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Welcome

Welcome to this module on

Equality, Diversity & Inclusion.

Select the Next button to get started



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Welcome to this module

This module will give you a basic awareness of equality, diversity and inclusion in the workplace, the legal issues, and what discrimination is.

The examples used throughout the module will focus on only one characteristic per example, but other characteristics could also be discriminated against.

The module will take about 30 minutes to complete.

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Objectives

By the end of the module you will be able to:

- state why equality, diversity & inclusion is important
- understand the benefits of a diverse workforce
- understand how to put it into practice
- understand what equality, diversity and inclusion is
- consolidate your training with a quiz

Select the Next button to continue



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Equality, diversity and inclusion

Do you know what equality, diversity and inclusion is?

Do you know what discrimination is?

Select a section to start

1	2	3
What is E,D & I?	What is the law?	What is discrimination?
Not started Start	Not started Start	Not started Start

4	5
Putting it into practice	Test yourself
Not started Start	Not started Start

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What is equality, diversity and inclusion?

We are all different, those differences are representative of all sections of society. Each employee and job applicant should be respected and valued to enable them to give their full contribution in our workplaces.



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Equality

Equality can mean many different things to many different people but, essentially, it's about making sure that everyone is treated fairly. It can be described as:

- removing barriers which people may face due to actual or perceived differences
- eliminating discrimination
- making sure that everyone has the same access to employment opportunities, and to goods and services

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What is equality, diversity and inclusion?

We are all different, those differences are representative of all sections of society. Each employee and job applicant should be respected and valued to enable them to give

Diversity

Diversity is about recognising, valuing and taking account of people's different backgrounds, knowledge, skills, and experiences. It's also about helping to create a productive and effective workforce.



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What is equality, diversity

Inclusion

Inclusion is ensuring all can take advantage and participate in the workplace ensuring that your good intentions translate into real experiences of your staff. You can test on actual experiences by:

- staff questionnaires/surveys
- one to ones with staff
- team meetings where staff are encouraged to be open and honest

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Why is it important?

Encouraging equality, diversity and inclusion in the workforce is important for many reasons.

As well as giving every employee the opportunity to achieve their full potential in the organisation and contribute to its success, there are several other reasons why having an effective equality, diversity and inclusion policy in place is good for business.

Select each tab to find out more

- Diverse workforce
- Economic costs
- Competitive advantage
- Dealing with issues

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- Economic costs
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There are distinct advantages to developing a diverse workforce to reflect the community the business serves.

Equality, diversity and inclusion attracts and retains new and current talent. Diversity and inclusion help bring different perspectives, increase creativity and enables a productive working environment ensuring that all are fully able to access and use the policies, procedures and benefits.

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The National Audit Office estimates that the overall cost to the economy from failure to fully use the talents of people from ethnic minority groups could be around £8.6 billion annually.

In addition, organisations that provide goods and services to the public sector will have to provide evidence that they not only have equality policies but that they are being implemented.

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An organisation with a diverse range of employees who measure inclusivity are better able to understand the needs of a wide range of customers and can interact with a broad client base.

It may also recruit and retain staff more easily in a labour market that is itself increasingly diverse and competitive.

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- Competitive advantage
- Dealing with issues

If an employee raised a complaint about discrimination or harassment, then the organisational policies and Acas' Code of Practice on discipline and grievance should be followed.

If the case went to an employment tribunal, one of the first things the tribunal would check is whether the organisation had such policies and procedures in place.

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Equality, diversity and inclusion

Do you know what equality, diversity and inclusion is?

Do you know what discrimination is?

Select a section to start

1 What is E,D & I? Completed Start

2 What is the law? Not started Start

3 What is discrimination? Not started Start

4 Putting it into practice Not started Start

5 Test yourself Not started Start

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What is the law?

The Equality Act 2010

The purpose of the Equality Act 2010 is to address unfair treatment and help achieve equality of opportunity in the workplace and in wider society.

The Act aims to reduce unfair treatment:

- in the workplace
- when providing goods, facilities and services
- when exercising public functions
- in the disposal and management of premises



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The protected characteristics

At the heart of the Equality Act 2010 lie the 9 'protected characteristics'. We all have some protected characteristics and anyone can seek protection under the Equality Act if they have been discriminated against or harassed due to these characteristics.

Select each icon to find out more

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Select each icon to find out more



Age

The Act protects people of all ages.

The Act has some exceptions where different treatment because of age can be legal. An employer can insist on an employee being a certain age, for example, legislation might require an employer to impose an age restriction such as the minimum driving age.

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Disability

The Act defines a 'disabled person' as one who has 'a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities'. This would include things such as using a phone, reading a book or using public transport.

The Act also prohibits prospective employers from asking questions about an applicant's health, absences from work or disability before making an offer of employment.

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Gender reassignment - The Act provides protection for a Trans (this is the preferred term though transsexual is the legally recognised term) person: someone who proposes to, starts or has completed a process to change their gender. An individual does not have to be under medical supervision to be protected, so an individual who transitions to their affirmed gender but does not undergo any medical procedures would be covered by the Act. Terms and language regarding transgender people and transgender issues are evolving rapidly and many terms mean different things to different people. The terms used here are common, but not the only ones used.

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Marriage and civil partnership

The Act protects employees who are married or in a civil partnership against discrimination because of their marriage or partnership. Single people and couples in relationships which are not legally recognised are not protected.

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Select each icon to find out more



Pregnancy and maternity

A person is protected against discrimination on the grounds of pregnancy and maternity during the period of their pregnancy and any statutory maternity leave to which they are entitled to.

An employee should not suffer any detriment because they have been/is off on maternity leave.

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Select each icon to find out more



Race (Ethnicity)

It is against the law to discriminate against people at work because of their race. For the purposes of the Equality Act 2010 'race' includes colour, nationality, ethnic or national origins. A racial group can be made up of two or more different racial groups (e.g. Black Britons).

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Select each icon to find out more



Religion or belief

Under the Equality Act: - 'Religion' includes any religion which has a clear structure and belief system - 'Belief' means any religious or philosophical belief someone might hold. To be considered a belief, it must be worthy of respect in a democratic society and not conflict with the fundamental rights of others. People are also protected if they don't have a particular religion or belief. Discrimination because of religion or belief can occur even where both the discriminator and the person discriminated against have the same religion or belief.

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Select each icon to find out more



Sex

Sex refers to the biological sex/sex as defined by gender recognition certificate of an employee and are protected under the Act. It is against the law to discriminate against people at work because of their sex.

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The protected characteristics

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Select the Next button to move on



Sexual orientation

The Act protects bisexual, gay, heterosexual and lesbian people from discrimination or harassment.

Select the Next button to move on

Equality for disabled people

Paul is the Operations Manager for a small production company, where he has worked for 20 years. Following a car accident, he now uses a wheelchair. What can his company do to help him carry on working?

