***Discrimination Task***

*Worksheet 1* includes news articles that show real-life reports of discrimination towards different groups of people. Get into groups of 2-4 and choose a news article to create a TV news report (you cannot choose the same one as another group). A writing frame is provided on *Worksheet 2*. You will then present your live TV news report to your peers. *Worksheet 3* can be used for peer assessment. After each presentation, discuss why the behaviour was wrong and how it could be tackled.

***Worksheet 1***

**Reporters**

**News article**

A female officer who was working in the Falkland Islands informed the Royal Air Force that she was 12 weeks pregnant but her request to remain in her current job was denied and she was ordered to return to the UK immediately.

Her husband also worked on the Falkland Islands and because she wanted to be with him during her pregnancy, she was forced to take leave in order to return to the Islands. This meant she missed her performance review which could have resulted in a promotion.

She took her case to court against the RAF, claiming that she was removed from her job and denied a promotion because she was pregnant.

She won her court case and was awarded more than £16,000. The court said she had been discriminated against and was treated in a way that created a negative environment for her to work in.

The courts made several recommendations to The Ministry of Defence for ways that discrimination against pregnant women could be avoided in the future:

* Each pregnant woman should have an individual risk assessment and there should be consideration for how her role can be adjusted to enable her to remain in her job.
* A monitoring process should be set up for any pregnant women that are removed from their job.
* Each pregnant woman should have a performance appraisal when commencing maternity leave.

One of the legal directors explained how pregnant women are the most discriminated people in the workforce and large employers, such as the Ministry of Defence, should be leading the way to show how organisations treat their pregnant workers.

**Reporters**

**Worksheet 19**

**News article**

Riam Dean, 22, was working at Abercrombie & Fitch (A&F) and claimed she was removed from the shop floor when management became aware of her disability. Riam was born without her left forearm and wears a prosthetic limb.

Riam told A&F about her disability after she got the job and they agreed that she could wear a white cardigan to cover her prosthesis. However, she was later told that the she couldn’t work on the shop floor wearing the cardigan and that she should work in the stockroom until the winter uniform arrives. They claimed it didn’t fit their ‘looks policy’.

Riam said: "I had been bullied out of my job. It was the lowest point I had ever been in my life."

"I knew then that I was being treated different and unfairly because of my disability. Her words pierced right through the armour of 20 years of building up personal confidence about me as a person, and that I am much more than a girl with only one arm… "

"I am born with a character trait I am unable to change, thus to be singled out for a minor aesthetic 'flaw' made me question my worth as a human being.

"Abercrombie taught me that beauty lies in perfection, but I would tell them that beauty lies in diversity, for I would rather live with my imperfection than to exude such ugliness in their blatant display of eugenics in policies and practices."

Riam took her case to court and was awarded £8,000 for unlawful harassment.

**Reporters**

**Worksheet 20**

**News article**

A group of black professional footballers have accused Pizza Hut of racism. The five footballers were shocked when the manager asked them to pay up front for their meals because of the way they looked. Nearby there was a table of white young people eating but they were allowed to pay after they had finished their meal. When the footballers refused to pay upfront, staff called the police claiming that they were being disruptive.

Pizza Hut apologised to the footballers and admitted that they had been treated very badly but insisted there was no racism. However, the footballers rejected this statement and said that the only thing that was different to the other customers was the colour of their skin.

Alison Vaughan, of football campaign group Kick It Out, said that they were surprised that such a high-profile company did not ensure all their staff are fully trained on equality issues.

Dorset Race Equality Council boss Adnan Chaudry said: “If Pizza Hut is saying that it wasn’t racially motivated then I find that incredible.”

A football club spokesman said: “In this day and age, it is upsetting to hear that people are treated differently because of the colour of their skin.”

**Reporters**

**Worksheet 21**

**News article**

Mr Moyhing, a former student male nurse, was training at NHS hospitals and health centres in London but was not allowed to perform procedures that might expose a female patient’s breast unless he was chaperoned by a female colleague.

Mr Moyhing was happy to not perform the procedures if a female patient asked to be treated by female nurse, but the patients were not being given that choice. He found it offensive as a man and felt like men couldn’t be trusted.

Mr Moyhing complained that female staff were allowed to provide care to male patients with no chaperone present, but this was not the same for men. He took his case to court against the NHS and the employment tribunal stated that the policy was unlawful. The hospital was asked to pay £750 compensation.

The Equal Opportunities Commission said the ruling challenged assumptions that men can’t be trusted. The decision would help to open up nursing for men, who make up only 10% of the workforce.

Mr Moyhing said he hoped that the decision will encourage nursing to draw on all the skills of both male and female students, as male nurses are still seen as a bit of an oddity.

The Royal College of Nursing said that chaperoning policy states that all patients should have the choice of being treated by a nurse of the same sex. However, this was not monitored and it was clear that male nurses suffered from an attitude that men could not care for patients in the same way women did.

