
Gothics	

Do you think these stereotypes are unfair or unfounded?

Name:

Date:

Tutor:

Prejudice: How would you feel?

What is Prejudice? It literally means 'to prejudge'. A prejudice is yours or another's opinion/attitude (usually negative) about a group of people.

Look at the following examples of prejudice. Some are taken from newspapers and have actually happened. How do you think the people felt?

1. Mel Gibson said that Jewish people are responsible for all the wars in the world. This is not true and is an example of prejudice. How do you think Jewish people felt when they heard this?
2. A woman was told by her male boss that she was no good at her job because she was a woman. This is not true and is an example of prejudice. How do you think the woman felt?
3. Scottish people are sometimes shown in English TV programmes as being drunk all the time. This is not true and is a national stereotype. It is also an example of prejudice. How do you think you would feel if you were Scottish?
4. Bluewater shopping centre (a large shopping centre in Kent) bans young people from wearing hoodies. Bluewater management claimed that other shoppers were intimidated by people wearing hoodies and think they are suspicious and untrustworthy.

As a young person what do you think about this? Is it true? How do you feel?

Name:

Date:

Tutor:



Different types of prejudice

Prejudice means disliking someone because you have a preconceived idea of who they are. There are many different types of prejudice. These can include prejudice because of the colour of someone's skin, their gender (whether they are a man or a woman), or their sexual orientation (whether they are gay, lesbian or heterosexual), or a person's religious beliefs.

What do you think the following words mean? Work in small groups to decide what they mean to you. Write your ideas below:

RACISM:

SEXISM:

HOMOPHOBIA:

AGEISM:

DISABLISM:

CLASSISM:

Check in a dictionary or ask your tutor to see if you are right.

Name:

Date:

Tutor:

Prejudice or Not Prejudice?

Consider each of the following scenarios and tick a box to show whether you think they are examples of prejudice or not prejudice.

1. Jack and Sarah have been friends since they were 4 years old. On his 18th birthday Jack goes carting. He doesn't invite Sarah because all his other friends that are going are male. He doesn't think she would like it because she is female.

PREJUDICE

NOT PREJUDICE

2. Ben is a Protestant, Michael is a Catholic. They work in the same place and are friendly towards each other until they find out which religion each belongs to. After this neither will talk to the other.

PREJUDICE

NOT PREJUDICE

3. Mrs Green is an English teacher. One day she keeps David behind after class for talking when he shouldn't have been talking.

PREJUDICE

NOT PREJUDICE

4. Ben is Christian, Priya is a Hindu. Priya drives into the back of Ben's car, they have an argument and Ben says that Priya is not a good driver as she was not paying attention while driving.

PREJUDICE

NOT PREJUDICE

5. Danny is a wheelchair user. He appears on the X Factor. He does not make it through to the next round.

PREJUDICE

NOT PREJUDICE

Name:

Date:

Tutor:



Stereotype, Prejudice, Discrimination or Opinion?

Below are some scenarios - your job is to decide whether each is an example of stereotyping, discrimination, prejudice or opinion.

The aim of this exercise is to enable you to think about the differences between stereotyping, discrimination, prejudice and opinion. It might also give you an opportunity to think about times when you have come across these at any point in your life.

Scenario	Stereotype, Prejudice, Discrimination or Opinion?
An advert for washing up liquid showing a woman washing up with the strap line: "This washing up liquid helps you do your job so that your husband can get on with his"	
A woman employed by a company, who received a lower salary than a male colleague with the same experience and in the same job.	
A white girl telling her black friend that she doesn't like her new hairstyle.	
An Indian female facing the hostility of her parents when she introduces her white boyfriend.	
A newspaper article referring to Asylum Seekers as scroungers.	
A young Muslim man being told a job vacancy had been filled when it hadn't.	
A manager not giving a young woman candidate the job because she had just got married and might want to start a family.	
On the gates to a play area a sign reads 'No Polish'	
An Irish candidate for a job not given an interview because the manager said that all Irish were 'thick'.	