Choose one option and select Submit

- ◯ Talk to him about what adjustments can be made to the workplace to help him carry out his duties
- ◯ Offer him early retirement
- ◯ Quietly point out that some of the workers are disturbed by him moving around and suggest that he considers working from home as much as possible
- ◯ Move him to another job, where he doesn't have to move around the building

Submit

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That is correct

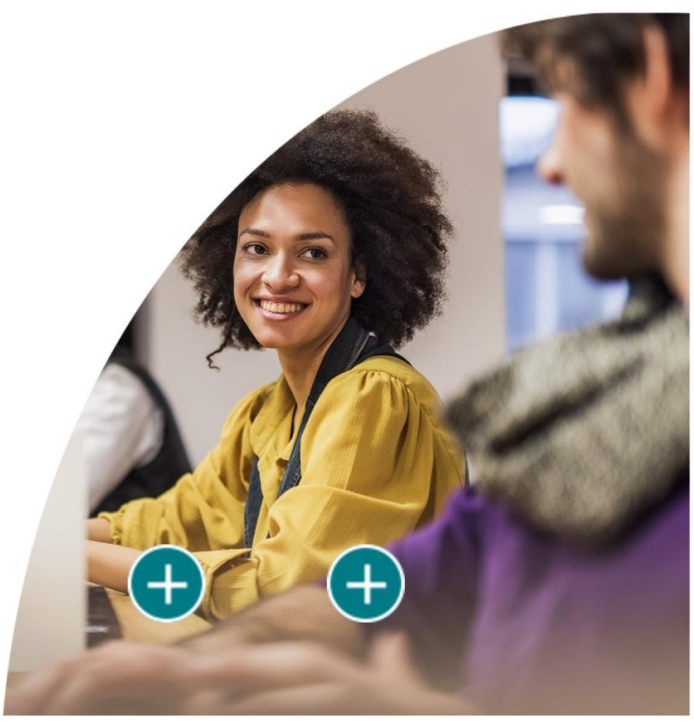
It is best to talk to Paul about what adjustments can be made to help him carry out his duties.

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Positive action

The Equality Act allows employers to take positive action if they have evidence that individuals who share a 'protected characteristic' are being disadvantaged.



Select each button to learn more

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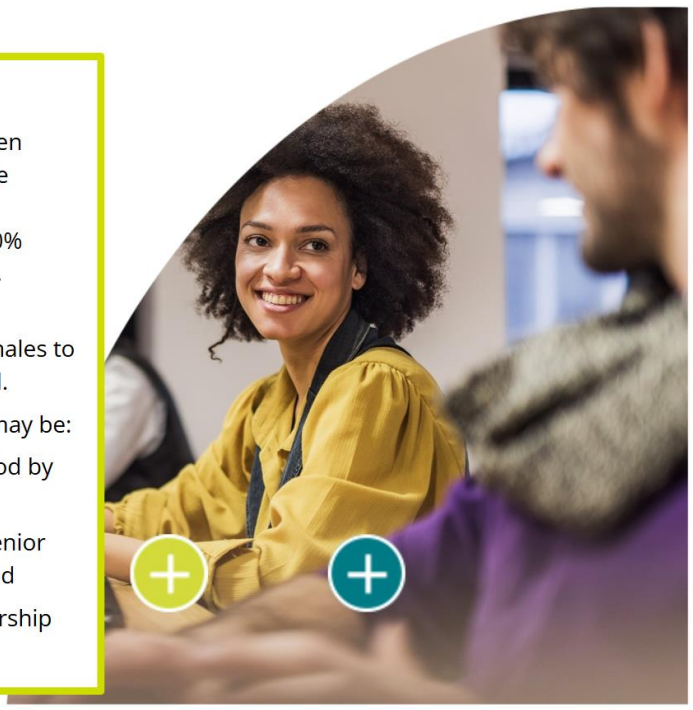
Gender imbalance

The senior leadership team is made up of ten directors, eight females and two males. The monitoring data from the organisation demonstrates that the gender balance is 60% male and 40% female within the workplace.

Because of the evidence collected the organisation can take steps to encourage males to aspire to work their way up to director level.

Example of encouragement for male staff may be:

- being able to be mentored for a set period by one of the current male directors
- the ability to sit in on non-confidential senior leadership team meetings for a set period
- a project to work on for the senior leadership team

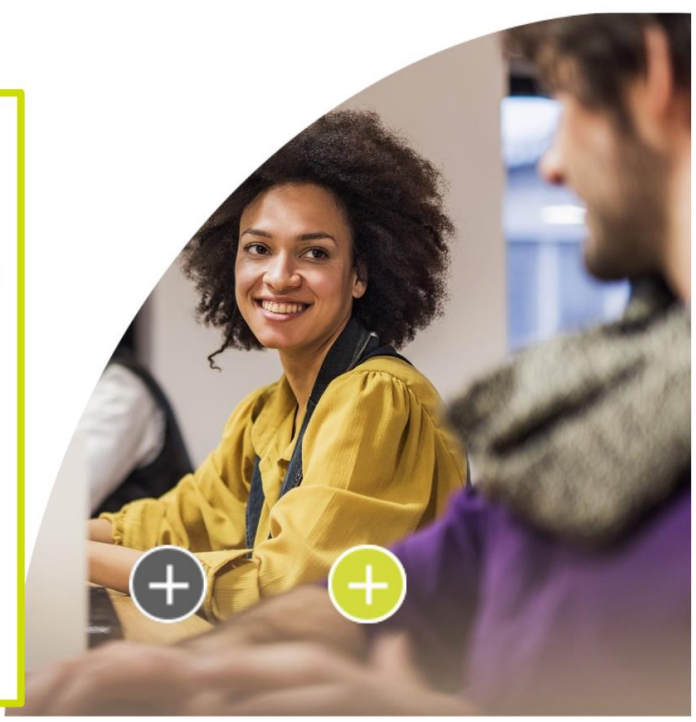


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Recruiting the right people

A school has 1,500 pupils, 15% of whom are from minority ethnic groups, and 80 teachers. The school is recruiting for a new Head of Department. None of the existing 10 departmental heads are from minority communities. At the end of the selection process, two candidates have equal scores. Both are women, and one of them is black. The head thinks it is important that the school's senior leadership reflects the population of the local area and the school, and so decides to appoint the black candidate. This is okay under the Act.

Select the Next button to move on



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Exemptions

The Equality Act contains limited exemptions which may allow some discriminatory acts to be justified in certain circumstances.

