



Education and Culture DG

Lifelong Learning Programme

Grundtvig – Learning partnership

WORKING MATERIAL: INCREASING AWARENESS OF EQUALITY AND DIVERSITY IN LEARNING AND TEACHING

UNITY IN DIVERSITY:

Living, Learning and Working in a diverse Society

Funding code: 2011-1-DE2-GRU06-07803

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1 | Introduction

Questioning is a long established pedagogical method. Used in conjunction with staff inductions, CPD and informal debate provides a springboard for safe exploration and reflective dialogue. The following questions are used as a catalyst for exploring the general and specific duties with staff. This ensures that staff develop confidence in the designing of learning materials and in their approach to teaching curriculum areas. These questions are synthesised within the online modules designed for academic and general staff.

2 | Lesson¹

1. A course could be said to be 'eurocentric' if it has a low percentage of non-white students.
True
False
2. Is it good practice for a lecturer to prepare an assessment using Ariel font and has not used capital or underlining?
Yes
No
3. Promoting shared identity and values is a link between education for diversity and for citizenship.
True
False
4. Treating all students exactly the same is the best response to diverse learners.
Agree
Disagree
5. Although it causes problems on itself, diversity is always a positive thing.
Agree
Disagree
6. Learners with dyslexia may lose track of time and find it hard to plan their day, they may also forget what they have been shown/discussed.
True
False
7. A Polish student approaches you and requests a faith-based adjustment to a course that they say is incompatible with their beliefs. What is the best course of action?
8. Education, employment and the provision of services alongside others is covered under The Equality Act 2010.
True

¹ Developed by Dundee College – Dundee/Scotland

- False
9. In order to relax people informal jargon and slang is a good way to create an inclusive learning environment.
- True
- False
10. There are four main aspects underpinned by equality and diversity principles.
- True
- False
11. When approaching diversity it is useful to have a 'standard' student who has particular characteristics and acts in a predictable way. Diversity can be measured against this.
- Agree
- Disagree
12. A 'diversity mindset' refers to a way of seeing people and situations that is open-minded, non-judgemental and creates a learning culture which values, responds to and uses difference in a positive way.
- Agree
- Disagree
13. When creating a listening/speaking test how can you ensure that it is fair, inclusive and offers equal opportunities for all learners?
- Allow a variety of types of methods of response where possible
 - Provide clear instructions for learners
 - Use plain language at a level appropriate to the test
14. Is it true that under the Equality Act there is also a public sector equality duty which applies to all public bodies, including individual colleges. The sole requirements imposed relate to the elimination of discrimination and harassment.
- True
- False
15. The diversity of learners continues to increase and this has implications for how learning and teaching is organised, structured and delivered. In this context, the main requirements are legal ones.
- True
- False
16. The Equality Act 2010 protects against discrimination on grounds of the following 'protected characteristics' (and no others); age, disability, gender reassignment; marriage and civil partnership; pregnancy and maternity; religion or belief; sex.
- True
- False
17. Indirect discrimination covers discrimination because of a protected characteristic (e.g. race or gender).
- True
- False

18. Direct discrimination occurs when a policy or practice that applies in the same way for everybody has an effect which particularly disadvantages people who share protected characteristic.

True

False

3 | Solution

1	False
2	Yes
3	True
4	Disagree
5	Agree
6	True
7	try to establish what their faith actually requires in this case before making a decision
8	True
9	False
10	True
11	Disagree
12	Agree
13	
14	False
15	False
16	False
17	False
18	False