

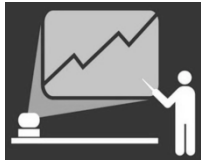
How can discrimination and disadvantage be reduced?



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Edited by Dr Peter Jepson
Read & Précis: Chapter 2, Issue 2, pages 81-98

Welcome

- Ensure mobile phones are off
- No eating in the classroom
- You should take notes/annotate your Pdf print files



Topic Aims

- The problem of defining equality in a diverse and changing society.
- What steps can governments take to reduce discrimination and disadvantage and what policies have been implemented?
- How effective have these policies been?



Equality in a diverse society

- Write down what you think **equality** means.



- It does not mean treating everyone the same. Every individual is different and this should be acknowledged.

Equality in a diverse society

- Equality means giving everyone the opportunity to be treated fairly and to participate in society – not to face discrimination.
- Specific groups face discrimination everyday.



Gender and sexual preference Age Disability Social class

Equality in a diverse society

For example, promoting **inclusion** in College...
A student with recognised learning difficulties should not be treated in the same way. His or her learning needs would not be met.



Equality in a diverse society

- Many organisations exist to promote and protect equality while challenging discrimination.

E.g. The Network for Black Professionals – promotes the interests of black and minority peoples’ representation in professional and managerial positions.

Organisations such as these look to directly undermine **institutionalised racism**.

Direct discrimination

Direct discrimination could be:

- A job advertisement in a hair salon that refuses to employ women wearing Burkas.
- A public house that refuses to serve foreign people.

This action is against the law. An organisation can ban an individual for specific action (i.e. trouble making) but not whole groups who are innocent.

Indirect discrimination

Indirect discrimination is more subtle and can occur as a result of unintended actions:

- A job advertisement that requires long working hours.
- A job advertisement to drive a van but the successful applicant must possess an HGV licence.

Who does this likely discriminate and why?

Exceptions

- Discrimination is justified in certain circumstances - known as **genuine occupational qualifications**.
- In a shelter for domestic violence against women, seeking a male employee would not be appropriate.
- A production company advertising for a specific ethnic group as it needs an Indian family in a day time soap.

UK Government policies

- The UK Government has set out a number of policies to challenge discrimination.
- In small groups, research and present...
 - The unemployed – new deal.
 - Low paid workers – minimum wage.
 - Equal opportunities legislation.
 - Equality and Human Rights Commission.

Effective policies?

- People's attitudes can be difficult to change. altering the law will have an effect in time making it less fixed in society.
- However, some argue that the law does not go far enough...

Case Study: Fathers 4 Justice

Undertake Activity 2 on page 95.



Changing perceptions

➤ Many refer to phases towards equal opportunities, for example the struggle for female equality:

First phase: political and legal rights campaigned for (i.e. right to vote, fair representation).

Second phase: legal rights secured (i.e. equal pay, sex discrimination laws). However male dominance remained...

Third phase: social and cultural equality – challenging attitudes (which is where the UK is today).

Just to remind you...

➤ For the Unit 1 exam, you should be able to **know, understand and discuss**:

- Direct and indirect discrimination including exceptions.
- Policies and bodies challenging discrimination.
- Effectiveness of policies in challenging discrimination.