Select each tab to find out more

- Occupational requirement
- Religion or belief
- Age



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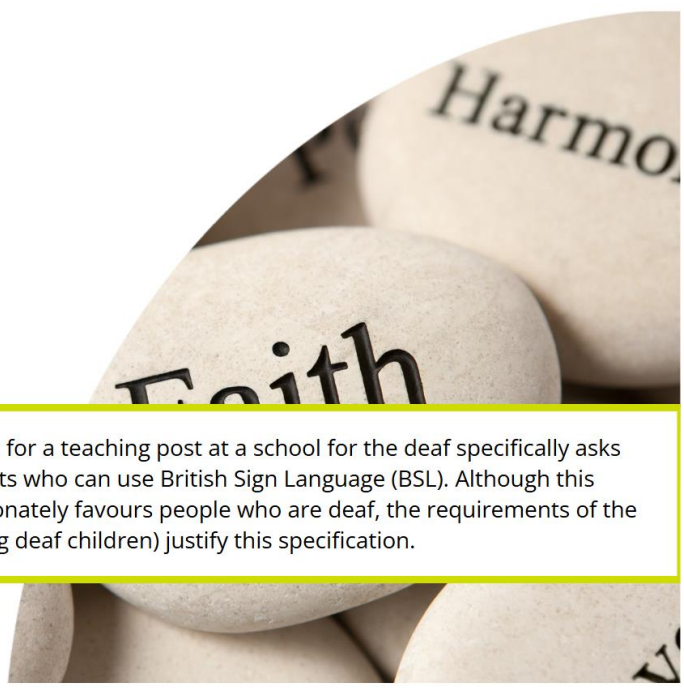
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A job advert for a teaching post at a school for the deaf specifically asks for applicants who can use British Sign Language (BSL). Although this disproportionately favours people who are deaf, the requirements of the job (teaching deaf children) justify this specification.



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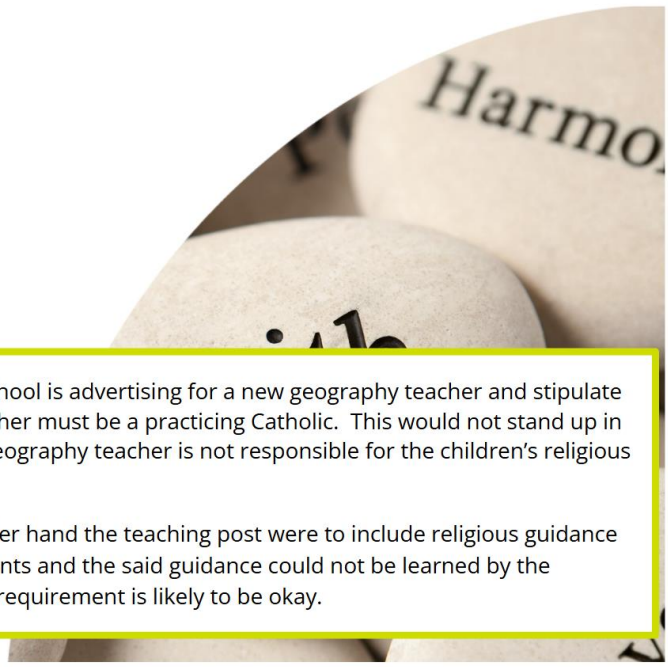
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A Catholic school is advertising for a new geography teacher and stipulate that the teacher must be a practicing Catholic. This would not stand up in law as the Geography teacher is not responsible for the children's religious guidance.

If, on the other hand the teaching post were to include religious guidance for the students and the said guidance could not be learned by the teacher, the requirement is likely to be okay.

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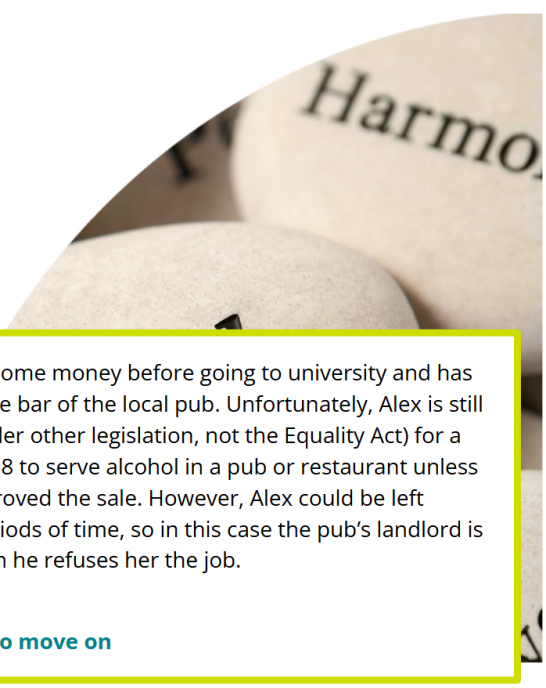
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Alex is very keen to earn some money before going to university and has applied to work behind the bar of the local pub. Unfortunately, Alex is still only 17. As it is illegal (under other legislation, not the Equality Act) for a person under the age of 18 to serve alcohol in a pub or restaurant unless the bar manager has approved the sale. However, Alex could be left unsupervised for long periods of time, so in this case the pub's landlord is not breaking the law when he refuses her the job.

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Equality, diversity and inclusion

Do you know what equality, diversity and inclusion is?

Do you know what discrimination is?

Select a section to start

1	2	3
What is E,D & I?	What is the law?	What is discrimination?
Completed Start	Completed Start	Not started Start

4	5
Putting it into practice	Test yourself
Not started Start	Not started Start

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What is discrimination?

Discrimination is the unfair treatment of an individual or group of individuals based on an actual or perceived characteristic (linked to the Equality Act's list of 'protected characteristics').

The Act defines five main types of discrimination:

- direct discrimination
- indirect discrimination
- harassment
- victimisation
- failure to make reasonable adjustments (by an employer)

Select Next to move on



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Different types of discrimination

Direct discrimination occurs when an individual(s) is treated less favourably than another individual.

It can occur both inside and outside the workplace, but we will concentrate here on how it affects people at work.

Select each tab to find out more

- What's direct discrimination?
- What's discrimination by association?
- What's discrimination by perception?
- Making reasonable adjustments

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Different types of discrimination

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- What's direct discrimination?
- What's discrimination by association?
- What's discrimination by perception?
- Making reasonable adjustments

Direct discrimination occurs when someone is treated less favourably than another person because of a 'protected characteristic' they have or are perceived to have (see discrimination by perception), or because they associate with someone who has a 'protected characteristic' (see discrimination by association).

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Different types of discrimination

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- What's direct discrimination?
- What's discrimination by association?
- What's discrimination by perception?
- Making reasonable adjustments

Direct discrimination by association can occur if individuals are discriminated against because they associate with someone who has a 'protected characteristic'.

For example, Alice is not considered for promotion because she requires time off to attend hospital and therapy appointments for her disabled child.

Note: Marriage / Civil Partnership and Pregnancy and Maternity protected characteristics are not covered by discrimination by association.

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Different types of discrimination

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Select each tab to find out more

- What's direct discrimination?
- What's discrimination by association?
- What's discrimination by perception?
- Making reasonable adjustments

In addition, direct discrimination by perception can also occur if an individual is perceived to have a characteristic.

For example, a member of staff refuses to supervise Leila, a new employee, because they believe Leila is gay. Leila is moved to a different team and must work a different shift pattern. Leila is not gay, but she is being discriminated against even though she does not possess the characteristic which the discriminator thinks she possesses.

