

GCSE



CCEA GCSE TEACHER/STUDENT  
GUIDANCE

# Learning for Life and Work

Unit 1: Discrimination



For first teaching from September 2017



## Types of Discrimination Factsheet

Discrimination because of...	Definition
<b>Gender</b>	<p>Some people are treated poorly because of their gender.</p> <p>Although it is usually women that face discrimination because of their gender it also happens to men.</p> <p>In industry, some women are paid less than men for doing the same or similar work.</p>
<b>Race</b>	<p>Some people face discrimination because they are from a different race or ethnic minority.</p> <p>Often people accuse ethnic minorities of 'stealing our jobs and houses' but the fact is they are doing jobs people from Northern Ireland don't want.</p> <p>They face many problems.</p>
<b>Sexual Orientation</b>	<p>Some people face discrimination because of their sexuality – Heterosexual / Homosexual / Bisexual.</p> <p>This may take the form of refusing someone employment, housing, access to services because of their sexuality.</p> <p>It is important that we do not judge someone by their sexuality but by their character.</p>
<b>Disability</b>	<p>Some people face discrimination because they are disabled.</p> <p>This can be a physical or mental issue.</p> <p>All public buildings and businesses in Northern Ireland must be accessible for people who live with a disability.</p>
<b>Age</b>	<p>Some people face discrimination because of their age.</p> <p>We tend to associate this type of discrimination with the elderly and teenagers people.</p> <p>However, you may be the victim of age discrimination at any age. For example, if you are 25 and your boss tells you are too young to be seriously considered for promotion.</p>
<b>Religious beliefs</b>	<p>Some people are discriminated against because they follow a different Religion.</p> <p>In Northern Ireland we tend to only think about Religious Discrimination in terms of Catholics and Protestants, but what about Muslims, Jews and people of other faiths who face discrimination?</p>
<b>Political beliefs</b>	<p>Some people are discriminated against because they have different political views.</p> <p>In the past this has been a serious problem in Northern Ireland. (You can discuss this with your teacher.)</p>

## Anti-Discrimination Laws in Northern Ireland Factsheet

Law	Detail
<b>Equal Pay Act (Northern Ireland) 1970 (amended 1984)</b>	<p>Applies to men and women.</p> <p>You are entitled to have the same pay as someone else who is doing the same or similar work within your place of business.</p> <p>You are also entitled to the same conditions such as sick pay; holidays and bonuses.</p>
<b>Sex Discrimination (Northern Ireland) Order 1976 (amended 1988)</b>	<p>You can't discriminate against someone because of their gender (male or female) in the following areas:</p> <ul style="list-style-type: none"> <li>▪ Employment</li> <li>▪ Training</li> <li>▪ Provision of goods</li> <li>▪ Provision of facilities</li> <li>▪ Provision of services</li> </ul>
<b>Race Relations (Northern Ireland) Order 1997</b>	<p>You can't discriminate against someone because of:</p> <ul style="list-style-type: none"> <li>▪ their colour</li> <li>▪ their race</li> <li>▪ ethnic origin</li> <li>▪ national origin</li> </ul> <p>This is in any area of employment; housing; health etc.</p>
<b>Fair Employment and Treatment (Northern Ireland) Order 1998</b>	<p>You can't discriminate against someone because of:</p> <ul style="list-style-type: none"> <li>▪ their religious beliefs</li> <li>▪ their political opinion</li> </ul> <p>You can't discriminate against them because of:</p> <ul style="list-style-type: none"> <li>▪ their supposed religious beliefs</li> <li>▪ their supposed political opinion</li> </ul>
<b>Disability Discrimination Act 1995</b>	<p>You can't discriminate against someone because they have a disability in all areas of life e.g.</p> <ul style="list-style-type: none"> <li>▪ Housing</li> <li>▪ Employment</li> <li>▪ Access to Services</li> </ul> <p>All businesses have to ensure that they have disability access to their premises and within their premises</p>
<b>Northern Ireland Act 1998</b>	<p>This Act includes Section 75 which protects our equal rights and ensures that government run agencies promote equality between:</p> <ul style="list-style-type: none"> <li>▪ Men and women</li> <li>▪ People with and without disabilities</li> <li>▪ People with different religious beliefs, political opinions, race, age, sexuality, marital status</li> <li>▪ People with or without dependants</li> </ul>