Preview: December, 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. December material includes:

Religion, faith and belief

The Equality Act 2010, Is the UK still a Christian country? Considerations for the learning and training environment, learner views – research and recommendations, media articles, sector good practice projects, useful resources.

Shared and multiple identities

Aspects of identity
Sector good practice projects

Also... Looking back on 2016... And ahead to 2017!

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

International Day for Persons with Disabilities

Saturday 3rd December, 2016



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 Thursday 1st December, 2016

Thursday 1st December, 2016

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

> 2^{nd} Also this month:

International Day for the Abolition of Slavery

Human Rights Day 10th

International Migrants Day 18th

World Spirituality Day 31st



Multifaith Dates – December, 2016

Bodhi Day (Buddhist) ⊊ 8

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

Yule (Pagan) 22^{nd}

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

(-31st) Hanukkah (Jewish) 24th

Jewish festival also known as the festival of lights.

Christmas Eve (Christian)

Celebrations traditionally start on Christmas Eve with Midnight Mass.

Christmas Day (Christian) 25th

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

Zarathosht Diso / Death of Zoroaster (Zoroastrian) 26th

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

Regional variations

possible, based on the Western

calendar, not an

exhaustive list.



"Equality is the soul of liberty; there is, in fact no liberty without it"

Frances Wright, writer and freethinker (1795-1852)

December

- Equality Planner, 2016 -

1	15	10 75			
Sunday	4 th	11th	18th	25 th	
Saturday	3rd	10th	1 7 th	24 th	31st
Friday	2nd	9 th	16 th	23rd	30th
Thursday	1st	8th	15 th	22nd	29 th
Wednesday		7 th	14 th	21st	28 th
Tuesday		6 th	13 th	20 th	26th Bank Holiday 27th Bank Holiday 28th
Monday		5 th	12 th	19th	26th Bank Holiday

- Embedding Equality 2016/17 -

Today is 'World Aids Day'
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.
Today, scientific advances have been made in LIIV treatment, there are laws to

Today, scientific advances have been made in HIV treatment, there are laws to protect people living with HIV and we understand so much more about the condition. Despite this, each year in the UK around 6,000 people are diagnosed with HIV, people do not know the facts about how to protect themselves and others, and stigma and discrimination remain a reality.

More information at www.worldaidsday.org

And... 'Rosa Parks Day'

An American holiday in honour of the civil rights leader Rosa Parks.

On 1st December, 1955, Rosa Parks, an African American woman, was arrested for refusing to surrender her seat to a white person. She was fined but appealed. On 20th December, 1956, a federal ruling, Browder v. Gayle, took effect, and led to a United States Supreme Court decision that declared the Alabama and Montgomery laws requiring segregated buses to be unconstitutional.

Friday, 2 nd December 2016
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/
Reminders:
In approximately one week - Human Rights Day (10/12) In one month: Start of 'Love Your Liver Month' and 'Dry January'

Saturday,	3rd	December	20	16

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.
More information at: http://www.un.org/en/events/disabilitiesday/
Sunday, 4 th December 2016

Monday, 5 th December 2016		

'Religion', 'faith' and 'belief'... What is 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.
Belief:	Indicates an acceptance that something exists or is true, especially one without proof, and represents trust, faith, or confidence in (someone or something).
Faith:	Indicates strong belief in the doctrines of a religion, based on spiritual conviction rather than proof.
Reminde	r: In one month - World Braille Day (4/1)

Reminder. In one monin - wond braille Day (4/1)

Tuesday, 6th December 2016

Religion, faith and belief in the media Is the UK still a Christian country? (BBC, 2015)
Are we losing our religion? The answer for the UK seems to be "Yes", while the answer for the developing world is a resounding "No".
[Research suggests] that in the UK, if current trends continue, the proportion of the population identifying themselves as Christians will fall from 64% in 2010 to 45% by 2050, while the proportion of Muslims will rise from 5% to 11%.

'Religion and Belief' equality The Equality Act 2010 The protected characteristic of religion and belief includes any religion and any religious or philosophical belief. It also includes a lack of any such religion or belief. A religion need not be mainstream or well known to gain protection as a religion. However, it must be identifiable and have a clear structure and belief system. Remember – Religion and Belief is also part of the Public Sector Equality Duty (PSED) to eliminate unlawful discrimination, advance equality of opportunity and foster	Wednesday, 7 th December 2016
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good relations.	to eliminate unlawful discrimination, advance equality of opportunity and foster

Thursday, 8th December 2016

Multifaith today: Bodhi Day (Buddhist)

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

Religion and belief Considerations for the learning environment and workplace
These can include, but are not limited to:
 Clothing / Jewellery Holiday system, time off Prayer and religious observance in the workplace

Religion and Belief in Adult Learning Learner views
In 2012, the Skills Funding Agency commissioned research to carry out a study of learners' views on religion and belief in adult learning.
The report had many positive messages as well as areas for improvement: on the positive side, the majority of learners with and without a religion/ belief rated their adult learning provision as "welcoming". However, more than 11% of learners stated that they had experienced bullying or harassment due to their religious and other beliefs. One in ten had experienced tensions with others due to their religion and/or belief.
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Friday, 9th December 2016

