

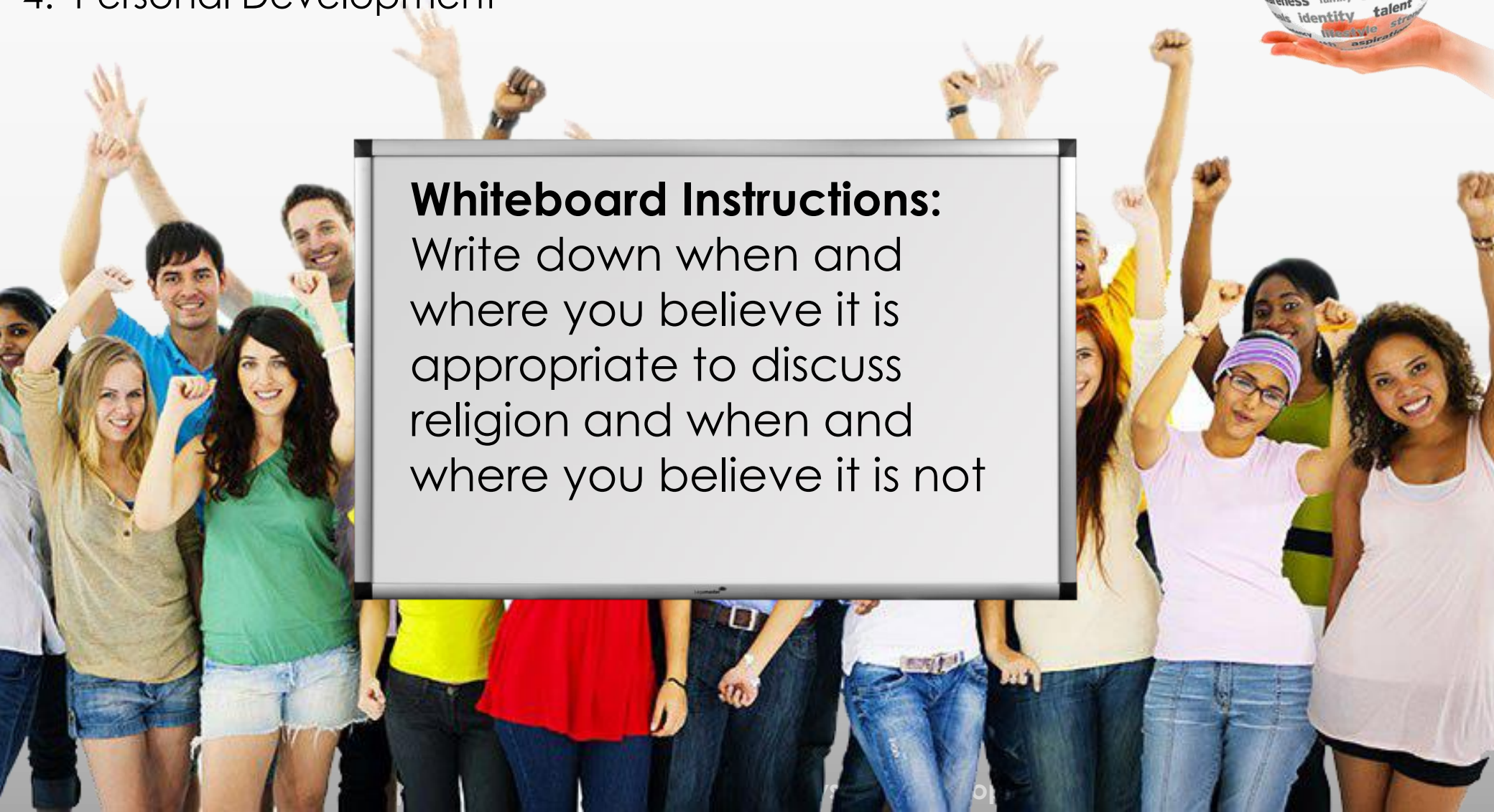
Welcome to another instalment of your statutory Core KS4 PD Curriculum

1. Relationships and Sex Education
- 2. Religious Education**
3. Citizenship
4. Personal Development



Whiteboard Instructions:

Write down when and where you believe it is appropriate to discuss religion and when and where you believe it is not



Religious Discrimination in the Workplace 17/07/2026

Key Vocabulary: Metacognition, self-regulated learning, growth mindset
Prejudice, discrimination, hijab, burka, niqab, Kesh, Salah



How far do you agree that religion should be a strictly private matter?



