



Equality	ensuring that every individual has an equal opportunity to make the most of their lives and talents.
The Equality Act 2010	A law that protects people from discrimination in the workplace and society.
Prejudice	To pre judge someone, negatively and unfairly.
Discrimination	Treating someone differently and unfairly, because of a category you have put them in.
Characteristic	Parts of a person's identity, that make them who they are.
Protected characteristics	Parts of a person's identity that are protected by law. Race, sex, religion, marriage, pregnancy, sexual orientation, gender reassignment, disability and age.
Hate Crime	A crime committed by an individual, that is motivated by one of the protected characteristics.
Sexual harassment	Any unwanted sexual behaviour that makes someone feel upset, scared, offended or humiliated, or is meant to make them feel that way.
Sexism	A belief that one sex is superior to or more valuable than another sex.
Upstander	A person who speaks or acts in support of others ,particularly when someone is being bullied.
Bystander	A person who is standing near and watching something that is happening but is not taking part in it
Ally	A person who is committed to actively supporting people being discriminated against.
Sexual orientation	A person's identity relating to who they are attracted to.
Disability	any condition of the body or mind that makes it more difficult for the person to do certain activities or interact with the world around them.
Inclusive	when people have the same experience of something because they use it in the same way
Neurodiversity	the differences in how people's brains process information.
Anti-racist	A person is against racism and actively promotes racial tolerance.
Racism	When a person is treated worse, excluded, disadvantaged, harassed, bullied, humiliated or degraded because of their race or ethnicity.
Institutional racism	The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin.
Sanctuary	A place of safety and protection
Asylum seeker	A person who has left their home country and is seeking safety in another.
Refugee	A person who has been forced to leave their country in order to escape war, persecution, or natural disaster.
Religious discrimination	When someone is treated differently because of religion belief, or lack of religion.

How to be an upstander

Distract a simple way to de-escalate a situation

Delegate the intervention to someone you trust to help

Be Direct and tell them that it's not ok

Delay temporarily pull someone out of a situation to find out more

Sexism and Sexual Harassment

Examples of Sexual Harassment

Unsolicited (unwanted) pictures or videos

Sexist name calling

Inappropriate touching

Reasons young people might not want to tell someone what has happened?

Scared of losing control of the situation.

Risks of been left out or getting peers in trouble.

They worry how adult will react

Worry they won't be believed.

Worry they will be blamed



Support in School

Friends, Peer Mentors, Form Tutor, Head of Year, Pastoral Manager, School pastors or any trusted adult

Outside support

- childline.org.uk 0800 11 11
Help and advice about a wide range of issues (phone, email, online).
- nspcc.org.uk Help for children and young people.
- <https://www.youngminds.org.uk/young-person/coping-with-life/racism-and-mental-health/> A guide for young people dealing with racism.
- stonewall.org.uk Information and support for LGBT communities and their allies.
- youngminds.org.uk Information and support for young people's mental health, including neurodiversity
- <https://www.scope.org.uk/> Disability equality charity providing information and support.
- anti-bullyingalliance.org.uk A collection of organisations united against bullying.
- neverokay@meadowhead.sheffield.sch.uk