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Different types of discrimination

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It can occur both inside and outside the workplace, but we will concentrate here on how it affects people at work.

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- What's direct discrimination?
- What's discrimination by association?
- What's discrimination by perception?
- Making reasonable adjustments

Where an individual has a disability, the employer has a duty to make 'reasonable adjustments' to the workplace to reduce the disadvantage that the employee could be facing.

For example, the employee could be allowed to work slightly different hours than the rest of the workforce, avoiding rush hour travel.

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Indirect discrimination

Indirect discrimination can occur when a condition, rule, policy or practice in a company applies to everyone but particularly disadvantages people who share a 'protected characteristic'.

It may be justified if the employer can show that they acted reasonably in managing their business: i.e. that it is a 'proportionate means of achieving a legitimate aim'.

Select the icons on the image to learn more



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Indirect discrimination

Religious observance

A department store has a very strict dress policy and has never agreed to deviate from the policy. Aasha has been successful at interview and started work. She has been informed that, in line with the policy, she cannot wear her iron bracelet (Kara), as they have a consistent approach to the appearance of their staff.

Aasha explained that the Kara is one of the 5 Ks a Sikh wears and the religious meaning of the Kara.

If the department store cannot give a good reason to justify their insistence on not wearing the Kara this is likely to be indirect discrimination.



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Indirect discrimination

Indirect discrimination can occur when a condition, rule, policy or practice in a company applies to everyone but particularly disadvantages people who share a 'protected characteristic'.

It may be justified if the employer can show

Age restriction

A delivery company sets an age restriction for applicants, stating they must be over 25 to apply for a job. This can be justified as driving is involved in the job and drivers must be over 25 for insurance purposes.



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Starting early on Wednesdays

A school might introduce a rule that all staff (not just teachers) should be in school an hour earlier on Wednesday morning to undertake training.

The same rule, procedure or criteria applied to all in the same way could disproportionately affect a particular protected characteristic.

For example, it could discriminate indirectly against women who are mothers who take their own children to school before coming into work. Unless of course the employer can justify the timing of the training.

Select the Next button to move on



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What is harassment and victimisation?

Other forms of discrimination that can occur in the workplace are harassment and victimisation.

Select each button to learn more



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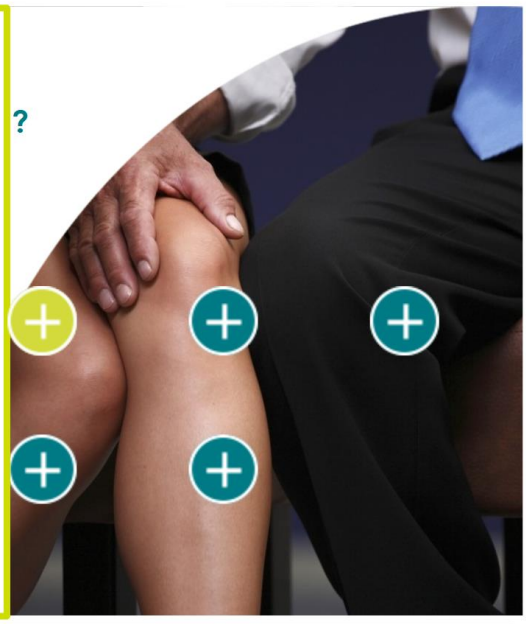
Harassment

Harassment is 'unwanted conduct related to a relevant 'protected characteristic', which had the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual'. It occurs because the victim possesses a 'protected characteristic'.

Employers have a duty of care to employees to ensure they do not suffer from harassment within the organisation.

It can consist of verbal abuse, inappropriate jokes linked to a 'protected charateristic', insensitive comments, leering, physical contact, ridicule or isolation.

Bullying is not covered by the Equality Act: please see the module on Bullying and Harassment for more information.



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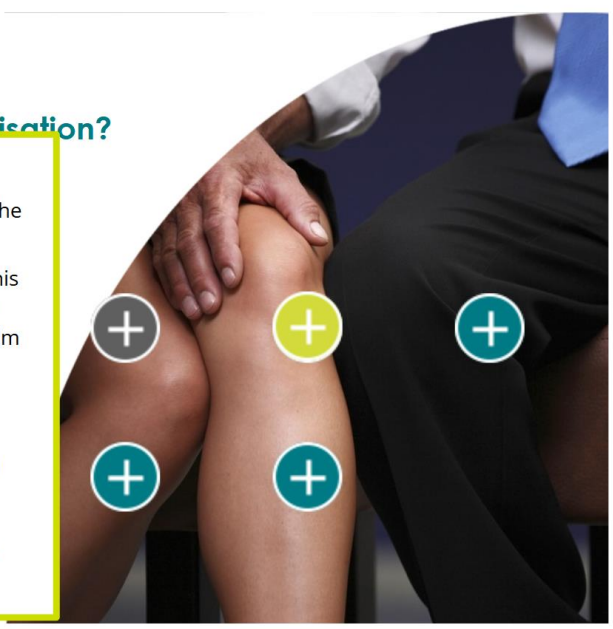
What is harassment and victimisation?

Intention of harassment

Intent is irrelevant, harassment is based on the effect the behaviour has on the individual.

In each case, it is the victims' perception of this behaviour that makes it harassment, not the intentions of the harasser (who will often claim that it was "only a bit of fun").

So, for example, if Mylene's colleagues addressed her as "gorgeous", she could legitimately complain and expect not only an apology but that the name calling stops. In addition, others witnessing but not directly subjected to the harassment can complain if they find such behaviour offensive.



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What is harassment and victimisation?

Sexual harassment

Sexual harassment is unwanted behaviour of a sexual nature.

Sexual harassment can happen to men, women and people of any gender identity or sexual orientation. It can be carried out by anyone of the same sex, a different sex or anyone of any gender identity. Sexual harassment can be a one-off incident or an ongoing pattern of behaviour. It can happen in person or in other ways, for example online through things like email, social media or messaging tools.



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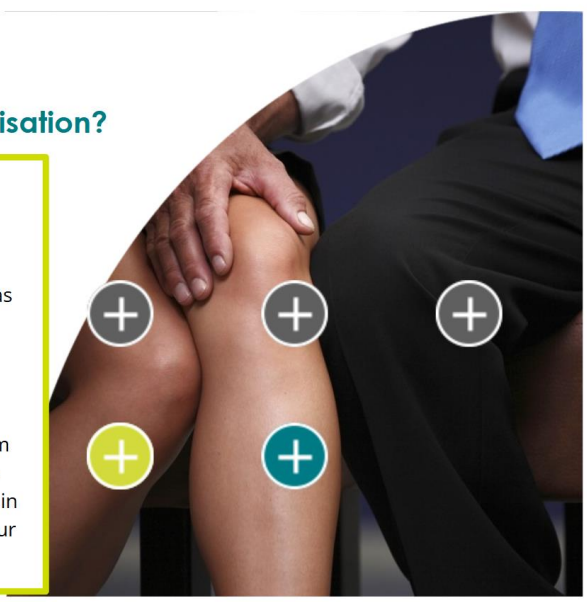
What is harassment and victimisation?

