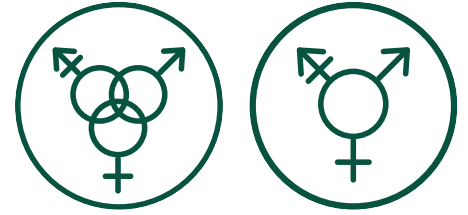


Equality & Diversity Scenario



#1 Lunchtime Language

Objective: The purpose of this scenario is to assess learners understanding of **sexual orientation** discrimination and **sex** discrimination types of discrimination.

Olivia is a chef at a Championship football club. She is a lesbian and regularly overhears young players ridiculing each other using the term 'gay'.

This happens during lunchtime when serving the food or clearing tables. Sometimes the term isn't directed at a player and is instead used to label an object or event in a negative manner. This mainly takes the form of oral abuse but it can be presumed this language is used elsewhere i.e. on social media.

These incidents were reported to the club's Academy Manager and although it isn't aimed at Olivia, it affects her and she is offended. The manager told Olivia that it has been noticed but has gone accepted because it is 'banter'. It continued and Olivia felt unable to work in an environment where being gay is a negative characteristic and so she left to find a new job.

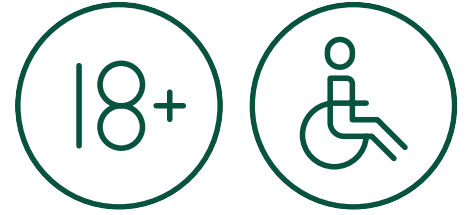
Actions:

1. Identify the type or types of discrimination that Olivia is experiencing in this scenario.
2. What impact may this have on gay teammates who have not come out yet?
3. What should the Academy Manager do?

Established by



Equality & Diversity Scenario



#2 Cutting The Grass

Objective: The purpose of this scenario is to assess learners understanding of **age** discrimination and **disability** discrimination.

Henry is a 62-year-old groundskeeper and has developed arthritis from repetitive work at the training ground. The result of this condition is that Henry had a higher-than-average level of absence.

The club cut costs and announced that it would have to make redundancies. The Chief Executive made a remark to Henry immediately after the announcement. He suggested that it would make sense for Henry to be made redundant as he was due to retire in three years. The Chief Executive also mentioned that Henry received a higher salary than others, due to his skills and the time in the job role.

Henry was placed in a redundancy pool with two other employees aged 55 and 58. Henry received the lowest score in the redundancy selection procedure and was made redundant.

Actions:

1. Identify the type or types of discrimination that Henry is experiencing in this scenario.
2. How should this have been dealt with?

Established by



Equality & Diversity Scenario



#3 Baby Rights

Objective: The purpose of this scenario is to assess learners understanding of **pregnancy and maternity** discrimination.

Fumika has been employed as Academy Secretary for four years. On becoming pregnant she advised the Academy Manager that she would need to arrange maternity leave. She made it very clear that she expected to return to work afterwards. In the early stages of her maternity leave she was contacted regularly about various club matters. This continued once the baby was born and she had to advise staff at the club that this was inappropriate and someone needs to be covering her job properly.

Shortly afterwards Fumika was told that the club was undertaking a review of the staffing structure and was informed that she was being made redundant. She discovered later that the club had simply changed the title of her job role to replace her with someone else indefinitely.

Actions:

1. Identify the type or types of discrimination that Fumika is experiencing in this scenario.
2. What should have happened?

Established by



Equality & Diversity Scenario



#4 I Do

Objective: The purpose of this scenario is to assess learners understanding of **marriage and civil partnership** discrimination.

Faisal is an Assistant U23 Coach, he announced to staff at work that he is getting married and that everyone is invited to the wedding.

In a conversation with the Academy Manager, Faisal discussed his plans and who he was marrying. The Academy Manager's attitude suddenly changed and he suggested to Faisal that he should perhaps reconsider getting married particularly to the woman in question. The manager pointed out that his future wife worked for a major rival. Faisal pointed out that she did not work in a role that would lead to any form of conflict of interest. The manager insisted that 'just working for that club' was a problem.

Faisal thought no more about it until he was told he would be office-bound and no longer be coaching or travelling to games. When asked why, the Academy Manager said: "Well we can't take risks can we?"

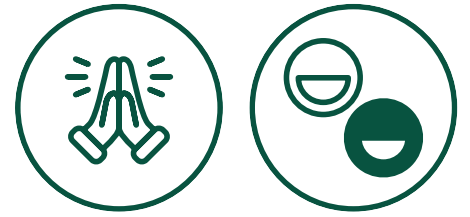
Actions:

1. Identify the type or types of discrimination that Faisal is experiencing in this scenario.
2. What should Faisal do?

Established by



Equality & Diversity Scenario



#5 It's Matchday

Objective: The purpose of this scenario is to assess learners understanding of **religion or belief** discrimination and **race** discrimination types of discrimination.

Aisha is a Pakistani Muslim who is a match steward at a professional football club. She wears a headscarf covering her head and neck in accordance with her religious beliefs.

The club introduced a new dress code and uniform policy. After the introduction of the policy Aisha's manager told her that she could not wear her headscarf for work.

The reasons she gave for this was because of health and safety concerns. Aisha refused to remove her headscarf and she was suspended. After an internal disciplinary hearing Aisha was then dismissed.

Actions:

1. Identify the type or types of discrimination that Aisha is experiencing in this scenario.
2. Discuss whether Aisha has been dismissed unfairly.

Established by



Equality & Diversity Scenario



#6 Let Me Coach

Objective: The purpose of this scenario is to assess learners understanding of **race** and **sex** discrimination types of discrimination.

Lena is a black woman originally from Kenya. She is a well-liked Academy Coach and is highly skilled in getting the best out of young players.

Lena has on several occasions asked to be considered for working with older players. There have been many opportunities to coach older players but she has been overlooked every time. Lena has challenged the Academy Manager about this.

When she did this, she was told that in the manager's opinion African women do not perform well with older and more professional players.

Actions:

1. Identify the type or types of discrimination that Lena is experiencing in this scenario.
2. Discuss why there are not many female and/or ethnic minority Academy Coaches.

Established by