Saturday	. 10 th	December	2016
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Today is 'Human Rights Day'
The fundamental value of human protection and justice celebrated on Human Rights Day is at the core of our work with refugees. So we are calling on our friends to champion Human Rights Day with us by hosting a RefuTEA on 10 th December. We are asking you to mobilise your local community, family and friends to raise awareness that people seeking asylum in the UK have the right to be treated with respect and humanity; and you will be raising vital funds for our work with asylum seekers and refugees. RefuTEA hosts during Refugee Week had lots of fun whilst raising thousands of pounds from their RefuTEA Parties. Please join them and stand up for the human rights of refugees on Human Rights Day. You can get more information on hosting a RefuTEA on the website.
For more information visit: www.un.org/en/events/humanrightsday/ and http://www.refugeecouncil.org.uk/refutea
Sunday, 11 th December 2016

Monday, 12 th December 2016		

Religion and Belief in Adult Learning... Research recommendations

In 2012, the Skills Funding Agency commissioned research to carry out a study of learners' views on religion and belief in adult learning. The report's recommendations include:

- 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 – This Sunday: International Migrants Day (18/12)	

Tuesday, 13th December 2016

Religion and belief equality In the media
Exams timetabled to accommodate Ramadan (BBC, 2016)
[2016's] key GCSE and A-Level examinations [were] timetabled to take into account the Muslim holy month of Ramadan, exam boards have said
The Joint Council for Qualifications said many core exams had been set for before Ramadan started on 6/6, but there had been no large scale changes.

Wednesday, 14 th December 2016
Religion and belief equality In the media
Sikh safety helmet exemption extended to all workplaces (Personnel Today, 2015)
This employment law change means that Sikhs will be able to wear a turban, and not a safety helmet, in workplaces like warehouses, factories and vehicles involved in transportation. There are some limited cases where Sikh workers will still need to wear head protection.
Reminder – In one month: STIQ Day (14/1)

Thursday, 15th December 2016

Religion and belief equality Useful resource 'Emerging Voices: Breathing spaces for Values, Beliefs and Faiths in the Further Education Curriculum'
The starting principle of this report is that learners in FE should not be denied the opportunity to extend their understanding of the beliefs and values that shape their own and others' lives. The report looks at the potential for pursuing this through teaching, learning and the curriculum, and includes sample learning materials.
Download the resource at: http://www.excellencegateway.org.uk/content/import-pdf17301

Friday, 16 th December 2016
Religion and belief equality FE and skills good practice project 2015 The human selfie: 'Life gets better together' (Working Men's College)
This project aimed to bring students and staff together in purposeful, mutually beneficial activities, to promote greater understanding and respect between various protected characteristics. While the project considered all protected characteristics, there was a greater emphasis on sexual orientation, gender identity, and religion and belief.
To find out more about the project visit: http://www.ecu.ac.uk/goodpracticefund/funded-projects/working-mens-college/
For a play-list of the project videos visit: https://www.youtube.com/playlist?list=PLWlrwt7k0EEOpgOAn-2knqdrSl8yWT_un
Reminders - Next month:
World Braille Day (4/1), World Religion Day (15/1), Holocaust Memorial Day (27/1)

Saturday, 17 th December 2016
Sunday, 18 th December 2016
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 18th 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/

Monday, 19 th December 2016
Religion and belief equality FE and skills good practice project 2015 Equality and diversity in family learning: religion and beliefs (Learn Devon)
The project built on existing baseline research that identified gaps in the knowledge and skills of family-learning providers (in rural areas) in delivering inclusive support for learners and potential learners in response to their religion and beliefs. Accordingly, this project aimed to develop and deliver bespoke guidance, training and resources for providers to enable them to better support learners of different religions and beliefs on family-learning programmes.
To find out more about the project visit: http://www.ecu.ac.uk/goodpracticefund/funded-projects/learn-devon/
For a play-list of the project videos visit: http://padlet.com/info781/l2cjapie083w

Tuesday, 20th December 2016

'Pan-equalities' Shared and multiple identities
The diversity of UK people is clear. 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!

Wednesday, 21st December 2016
'Pan-equalities' FE and skills good practice project 2015
Raising employability through equality and diversity in workplace culture (Walsall Adult and Community College)
The overarching aim of this project was to enable college trainees and apprentices to increase their employability through a greater understanding of workplace culture in relation to equality and diversity. The project aimed to support the development of new approaches and tools that equip trainees and apprentices with the skills, knowledge and behaviours to overcome perceived and actual equality and diversity barriers, enabling them to be more aspirational in their choice of career.
To find out more and download the project's World Café resources visit: http://www.ecu.ac.uk/goodpracticefund/funded-projects/walsall-adult-community-college/

Thursday, 22nd December 2016

Multifaith today: Yule (Pagan)

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

Aspects	of ide	entity
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'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.

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.

Friday, 23 rd December 2016
Looking back on 2016 And ahead to 2017!
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 2016 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 2017 pages with reminders!
Reminder – Coming up in January: 'Love Your Liver Month' and 'Dry January'

Saturday, 24th December 2016

Multifaith today: **Hanukkah (Jewish)** (-31st) Jewish festival also known as the festival of lights

Jewish festival also known as the festival of lights
Multifaith today: Christmas Eve (Christian) Christmas celebrations traditionally start on Christmas Eve with Midnight Mass
Sunday, 25th December 2016
Multifaith today: Christmas Day (Christian) Christians celebrate the birth of Jesus, whom they believe to be the son of God

Monday, 26 th December 2016 - <u>Bank Holiday</u> 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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Bank Holiday - Tuesday, 27th December 2016

Wednesday, 28 th December 2016



Friday, 30 th December 20	016	

Saturday, 31st December 2016

My notes: Markin Mark

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