

Equality Matters

5th Edition Spring 2016

It's good to talk

Mental health issues affect one in four people each year however many prefer not to talk about it. This culture of silence can lead to deepened mental health problems and drive it underground.



Time to Change is England's biggest programme to challenge the stigma and discrimination around mental health.

Nine out of ten people living with mental health problems say that they have faced stigma and discrimination.

It is no wonder then that people do not want to talk about it.

This Anti-stigma Campaign is run by leading mental health charities Mind and Rethink Mental Illness.

Their aim is start a conversation. A conversation about mental health, a conversation to raise awareness and challenge stigma, a conversation that can help millions of people and has been since 2007.

We forget that our mental health will change with age and our life journey, in the same way that our physical health changes. Education and spreading knowledge of mental health will help to challenge the stigma and discrimination faced by so many people.

Using the link below, read about symptoms of mental health and ask yourself "Could I help someone to talk?"

<http://www.time-to-change.org.uk/types-mental-health-problems>

Types of mental health problems

- Anxiety
- Bipolar
- Depression
- Eating Disorders
- Obsessive-Compulsive
- Personality Disorders
- Schizophrenia

Did you know that February was LGBT History Month?

Do you know what LGBT stands for?

Lesbian Gay Bisexual and Trans

We need to Challenge ideas and perceptions

LGBT History Month is an annual month-long celebration of lesbian, gay, bisexual and transgender history, and the history of the gay rights and related civil rights movements. In the UK it is celebrated in February.

The theme for this year's celebrations was Hidden Histories and Coded Lives. 2017 sees the theme concentrate upon Citizenship, PSHE and Law as we mark the 50th anniversary of the partial decriminalisation of male homosexuality in England and Wales.

What is PSHE?

Personal, social, health and economic education



<http://lgbthistorymonth.org.uk/>

LGBT charities and support organisations across the world work to challenge ideas and perceptions and aim to achieve change working with and on behalf of LGBT people.

For information on LGBT organisations across the UK that fight prejudice, discrimination and offer support, then use the search address below and explore for yourself.

<https://www.google.co.uk/webhp?sourceid=chrome-instant&ion=1&espv=2&ie=UTF-8#q=lgbt%20organisations%20uk>

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Whitewash

In the year 2016, should we still be seeing racial divides and discrimination against the colour of skin?

We have seen it in the Oscar nominations for 2016 and the so called 'Whitewash' across all the major categories.

The Academy of Motion Picture Arts and Sciences has announced reforms to help diversify their membership in the face of huge controversy around the nominations this year.

For the second consecutive year, all 20 actors nominated were white. The governor's board of directors voted unanimously for the reform.

Even films with a predominantly black or ethnic cast and crew have only seen white actors nominated for awards across the major categories. We have seen black actors boycott the Oscars and promises for future ceremonies, if the reform is not enforced.

What is racial discrimination?

Race discrimination is when you are treated unfairly because of your race, or because of the race of someone that you are connected with, such as your partner.

<https://www.citizensadvice.org.uk/discrimination/discrimination-because-of-race-religion-or-belief/discrimination-because-of-race/>

So often we hear people referred to by the colour of their skin and it is still head line grabbing when the first black president was announced in the US and in the 1987 General Election we saw four black members of parliament elected into the House of Commons.

We like to think that we live in an era where people are not discriminated against due to the colour of their skin and we may scoff or turn a blind eye at any racial comments or references but it is happening.

You have to ask yourself, is this acceptable?

Women in High Places

Women have seen huge changes in equality in terms of employment during the last decade. More women are in paid employment outside of the home than our grandmothers could ever have dreamed of.

However, women are still facing barriers and inequality alongside their male counterparts in the world of work.

The BBC have investigated women in senior positions across 11 sectors to include business, politics and policing. They have found that less than a third of the UK's most influential jobs are held by women.

Follow the link to find some interesting statistics about women in high level jobs.

<http://www.bbc.co.uk/news/uk-18187449>

What do you think the barriers are stopping women achieving high level jobs?

There are roughly equal numbers of men and women in the workplace however figures show that far fewer women progress to become high level managers.

In 1979 Margaret Thatcher made history by becoming the first female prime minister in the UK. She was hugely influential and changed the face of our country.

Can you think of an influential woman in your life?

We still hear of pay discrepancies between men and women in business. Why should a woman working in the same job as a man earn less?

Read about Equal Pay and the Equality Act 2010 following the link below.

<http://www.equalityhumanrights.com/private-and-public-sector-guidance/employing-people/guidance-employers-about-their-rights-under-equality-act-2010/equal-pay/equal-pay-and-equality-act-2010>

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