Harassment based on sex

Harassment because of a person's sex is different to sexual harassment.

Harassment based on sex is stereotypical ideas that individuals hold about any particular gender and where they consider that gender more inferior than themselves.

Anti-female jokes for example or ridiculing a male member of the senior management team because he has applied for flexible working to spend more time with his family stating, 'men in your position do not do that as it will harm your career'.



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What is harassment and victimisation?

Victimisation

Victimisation occurs when an individual is treated less favourably than others because they made, tried to make or supported a complaint of discrimination under the Equality Act.

In order to be protected under the Act, the original complaint must have been made in good faith. Someone making a malicious complaint or supporting an untrue one is not protected.

Select the Next button to move on



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Is this discrimination?

Robin is looking to apply for a new job as head of the sales team. The job advert states applicants must have 10 years retail experience.

Is this discrimination?

Choose an option then select Submit

- ◯ No
- ◯ Yes

Submit



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Is this discrimination?

Robin is looking to apply for a new job as head of the sales team. The job advert states applicants must have 10 years retail experience.

Is this discrimination?

- ○ No
- ◉ Yes



That is correct

Yes, this would be discriminatory on the basis of age. This is because the advert would exclude young people who may have the skill and qualifications but not 10 years' experience. The advert should state the specific type of experience and knowledge. It should also include the job description and skills involved in the job.

Select the Next button to move on

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Equality, diversity and inclusion

Do you know what equality, diversity and inclusion is?

Do you know what discrimination is?

Select a section to start

1	2	3
What is E,D & I?	What is the law?	What is discrimination?
Completed – Start	Completed – Start	Completed – Start

4	5
Putting it into practice	Test yourself
Not started – Start	Not started – Start

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Getting it right

Lots of companies recognise the benefits of equality, diversity and inclusion and try to implement good practice in their workplace.

Select each tab to find out more

- Flexibility
- Developing a diverse workforce
- Opportunities for disabled people
- Overcoming the skill shortage
- Creating a better work space



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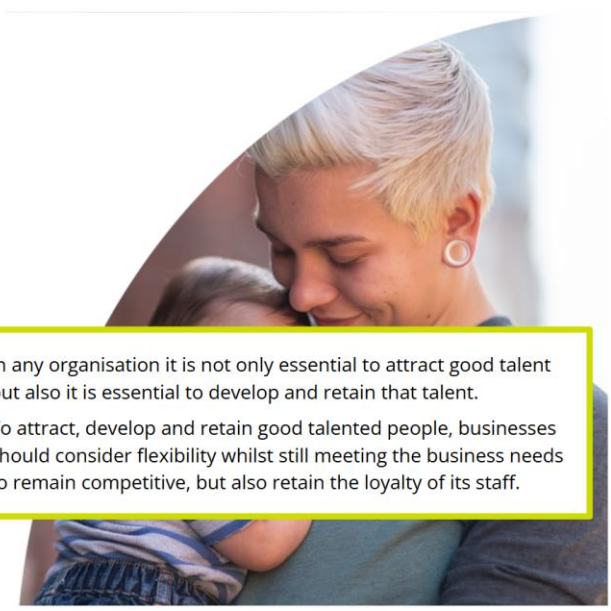
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In any organisation it is not only essential to attract good talent but also it is essential to develop and retain that talent.

To attract, develop and retain good talented people, businesses should consider flexibility whilst still meeting the business needs to remain competitive, but also retain the loyalty of its staff.

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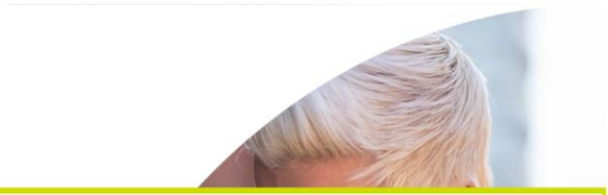
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An energy supplier has taken steps to improve the diversity of its engineering workforce by:

- building strong links with schools to challenge gender stereotypes
- finding new ways of reaching out to under-represented groups to increase the diversity of applicants, and
- emphasising personal attributes and attitudes in its recruitment process

As a result, the proportion of female and ethnic minority workforce doubled in five years and over 10% of their apprentices and trainees were women, with a similar proportion from an ethnic minority background.

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A large hotel chain decided to encourage applications from disabled people to address the imbalance amongst their workforce.

A pilot recruitment day attracted over 70 people with a range of disabilities, and eventually four of them were employed at the hotel where the recruitment day was held.

A further 12 attended a pre-employment course before being interviewed, and four of these were later employed.

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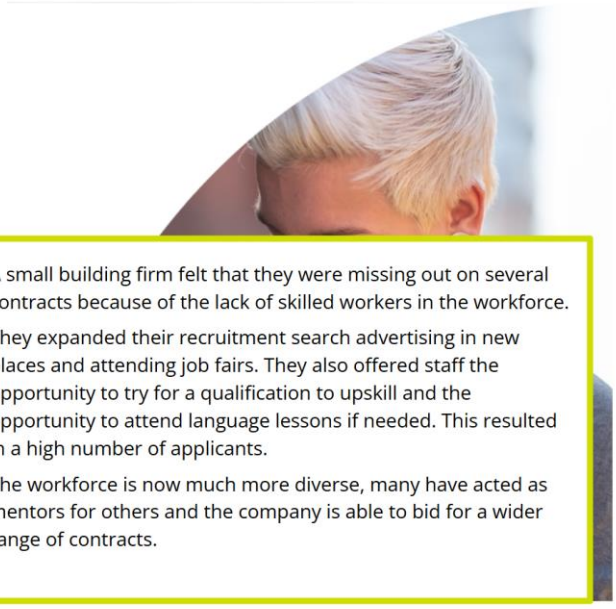
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A small building firm felt that they were missing out on several contracts because of the lack of skilled workers in the workforce.

They expanded their recruitment search advertising in new places and attending job fairs. They also offered staff the opportunity to try for a qualification to upskill and the opportunity to attend language lessons if needed. This resulted in a high number of applicants.

The workforce is now much more diverse, many have acted as mentors for others and the company is able to bid for a wider range of contracts.