Name:

Date:

Tutor:

Wiltshire College and Equality of Opportunity

Wiltshire College supports the promotion of equality of opportunity and good race relations in respect of the provision of education and training.

Use your College Handbook (Page 44) to help you answer the following questions:

The college is committed to eliminating discrimination against any student, actual or potential, particularly on the grounds of:

- | | |
|----|----|
| 1. | 5. |
| 2. | 6. |
| 3. | 7. |
| 4. | |

Who will be made aware of the College's code of practice for equality of opportunity?

- | | | |
|----|----|----|
| 1. | 2. | 3. |
|----|----|----|

When will college students undertake activities that promote equality and diversity?

- 1.
- 2.

Where can you get a full copy of the College's Equality of Opportunity Code of Practice?

If you feel you are being discriminated against or bullied whilst at College, who are the people who would be able to help you?

Who has to adhere to the Equality of Opportunity Code of Practice?

How does this mean you must behave towards others?

How does this mean you can expect to be treated by others?

Name:

Date:

Tutor:

Lesson on Prejudice/Discrimination

Group Work. (20 mins)

Students work in pairs to create an abstract paper sculpture using A3 paper, scissors and tape. The aim is to make an intricate, flamboyant and complex structure. The best structure wins a prize. (Perhaps a Chocolate bar!)

Once work is underway go around the room and tap one student from each pair on the back. Announce that those who have been tapped on the back have to obey the instructions that will be called out. Progressively disable the selected students by calling out the following instructions, with a few minutes' time intervals between each new instruction.

- Stop and start their contribution to the sculpture by only allowing them to work for 15 seconds at a time. Use a sound cue to stop/start. Do this for 2/3 minutes.
- Allow to work continually – but with only one hand (one hand must be behind back)
- Both eyes must be closed

As the students are working, tour all the pairs, but only speak and listen to the 'able' student. Give encouragement and positive feedback. – But only to the 'able' student. Ignore the 'disabled' student. If they speak – don't respond.

Choose a winning sculpture and invite the winning pair to the front of the room. Speak only to the 'able' student, congratulate them, give them the prize and continue to ignore the 'disabled' student.

Feedback (20 mins)

To the whole class: What was happening during that exercise?
 What did you notice I was doing?

Individual, written, in silence) How did my behaviour make you feel?
 How did your partner behave during the exercise?
 How did that make you feel?
 How did you behave during the exercise?

Whole class: Invite students to share their answers with the whole class...

Question for the whole class: Was what I was doing fair?

Explain meaning of Prejudice and Discrimination (20 mins)

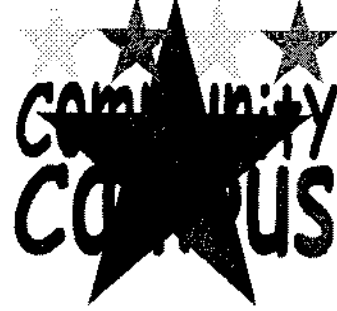
Explain: To some of you I pretended to feel ill-will and hostility. If I had done this because you were all the same type of person, or you all belonged to a certain group of people (e.g. tall, blonde, race or religion) that behaviour is called**PREJUDICE.**

Prejudice is when an individual is judged negatively, not because of their character, but because they belong to a group or type of people who are disliked for some reason.

As a result of choosing to dislike someone you then go on to treat them unfairly that behaviour is called**DISCRIMINATION**

Discrimination is when an individual is not treated equally or fairly because of prejudice.

Whole class consider groups within society who may be potential victims of prejudice/discrimination. Make a list on the board.



Equality & Diversity

During the induction week you took part in a group activity called 'Paradise Island'.

State what you learnt from the activity?

State how the activity relates to college life?

Explain what the underlying message of the activity was?

State how you can demonstrate an appreciation of individual differences?

List behaviour that may be seen as negative

Negative behaviour	Likely reaction

List behaviour that may be seen as positive

Positive behaviour	Likely reaction

When faced with conflict which is the best method of approach?

Stand and fight

Walk away with no comment.

Step back and stand quiet, waiting for the antagonist to calm down.

Which one did you choose? Explain why.