

## Tolerance and Inclusivity

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**All that we ask in return (in the spirit of modelling positive digital citizenship) is that you acknowledge *Gooseberry Planet Limited* as the source of your advice.**

The recent terrorist attack in New Zealand brought into sharp focus the growing threat of far-right extremism. The horror, however, was followed by an outpouring of togetherness and inclusivity, clearly rejecting the attacker's abhorrent ideology. Let's take this opportunity to show similar respect, kindness and inclusivity in our own communities.

### Gooseberry **Student** 'Information' of the week



Britain is a multi-cultural country and we are proud to see people from all races, backgrounds and religions being successful in sport, music, film, journalism, politics, business and many other areas.

Depending on where you live, you may have a diverse range of school friends from many different backgrounds. We are all individuals, and nobody is going to get along with everyone, but it is important that we respect those who are different from us (be it race, religion, sex, disability or otherwise) and that we do not behave in ways that are unkind or discriminatory.

Think about how it feels if you fall out with your friend and are excluded from a game or a party. Imagine how it feels if you are excluded simply because of your race, religion, sex or some other characteristic. Even a small act, such as complimenting a new hairstyle, praising a piece of work or showing interest in some aspect of someone's culture or hobbies, can make all the difference to fostering a happy and inclusive school community. Accept the challenge of saying or doing something kind to someone you don't normally mix with and who is different from you. Make sure it is genuine. Give someone a warm feeling this week! (and don't forget – if someone says something nice or does something kind for you, thank them and, if it does, tell them that it makes you feel good).

Extra challenge for older students: Which laws protect the rights of individuals from discrimination? Consider researching the Equality Act 2010 and the Human Rights Act 1988. How is the right to freedom of expression limited by the need to prevent hate, harassment and discrimination?

### Gooseberry **Teacher** 'Opportunity' of the week



Consider a whole school approach to "inclusivity" and kindness this week. Encourage students over all years to look out for opportunities to say or do something nice to someone they might not normally talk to and who is different from them. Encourage those who receive kind comments to accept them graciously and, where appropriate, to acknowledge the impact. Look for feedback the following week on how those who received kind acts felt about it. Perhaps even try it in the staffroom too!

The Equality Act 2010 protects from discrimination a number of "protected characteristics". These are age, disability, sex, religion or belief, race (including



colour, nationality, ethnic or national origin), gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, sexual orientation.

The protection applies at work, in education, as a consumer, when using public services, when buying or renting property and as a member or guest of a private club or association. It makes it unlawful for schools, employers, government departments, transport providers and service providers (amongst others) to discriminate, harass or victimise a person because of their protected characteristics.

The Human Rights Act 1988 sets out the fundamental rights and freedoms that apply in the UK including freedom of thought, belief and religion and freedom of expression. Freedom of expression is accompanied by a duty to respect and not to undermine the human rights of others. Even the expression of views that offend the deeply-held views of others is protected, because it is seen as fundamental to a democratic society that people are able to express and criticise opposing views. However, this right does not apply where expression would discriminate against, harass, or incite violence or hatred against others, especially if based on race, religious belief or sexual orientation. Whether this is the case, or not, will depend on the context, purpose, the speaker and the actual words.

The Equality and Human Rights Commission has produced useful guidance about these conflicting rights: [https://www.equalityhumanrights.com/sites/default/files/20150318\\_foe\\_legal\\_framework\\_guidance\\_revised\\_final.pdf](https://www.equalityhumanrights.com/sites/default/files/20150318_foe_legal_framework_guidance_revised_final.pdf)

## Gooseberry Parent 'Message' of the week



Following the terrorist attack in New Zealand we are once again aware of the tragic consequences of hatred. Parents have an important role to play in modelling tolerant and inclusive behaviour. Try to find a moment this week to show your respect for someone who has different views from you – they could be political (let's not mention Brexit!), sporting or anything else. Show your child that, even though you may disagree with the person's views, you respect a particular viewpoint or performance or statement. This can be much more effective than just telling them how to behave. Let's all work towards a kinder, safer world.

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