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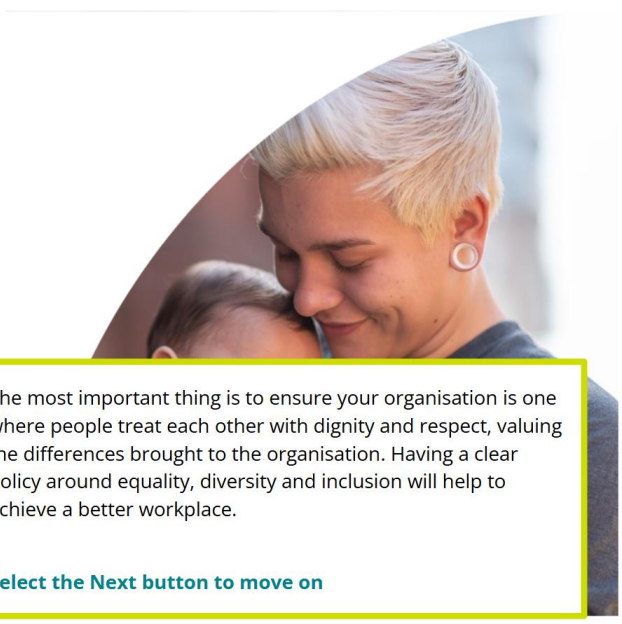
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The most important thing is to ensure your organisation is one where people treat each other with dignity and respect, valuing the differences brought to the organisation. Having a clear policy around equality, diversity and inclusion will help to achieve a better workplace.

Select the Next button to move on

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An effective policy

There are several steps in the creation and implementation of an effective equality, diversity and inclusion policy.

The equality policy sets out your commitment to promote Equality, Diversity and Inclusion and tackle discrimination in areas such as recruitment, training and pay. It is backed up by an action plan.

Select each button to learn more



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An effective policy

Policy

An equality, diversity and inclusion policy is an organisation's commitment to treat all current and future employees fairly and considerately.

To help ensure the necessary commitment throughout the organisation, the policy should be developed in consultation with employees and their representatives.

Once in place as part of the business strategy, it should be promoted and circulated to all employees and job applicants.



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What the strategy should provide

To make all staff aware of the equality, diversity and inclusion policy and what it means for them as employees, organisations should provide at least:

- an explanation of their approach to equality, and why it is important
- the business case for equality
- the law and what it means in practice
- the roles and responsibilities of staff in making the policy work
- their policy for dealing with bullying and harassment
- the chance for staff to raise their concerns

Monitor your policy and action plan. Are they working in practice?



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Monitoring

Monitoring enables an organisation to examine their policy and action plan and see if they are working. It involves:

- gathering individual personal information on the diversity of potential recruits or existing employees
- comparing and analysing this against:
- other groups of employees in the organisation
- jobseekers in the local community and the national labour market

Such monitoring is only required by law in the public sector, but it is good practice that every company should be encouraged to follow.



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An effective policy

Action plan

The first step in the action plan is to identify the areas of discrimination to be countered. As well as the 9 'protected characteristics' set out in the Equality Act 2010, there may be other categories that are relevant to your organisation or local circumstances.

The Action plan should clearly detail what will be done, by when and by whom.

Keep reviewing your policies and monitoring for any changes in the future.

An equality impact assessment may help you find the answer.



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An effective policy

There are several steps in the creation and implementation of an effective equality, diversity and inclusion policy.

The equality policy sets out your

Training

A key reason for training is that it provides clear evidence that the employer has taken the appropriate steps and thereby reduced their liability. This means that, if a complaint goes to an employment tribunal, the employer can show that they tried to prevent discrimination in their organisation. The issue of liability is discussed in the elearning module on Bullying and Harassment.



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Taking action

If an organisation finds that sections of the workforce are not progressing within the company, they could, for example:

- encourage more people to apply for posts (e.g. by considering job sharing and part-time working)
- advertise widely to attract a diverse workforce
- offer work experience opportunities or mentoring for students
- work with community groups and arrange local sponsorships
- consider taking 'positive action' to remove an identified disadvantage against a particular group that shares a 'protected characteristic'

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Further advice and support

Further information and advice on related Acas topics, products and services can be found below.