How might prejudice and intolerance of religious people be addressed in the workplace?

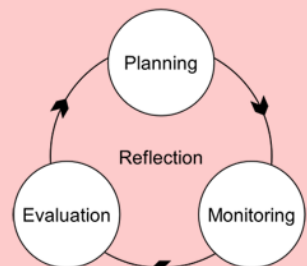


What counts as religious discrimination at work and how can you avoid this?

Instructions:

1. Check that you have written and underlined the title and date.
2. Assess the learning task you will be aiming for during the lesson.
3. Reflect on the progress questions and plan and monitor your approach to answering them by the end of the lesson.

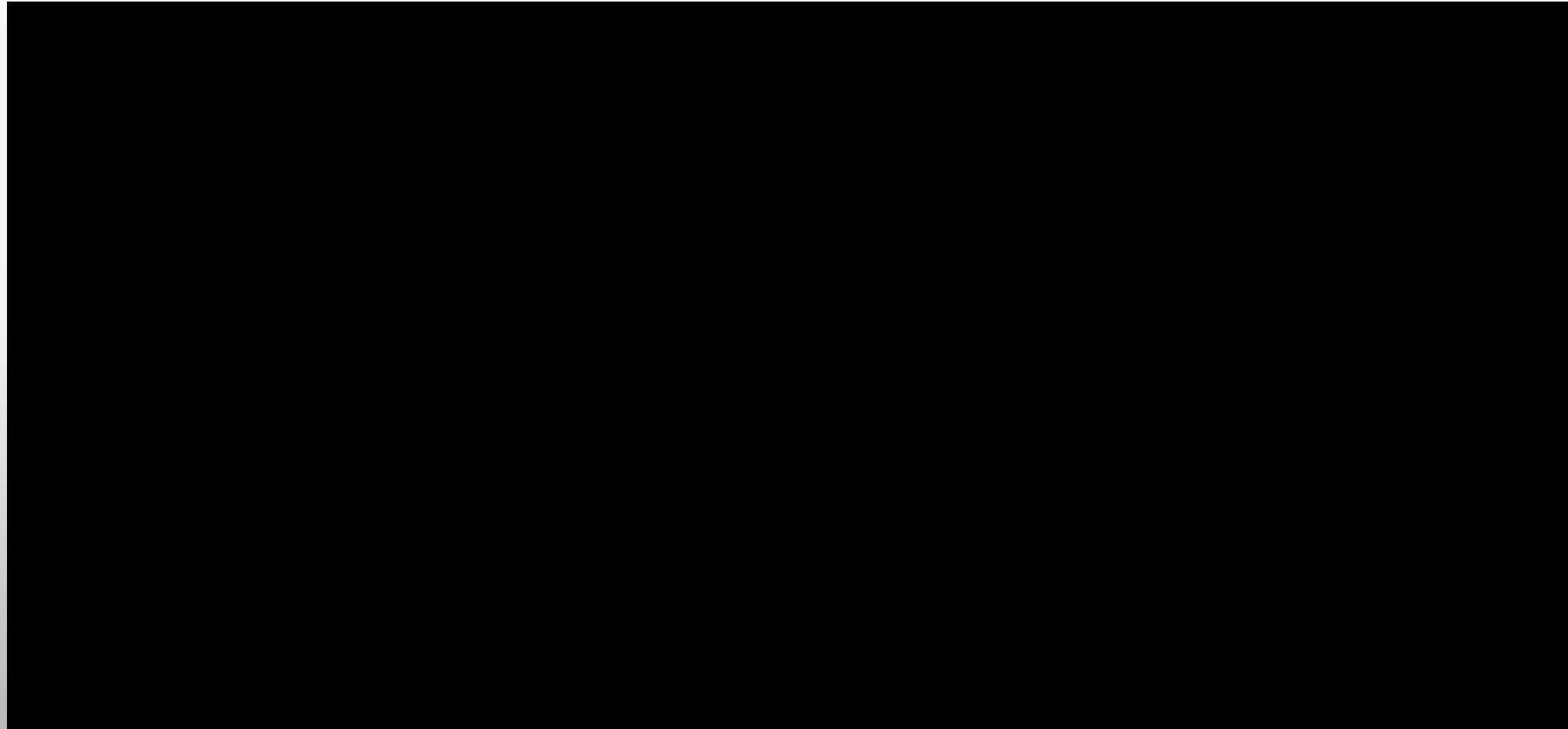
Metacognition phases



Watch the short clip on The Equality Act 2010

1. **Why do you think it is important that we have the Equality Act?**
2. **What do you see as the main problems of applying the Equality act 2010?**

[https://www.youtube.com/watch?v= vUOKC71MRA](https://www.youtube.com/watch?v=vUOKC71MRA)



Instructions: Write full-sentence notes in response to the questions above.

Protected Characteristics

Can you name the nine protected characteristics from the equality Act?

See if you can name them all from these images:



Write your
answers on
your
whiteboard.

Answers...



How can it be argued that this is **not** a complete list of all protected characteristics?







Watch this video about Sebastian's experience of how society didn't support him or recognise his protected characteristics.
– Discuss which they are and how he could have been better supported in society.



Why do you think people might be offended by people talking about religion to them in the workplace?

Do you think it is OK to talk about religion in school to your friends and fellow students?



Do you feel the doctor was in the right or wrong to bring his Christian views into the workplace?

How would you feel if someone at work talked about religion to you?



Write down the key terms below. Match the key term to the definition.

A

Prejudice

1

All people are treated the same, regardless of their ability or achievements.

Equality of Outcome

B

Discrimination

2

Treating someone unfairly because of an aspect of their identity, such as race or religion.

C

Equal opportunity

3

The mental process of prejudging people based on negative stereotypes.

4

Ensuring that all people are given the same opportunities to succeed in life.

Further Challenge:

What is the term the decoy definition is for?

How does the Equality Act protect religious people from discrimination in the workplace?

What is the difference between direct and indirect discrimination?

How much compensation could you get if you experience discrimination at work?



