



Sex and Relationships

## RSE—Discrimination

### Diversity and Discrimination



Equality	The state of being equal in rights, status and opportunities
Diversity	Many different types of things or people included in something.
Discrimination	Where a group or person is treated differently to someone else because of their gender, ethnicity, religion or culture etc.
Multiculturalism	More than one culture living together in one society.
LGBT	Lesbian, Gay, Bisexual and Transgender community.
LGBT foundation	A national charity that delivers support for the LGBT community

Human Rights Act	The Human Rights Act 1998 puts the human rights set out in the European Convention on Human Rights into British law. Examples of these rights are: the right to life, the right to respect for private and family life and the right to freedom of religion and belief.
Equality Act	The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.
Race Relations Act	The Race Relations Act 1965 addresses the prohibition of racial discrimination. The Act banned racial discrimination in public places and made the promotion of hatred on the grounds of 'colour, race, ethnic or national origins' an offence.
Disability Discrimination Act	The Disability Discrimination Act 1995 makes it unlawful to discriminate against people with a disability in relation to employment, the provision of goods and services, education and transport. Now this has been replaced by the Equality Act 2010.
The Marriage Bill - same sex marriages	The Marriage (Same Sex Couples) Act 2013 legalises same-sex marriage in England and Wales.
Sex Discrimination Act	The Sex Discrimination Act 1975 protects men and women from discrimination on the grounds of sex or marital status. The Act concerned employment, training, education, harassment, the provision of goods and services, and the disposal of premises.
Equal Pay Act	The Equal Pay Act 1970 prohibits any less favourable treatment between men and women in terms of pay and conditions of employment. This now comes under the Equality Act 2010.

### What is identity?

Your identity is made up of many different factors. Simply, you could say that you identify with the place you were born, or that you are English, if you were born in England. Many people within the UK see themselves as British, which is the term given to anyone who was born in the United Kingdom.

However, in the last 70 years many people from different countries have moved to the UK and this has led to a rise in people with multiple identities. This could be because someone has parents of different nationalities (mother from the UK, father from Poland) or because they have access to different cultures (both parents born in the UK but has Indian heritage).

For some people their identity might be linked to their likes such as music, clothing and entertainment.

### Diversity and Discrimination in the Media




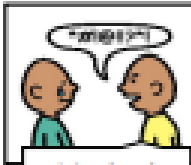



Newspapers use shocking headlines to grab the readers attention.

Newspapers often have a range of stories that can show society in a positive or a negative way.



### Important legal changes that have affected LGBTQ+ people in the UK

- **2000:** Government lifts the ban on lesbians and gay men serving in the Armed Forces.
- **2001:** Age of consent for gay/bi men is lowered to 16.
- **2002:** Equal rights are granted to same-sex couples applying for adoption.
- **2003:** Repeal of Section 28 - Section 28 was a law that made it illegal to talk positively about homosexuality in schools.
- **2003:** A new law comes into force protecting LGBT people from discrimination at work. Until 2003 employers could discriminate against LGBT people by not hiring them or not promoting them, just because of their sexual orientation or gender identity.
- **2004:** Civil Partnership Act is passed.
- **2004:** Gender Recognition Act is passed - This Act allowed trans people to change their legal gender. This means that they can get a new birth certificate that reflects who they really are, which helps for future legal processes like marriage.
- **2007:** It becomes illegal to discriminate against people because of their sexual orientation or gender identity when providing them with goods or services.
- **2008:** The Criminal Justice and Immigration Act makes 'incitement to homophobic hatred' a crime.
- **2009:** A new law gives better legal recognition to same-sex parents.
- **2013:** The Marriage (Same-Sex Couples) Act is passed.

Types of Bullying	
 Physical	The victim is physically and violently assaulted by the bully. This can include being beaten up, pushed and shoved or the physical taking of items from the victim. This sort of bullying is against the law and should be reported to the police.
 Verbal	This can include name calling, snide comments and the spreading of rumours; it can also constitute harassment in some cases which is illegal and should be reported to the police.
 Emotional	Psychological and emotional bullying is difficult to see, but can include the ostracization of the victim from a particular group, tormenting and humiliating the victim.
 Cyber	Cyberbullying is the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature, but can also include setting up of malicious websites or posting personal and embarrassing images and videos without the persons permission.
 Specific	This the term used to describe bullying based on an specific aspect of the victims identity such as homophobic, transphobic, Bi-phobic bullying but can also include racist bullying and bullying based on religion. All of these types of bullying are illegal.



### Equality Act 2010

There are 9 protected characteristics that you cannot be discriminated against.

1. Age
2. Disability
3. Gender Reassignment (Transgender—someone who does not feel that they body matches their gender)
4. Marriage and Civil partnership
5. Pregnancy and Maternity
6. Race
7. Religion and Belief (and non belief)
8. Sex (Gender)
9. Sexual orientation (who you are attracted too)

It is against the law to discriminate against anyone because of one of these characteristics and it can be classified as a hate crime

### British values.

There are 4 British Values associated with British society.

1. Democracy—all citizens should be able to vote and choose the leader of the government
2. Rule of Law—implies that no individual or group is above the law
3. Individual liberty—you are free to act according to your wishes but if the act is illegal then you will face the consequences
4. Tolerance—as Britain is a multicultural county you must be tolerant of other beliefs and values

Who Can you turn to for help and Support	
Parents or trusted family members	The Police / Community support officers
School Safe Guarding Team or any member of staff.	
NSPCC	Helpline: 0808 800 5000 (24 hours, every day) <a href="https://nspcc.org.uk">nspcc.org.uk</a>
Childline	Helpline: 0800 1111 (24 hours, every day) <a href="https://www.childline.org.uk">https://www.childline.org.uk</a>
Rape Crisis	Helpline: 0808 802 9999 (12-2:30 and 7-9:30) <a href="https://rapecrisis.org.uk">rapecrisis.org.uk</a>
Survivors UK – Male Rape and Sexual Abuse Support	<a href="https://survivorsuk.org">survivorsuk.org</a>
RASAC (Rape and Sexual Abuse Support Centre)	National Helpline: 0808 802 9999 (12-2.30 & 7-9.30) <a href="https://rasasc.org.uk">rasasc.org.uk</a>