Acas website information

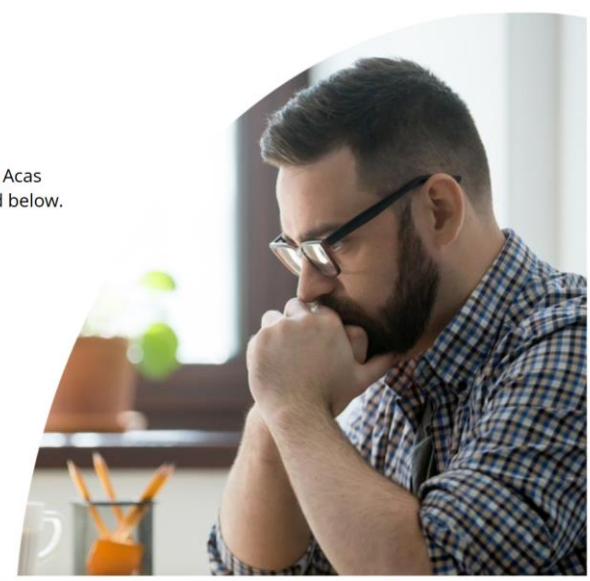
Acas training events

Acas online training

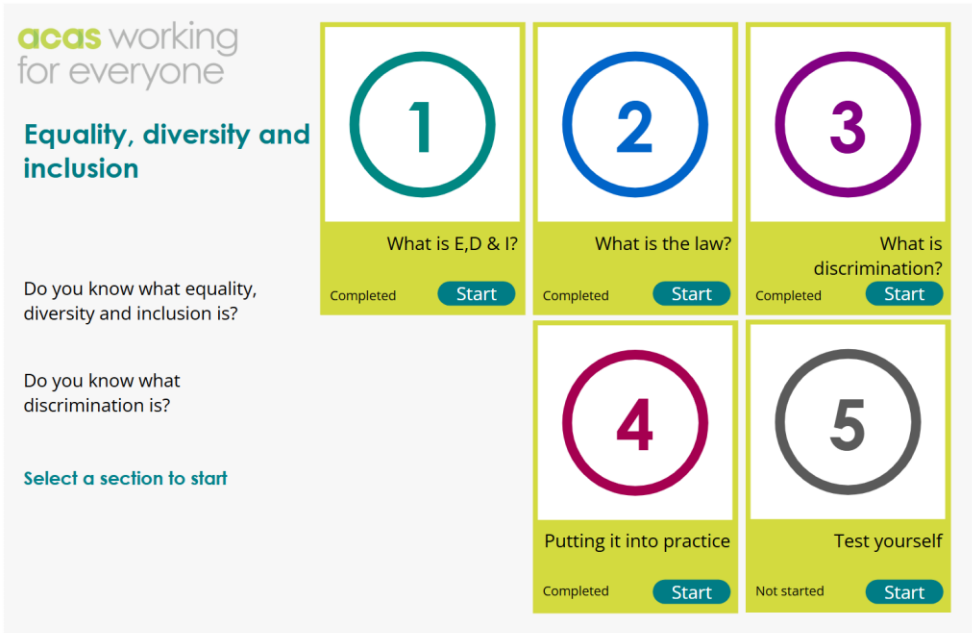
Contact an adviser

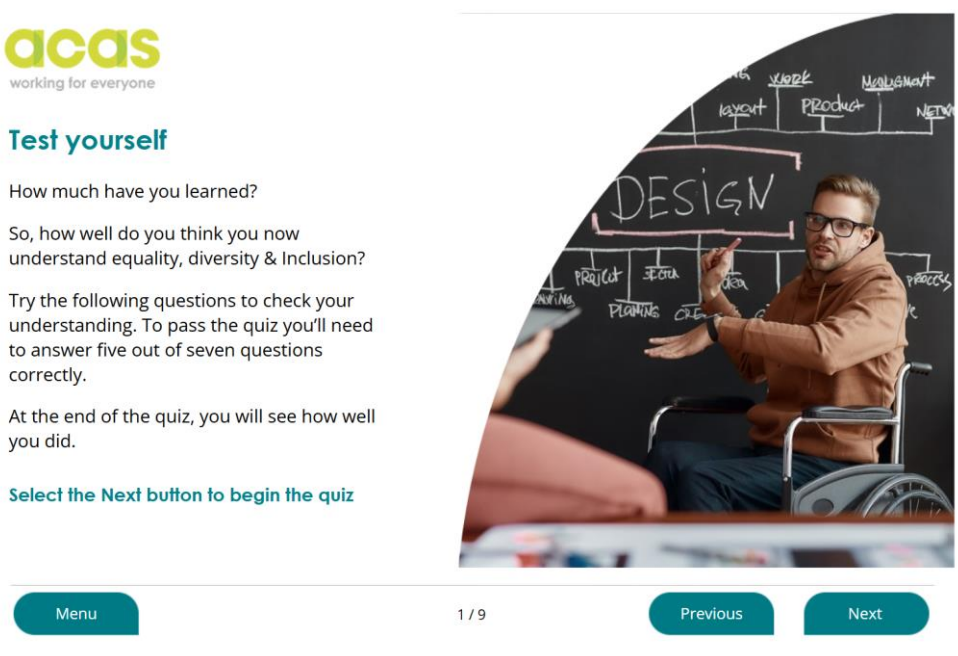
0300 123 1150

Select Next to move on



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Equality, diversity and inclusion
Do you know what equality, diversity and inclusion is?
Do you know what discrimination is?
Select a section to start
1
What is E,D & I?
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Start
2
What is the law?
Completed
Start
3
What is discrimination?
Completed
Start
4
Putting it into practice
Completed
Start
5
Test yourself
Not started
Start


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Test yourself
How much have you learned?
So, how well do you think you now understand equality, diversity & Inclusion?
Try the following questions to check your understanding. To pass the quiz you'll need to answer five out of seven questions correctly.
At the end of the quiz, you will see how well you did.
Select the Next button to begin the quiz
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Question 1

A female employee took a case against her employers to an employment tribunal because they did not respond appropriately to her complaints of sexual harassment in the workplace. The local newspapers reported that she won her case. What do you think the consequences would be for her employers?

Choose all the correct options then select Submit

- [ ] A bad reputation could lead to a loss of business
- [ ] Nothing. The adverse publicity would have no impact
- [ ] They could find it difficult to recruit women for posts in future
- [ ] They could face a heavy fine imposed by the Tribunal

Submit

Menu 2 / 9



Question 1

A female employee took a case against her employers to an employment tribunal because they did not respond appropriately to her complaints of sexual harassment in the workplace. The local newspapers reported that she won her case. What do you think the consequences would be for her employers?

- [x] A bad reputation could lead to a loss of business
- [ ] Nothing. The adverse publicity would have no in
- [x] They could find it difficult to recruit women for p
- [x] They could face a heavy fine imposed by the Trib

That is correct

People would not want to work for them if they have a reputation for not treating staff fairly.

Select the Next button to move on

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Question 2

Maya's male colleagues are always making comments about her good looks, often calling her pretty and making similar statements. Maya did not make a complaint herself but some of her female colleagues did as it makes them uncomfortable and they know it annoys Maya too. Are they able to complain if this perceived harassment is not against them?

Choose an option then select Submit

- ◯ Yes
- ◯ No

Submit



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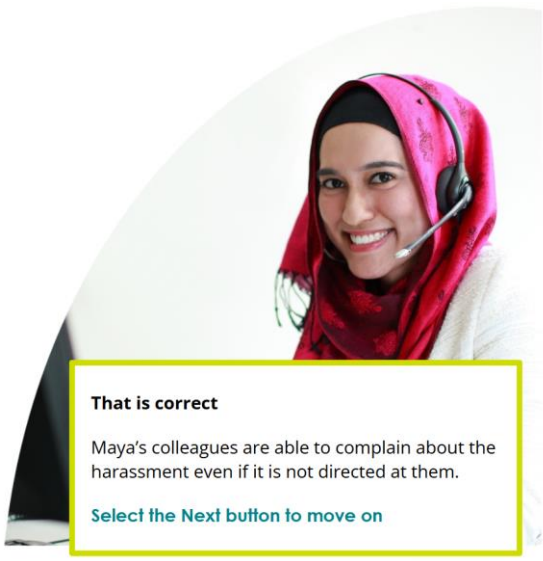
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Question 2

Maya's male colleagues are always making comments about her good looks, often calling her pretty and making similar statements. Maya did not make a complaint herself but some of her female colleagues did as it makes them uncomfortable and they know it annoys Maya too. Are they able to complain if this perceived harassment is not against them?

- ◉ Yes
- ◯ No



That is correct

Maya's colleagues are able to complain about the harassment even if it is not directed at them.

Select the Next button to move on

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Question 3

Which one of the following conditions would **not** be defined as a disability under the Equality Act 2010?

Choose an option then select Submit

- ◯ Suffering from depression
- ◯ Being deaf and using a hearing aid
- ◯ Having type 2 diabetes
- ◯ Suffering from the flu

Submit



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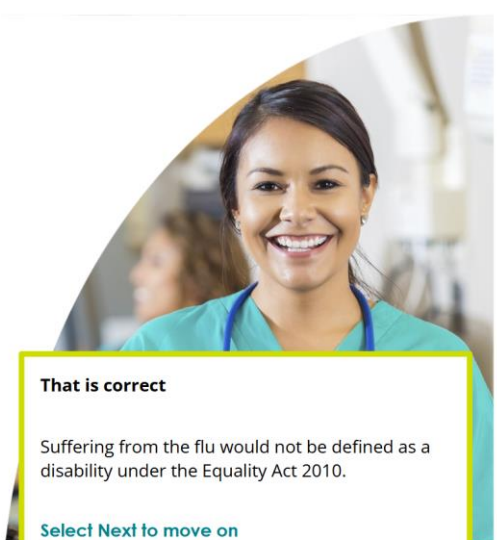
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Question 3

Which one of the following conditions would **not** be defined as a disability under the Equality Act 2010?

- ◯ Suffering from depression
- ◯ Being deaf and using a hearing aid
- ◯ Having type 2 diabetes
- ◉ Suffering from the flu



That is correct

Suffering from the flu would not be defined as a disability under the Equality Act 2010.