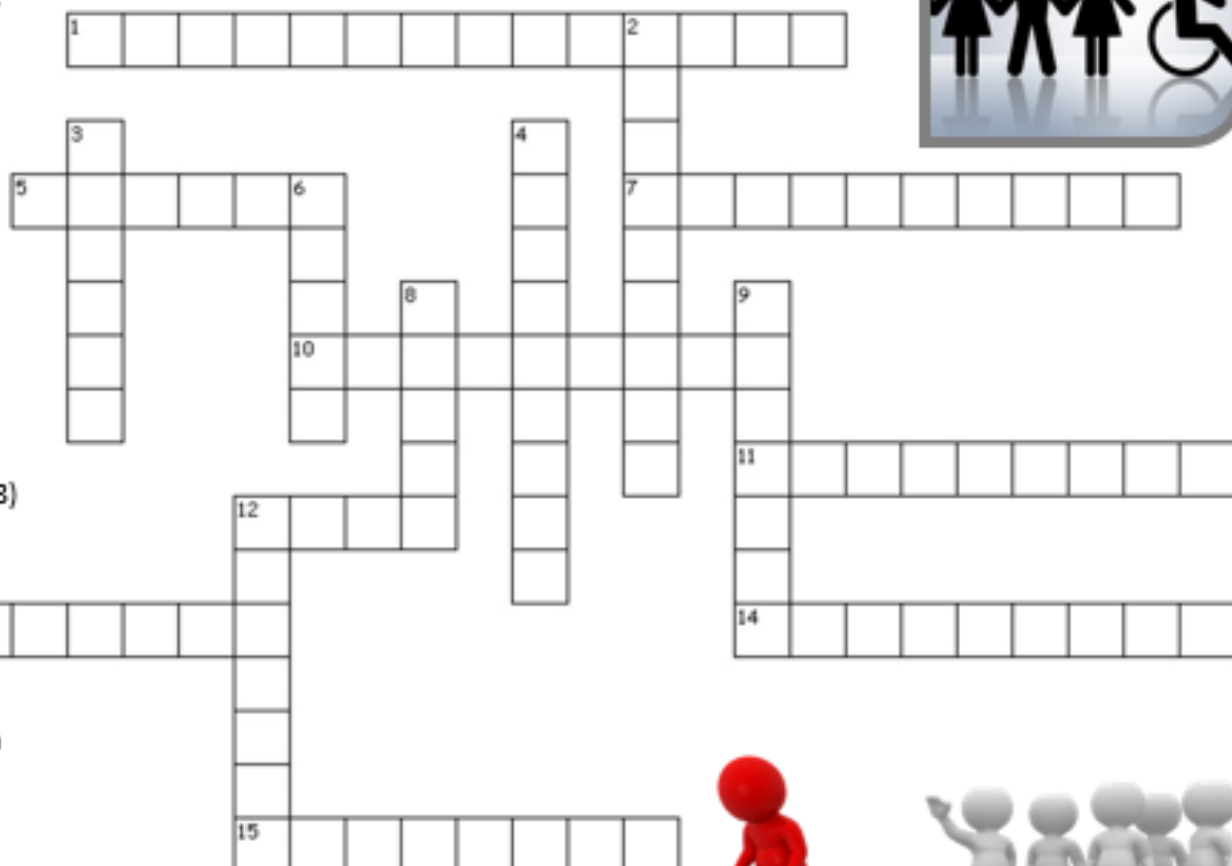
Crossword: Discrimination



Date: _____

Across

1. Unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age or sex (13)
5. Follower of the religion of Islam (6)
7. Event or occurrence which leaves an impression on someone (10)
10. Lack of knowledge or information (9)
11. Preconceived opinion that is not based on reason or actual experience (9)
12. Unpleasant emotion caused by the threat of danger, pain or harm (4)
13. Influence from members of one's peer group (4,8)
14. Person who uses terrorism in the pursuit of political aims (9)
15. Legally or formally recognized union of two people (8)



Down

2. Ability or willingness to tolerate the existence of opinions or behaviour that one dislikes or disagrees with (9)
3. Traditional and widely accepted way of behaving or doing something (6)
4. Being diverse; different; unlike (9)
6. Main means of mass communication (5)
8. Strong feeling of annoyance, displeasure or hostility (5)
9. Feeling of deep admiration for someone or something (7)
12. Power or right to act, speak, or think as one wants (7)



Extra 1: Draw a picture of some of the words to show what each means. You can do this on the back.
Extra 2: Create a poster showing the words in a sentence.

Name: _____

Across

1. Unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age or sex (13)

DISCRIMINATION

5. Follower of the religion of Islam (6) **MUSLIM**

7. Event or occurrence which leaves an impression on someone (10) **EXPERIENCE**

10. Lack of knowledge or information (9) **IGNORANCE**

11. Preconceived opinion that is not based on reason or actual experience (9) **PREJUDICE**

12. Unpleasant emotion caused by the threat of danger, pain or harm (4) **FEAR**

13. Influence from members of one's peer group (4,8)

PEER PRESSURE

14. Person who uses terrorism in the pursuit of political aims (9) **TERRORIST**

15. Legally or formally recognized union of two people (8)
MARRIAGE

Down

2. Ability or willingness to tolerate the existence of opinions or behaviour that one dislikes or disagrees with (9) **TOLERANCE**

