

PSHE
Year 8
Autumn 1: **Equality**

Key vocabulary:

- Equality** – Being treated the same
- Disability** – A physical or mental condition that may limit a person
- Sexism** – Treating men and women differently because of gender
- Agesim** – Treating people differently because of their age
- Racism** – Treating somebody differently because of their race
- Sexual orientation** – A person's sexual identity
- Gender pay gap** – The difference in wages between males and females

Equal Pay Act 1970

This act was put in place to prevent discrimination between how much men and women were paid so it became equal for the same job. Previously men tended to be paid more than women for doing exactly the same job!

Sex Discrimination Act 1975

This act put an end to discrimination because of sex or marital status. This was concerned with the workplace, education and the provision of services.

Race Relations Act 1976

This act made it illegal to discriminate on racial grounds. This applied for all areas of life e.g. education, work and provision of services.

Disability Discrimination Act 1995

This act made it unlawful to discriminate because of a disability in relation to employment, education, transport and the provision of services.

Employment Equality (Religion and Belief) Regulations 2003 and the Employment Equality (Sexual Orientation) Regulations 2003

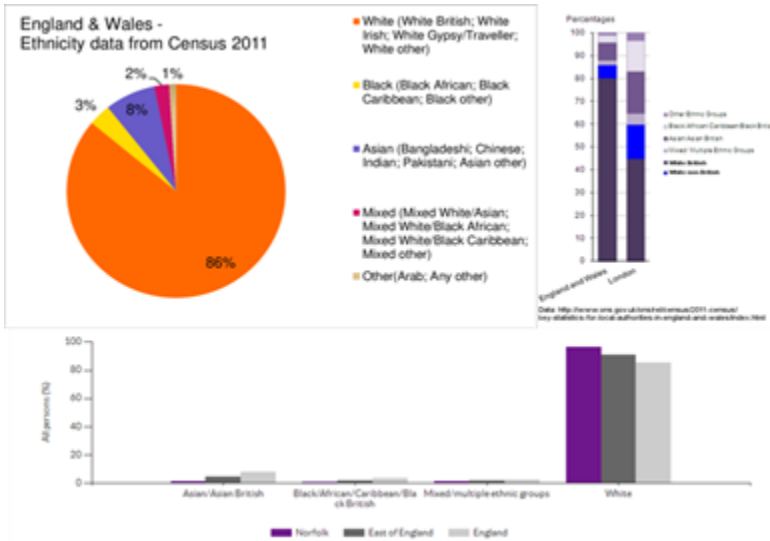
These acts made it illegal to discriminate in the workplace because of religious belief or sexual orientation. This meant that a person could not be treated differently or not be given a job or promotion because of their religion or sexual orientation.

Employment Equality (Age) Regulations 2006

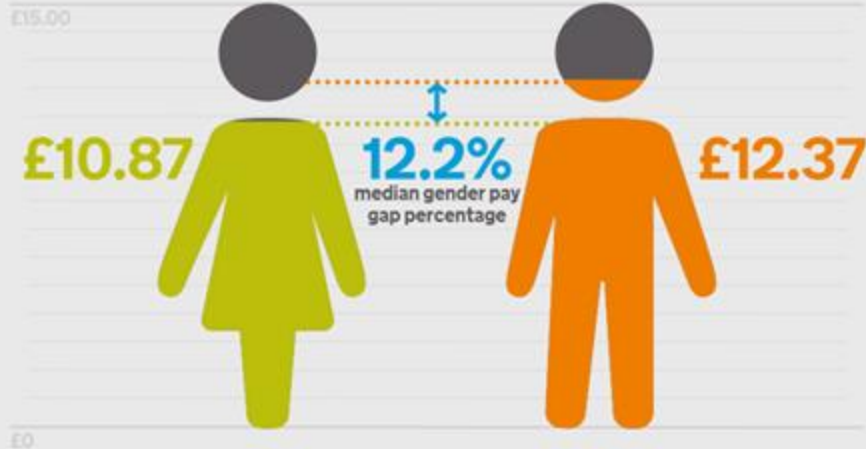
This act made it illegal to discriminate in the workplace because of age. This meant that a person could not be refused a job or promotion or treated any differently because of how old or young they were.

Equality Act (Sexual Orientation) Regulations 2007

This act made it illegal to discriminate on the basis of sexual orientation in all aspects of life. The employment act had already protected many but this made it illegal to discriminate in education, transport and provision of services



Median hourly rates and pay gap percentage:



Lesbian		Umbrella term for gender or sexual minorities that are not heterosexual.
Gay		Gender identity differs to that which they were born.
Bisexual		A lack of sexual attraction to anybody
Transgender		Female homosexual. A female that is attracted to other females.
Queer		Feeling of identifying with all genders and not being assigned to one.
Questioning		Refers to a homosexual person but primarily used for males that are attracted to other males.
Intersex		Questioning one's gender, sexual identity or sexual orientation.
Asexual		Attracted to both males and females.
Pangender		Having internal or external sex organs that are both considered male and female.

Rosa Parks

Rosa Parks was a black woman, who played an important part in the American Civil Rights movement. She made changes to try to make life fair for black and white people in America.

Early Life

Rosa Parks was born on 4th February, 1913 and grew up on a farm with her mother, brother and grandparents in a place called Montgomery in the USA. Rosa Parks grew up at a time when African-American people and other people of colour were treated as second-class citizens. They did not have the same rights as white people.

Segregation in America

When Rosa Parks was growing up, black people were not allowed to use many of the same public places as white people. This was called 'segregation'. The laws in many American states enforced segregation between white people and black people in public places such as schools, transport, toilets and restaurants. They also made it difficult for black people to vote. Many white people did not respect black people and treated them very badly.

The Bus Ride

On 1st December, 1955, Rosa Parks was sitting on the bus on the way home from work. She was sitting in the section segregated for black people but if the white section was full, black people had to move so white people could have a seat. On this day, the white section was full and Rosa was told to move but she did not. The driver said that he would call the police but she stayed sitting down. Eventually, the police came and she was arrested, charged and found guilty for breaking the law and she had to pay a fine.

What Happened Next?

Amazingly, what Rosa did on that day started a big movement. 40 000 black people in the area (and some white people) refused to use the buses at all until they were treated fairly - this was called The Bus Boycott. The huge amount of people involved could not be ignored. The newspapers reported it and the boycott went on for 381 days before finally the government took action and the segregation on buses was lifted - and all because of Rosa Parks.

Rosa's actions made history as it sparked a movement to make a change. Even though it wasn't the end of segregation and civil rights still had a long way to go, it was a victory.

"People always say that I didn't give up my seat because I was tired, but that isn't true. I was not tired physically, or no more tired than I usually was at the end of a working day. I was not old, although some people have an image of me as being old then. I was forty-two. No, the only tired I was, was tired of giving in."

Photo: Rosa Parks-Montgomery (1955), Rosa Parks (My Story, 1982) by J. J. Lee



THE WORLD'S WORST PLACES TO BE GAY

- COUNTRIES WHERE HOMOSEXUALITY CAN LEAD TO IMPRISONMENT AND, IN SOME PLACES, A DEATH SENTENCE.
- COUNTRIES WITH SOME ANTI-LAWS THAT DON'T ALLOW SAME-SEX MARRIAGE
- COUNTRIES THAT HAVE A TYPE OF LEGAL MARRIAGE, UNION, OR PARTNERSHIP IN SOME PLACES IT'S RECOGNIZED BUT NOT PERFORMED.
- PLACES WHERE SAME-SEX MARRIAGE IS LEGAL.



ILLUSTRATED BY LAUREN WARE

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