**Reporters**

**Worksheet 22**

**Worksheet 22**

**News article**

Bushra Noah is a Muslim girl who was rejected from 25 hairdressing jobs. One particular hairdresser stated that it was because she wears a head scarf.

Bushra had applied for a job as junior assistant at the salon in Kings Cross. When she arrived, she claimed that the owner was shocked that she wore a head scarf. Bushra felt this was unfair discrimination and took her case to court.

The owner of the salon told the courts that she was shocked Bushra had not told her she wears a head scarf. She claimed that staff needed to display their hairstyles to customers and that staff needed to reflect the funky, urban image of her salon.

The court ruled that Bushra had been badly upset by her job interview and was awarded £4,000 compensation for injury to feelings.

**Reporters**

**Worksheet 23**

**News article**

Martyn Hall and Steven Preddy are civil partners who booked to stay in a hotel but when they arrived, the Christian hotel owners, Mr and Mrs Bull, refused to allow the gay couple to share a double room.

Preddy and Hall said: "When we booked this hotel we just wanted to do something that thousands of other couples do every weekend – take a relaxing weekend break away.

"We checked that the hotel would allow us to bring our dog, but it didn't even cross our minds that in 2008 we would have to check whether we would be welcome ourselves.”

Preddy and Hall took their case to court which was funded and supported by the Equality and Human Rights Commission (EHRC). The court ruled that the hotel had directly discriminated against the couple and awarded them compensation of £1,800 each.

The legal director of the EHRC, said: "When Mr and Mrs Bull chose to open their home as a hotel, their private home became a commercial enterprise. This decision means that community standards, not private ones, must be upheld."

**Reporters**

**Worksheet 24**

**Worksheet 24**

**News article**

Miriam O’Reilly was dropped from the BBC1's rural affairs show, Countryfile, along with Charlotte Smith, Juliet Morris and Michaela Strachan, when it was moved from Sunday mornings to a new peak-time slot in April 2009.

O’Reilly has taken her case to court, claiming discrimination after she was one of four female presenters, all in their 40s or 50s, who were dropped from the 23-year-old show. O'Reilly claimed a Countryfile director had warned her "to be careful with those wrinkles when high definition comes in" nine months before she was axed.

The BBC said it chose new presenters for Countryfile because they had a "substantial network profile that might attract primetime audience". However the court ruled that this was not the case and considered age to be a significant factor in dropping O’Reilly.

The court said: "The wish to appeal to a prime-time audience, including younger viewers, is a legitimate aim. However, we do not accept that it has been established that choosing younger presenters is required to appeal to such an audience," the judgment stated.

The BBC was asked to provide compensation to O’Reilly and the BBC also said it would give additional training to senior editorial executives and issue new guidance on the fair selection of presenters.

***Worksheet 2***

**Reporters writing frame**

Each person in your group should complete one of the reporter roles below.

**What discrimination is happening?**

What harmful behaviour has happened and why did they target the individual or people? What type of discrimination is this?

**Catchy introduction**

Come up with a catchy opening to start off the report and to grab your audience’s attention or summary of events in a catchy one liner.

**What action has been taken or what recommendations would you make?**

Has anything happened to the person who committed the discrimination or any support been given to the victim? Have any wider measures been put in place to deal with this? If not, what recommendations would you make as journalists for how this should be tackled?

**What has been the consequence of this discrimination?**

How has the harmful behaviour affected the person?

***Worksheet 3***

**Peer assessment**

As you watch each report, complete the tables below:

**Report 1 - Reporter names:**

|  |  |
| --- | --- |
| Summary: |  |
| Type of discrimination: |  |
| Actions:  |  |
| Consequences:  |  |

**Report 2 - Reporter names:**

|  |  |
| --- | --- |
| Summary: |  |
| Type of discrimination: |  |
| Actions:  |  |
| Consequences:  |  |

**Report 3 - Reporter names:**

|  |  |
| --- | --- |
| Summary: |  |
| Type of discrimination: |  |
| Actions:  |  |
| Consequences:  |  |

**Report 4 - Reporter names:**

|  |  |
| --- | --- |
| Summary: |  |
| Type of discrimination: |  |
| Actions:  |  |
| Consequences:  |  |

**Report 5 - Reporter names:**

**Worksheet 26b**

|  |  |
| --- | --- |
| Summary: |  |
| Type of discrimination: |  |
| Actions:  |  |
| Consequences:  |  |

**Report 6 - Reporter names:**

|  |  |
| --- | --- |
| Summary: |  |
| Type of discrimination: |  |
| Actions:  |  |
| Consequences:  |  |

**Report 7 - Reporter names:**

|  |  |
| --- | --- |
| Summary: |  |
| Type of discrimination: |  |
| Actions:  |  |
| Consequences:  |  |