3. Traditional and widely accepted way of behaving or doing something (6) **CUSTOM**

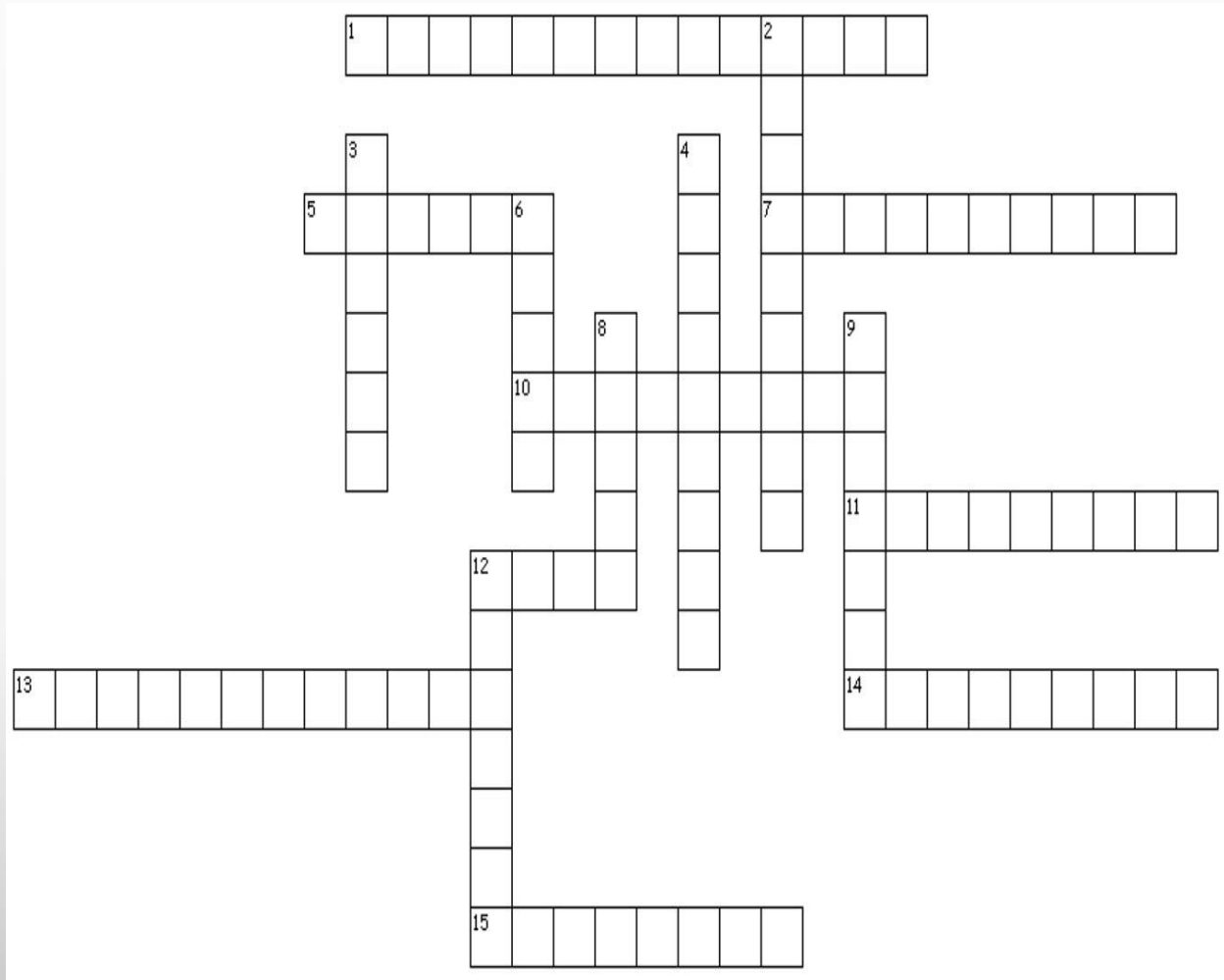
4. Being diverse; different; unlike (9) **DIVERSITY**

6. Main means of mass communication (5) **MEDIA**

8. Strong feeling of annoyance, displeasure or hostility (5)
ANGER

9. Feeling of deep admiration for someone or something (7) **RESPECT**

12. Power or right to act, speak, or think as one wants (7)
FREEDOM



ANSWERS



1. **Why might the Five Pillars of Islam create problems for Muslims in the workplace?**
2. **How should employers ensure that direct or indirect discrimination doesn't happen in their workplace?**
3. **How does religious discrimination affect Muslim people?**

The five pillars of Islam are Shahadah - a belief in one God, Salah - prayer, five times a day, Sawm - fasting in the month of Ramadan, Hajj - pilgrimage and Zakah - the giving of alms.

Instructions: Write full-sentence notes in response to the questions above.

<https://www.youtube.com/watch?v=YUkEgb15e5E>

Why might the Five Pillars of Islam create problems for Muslims in the workplace?
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