Select Next to move on

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Question 4

Which of the following are examples of direct discrimination in the workplace?

Choose all the correct options then select Submit

- [ ] Refusing Aurelia a place on an Outward Bound course because she was the only woman who applied
- [ ] Asking the only two disabled members of staff to take their lunch before everyone else
- [ ] Offering equal benefits to those in a civil partnership as are offered to those who are married
- [ ] Continually calling a Muslim colleague 'The Muslim'

Submit

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Question 4

Which of the following are examples of direct discrimination in the workplace?

- [x] Refusing Aurelia a place on an Outward Bound course because she was the only woman who applied
- [x] Asking the only two disabled members of staff to take their lunch before everyone else
- [ ] Offering equal benefits to those in a civil partnersh
- [x] Continually calling a Muslim colleague 'The Muslim

That is correct

Offering equal benefits to those in a civil partnership as offered to married couple would not be direct discrimination.

Select the Next button to move on

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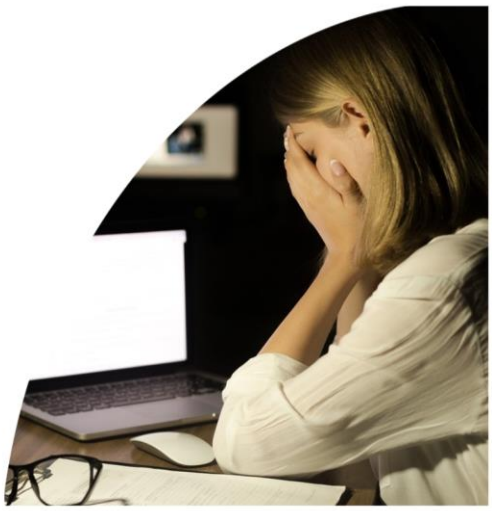
Question 5

Billie loves to attend Gay Pride each year, and this year even appeared on the local news at the parade. Since then, she has noticed her colleagues making nasty comments about her being gay. Billie is heterosexual. What type of discrimination is this?

Choose an option then select Submit

- ◯ Discrimination by association
- ◯ Discrimination by perception

Submit



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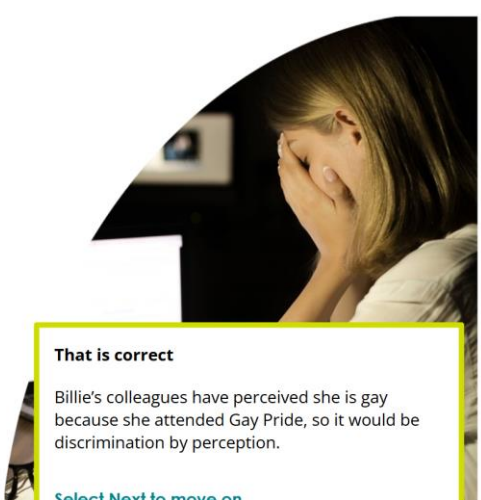
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Question 5

Billie loves to attend Gay Pride each year, and this year even appeared on the local news at the parade. Since then, she has noticed her colleagues making nasty comments about her being gay. Billie is heterosexual. What type of discrimination is this?

- ◯ Discrimination by association
- ◉ Discrimination by perception



That is correct

Billie's colleagues have perceived she is gay because she attended Gay Pride, so it would be discrimination by perception.

Select Next to move on

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Question 6

Which of the following is an example of victimisation?

Choose an option then select Submit

- ○ Damian's boss repeatedly telling him that his work was not up to standard, usually in front of his co-workers
- ○ Lorelei's supervisor always making sure that she was given the longest and most difficult documents to work on
- ○ Anya's boss asking her to stay late to finish urgent work almost every Friday evening
- ○ Failing to give Rory a promised promotion after he raised a grievance about a colleague's racist behaviour

Submit

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Question 6

Which of the following is an example of victimisation?

- ○ Damian's boss repeatedly telling him that his work was not up to standard, usually in front of his co-workers
- ○ Lorelei's supervisor always making sure that she was given the longest and most difficult documents to work on
- ○ Anya's boss asking her to stay late to finish urgen
- ◉ Failing to give Rory a promised promotion after h behaviour

That is correct

Failing to give Rory promised promotion after he raised a grievance about a colleague's behaviour would be an example of victimisation.

Select Next to move on

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Question 7

Anne complained that her manager discriminated against her because she is married. Her grievance was resolved, but Anne has been ostracised by her manager and other team members. Would this be harassment or victimisation?

Choose an option then select Submit

- ◯ Victimisation
- ◯ Harassment

Submit



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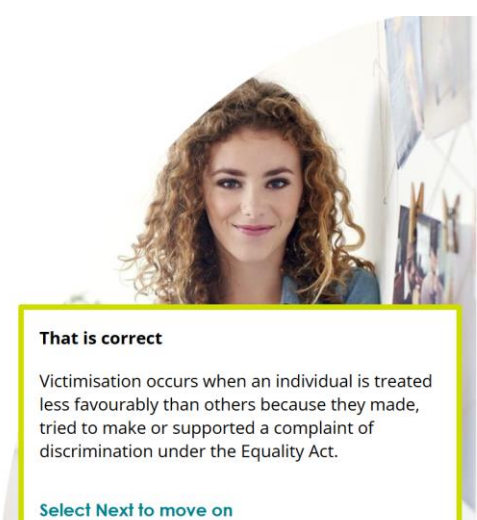
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Question 7

Anne complained that her manager discriminated against her because she is married. Her grievance was resolved, but Anne has been ostracised by her manager and other team members. Would this be harassment or victimisation?

- ◉ Victimisation
- ◯ Harassment



That is correct

Victimisation occurs when an individual is treated less favourably than others because they made, tried to make or supported a complaint of discrimination under the Equality Act.

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How well did you do?

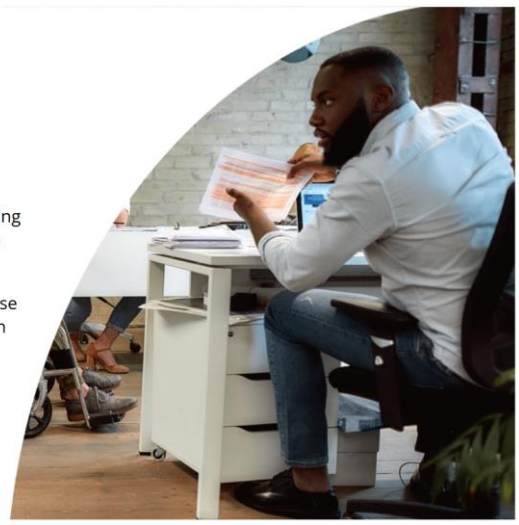
You scored 7 / 7.

Well done! You have shown a clear understanding of Equality, Diversity & Inclusion and passed the quiz..

If you would like to print out your certificate, close down this window and follow the instructions on the main screen.

If you would like to retry the quiz click here

Select the Menu button to return to the course menu. To exit please close the browser window



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