

## Equality and Diversity Newsletter



April 2010

### Introduction

Welcome to the Learning World Equality and Diversity Newsletter. The newsletter aims to communicate to learners, staff and stakeholders important topics of interest and to make sure that everyone is kept fully up to date with new legislation, and our current policies and practices.



*Learning World is an equal opportunities training provider and welcomes applications from females and minority groups working in the industry.*

### Buddhism

There are over 150,000 Buddhists in Britain (2001 Census), and 376 million worldwide. Mainly practised in China, Japan, Korea and South East Asia, Buddhism started in the 6th Century BCE with Siddhartha Gautama's quest for Enlightenment.



**Temples** - Buddhists may worship at home or in temples - their temples symbolise the five elements of Fire, Air, Earth, Water and Wisdom.

**Spiritual Development** - Buddhism is a path of spiritual development where Buddhists can gain insight into the true nature of life. This involves meditating in order to develop the qualities of wisdom, kindness and awareness. When Buddhists follow this path they are aiming to reach Enlightenment. Buddhists use this transforming experience to discover how they can be more responsible and develop the qualities of wisdom and compassion further.

**Sects** - The two main Buddhist sects are Theravada and Mahayana, however both sects follow the same traditions of non-violence, tolerance of difference and meditation to transform the mind.

**Beliefs** - The three jewels or principles of Buddhism are: the Buddha, the Sangha (monastic community) and the Dharma (truth and teaching).

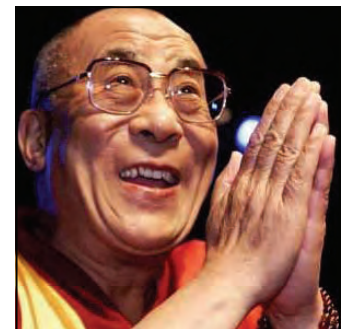
**Buddhist Centres in Britain** - There are numerous centres in Britain, including The Buddhist Society and Jamyang Buddhist Centre in London, a community at Willen Lake in Milton Keynes, the Amaravati Buddhist Monastery in Hertfordshire and the Kagyu Samye Ling Tibetan Centre in Dumfriesshire, to name but a few.



### The Dalai Lama (meaning - *Ocean of Wisdom*)

There have been 14 Dalai Lamas in the history of Buddhism.

Buddhists believe that the current Dalai Lama is a reincarnation of a previous lama who continues his work by being reborn. This is known as 'Tulku'.



### The Buddhist eight-fold path to Enlightenment

- Right Understanding
- Right Intention
- Right Speech
- Right Action
- Right Livelihood
- Right Effort
- Right Mindfulness
- Right Concentration

### The Essence of the Buddha's Teachings are the Four Noble Truths

- **The First Noble Truth (Suffering - Dukkha)**  
*Life frequently fails to live up to our expectations.*
- **The Second Noble Truth (Origin of Suffering - Samudaya)**  
*The causes of suffering.*
- **The Third Noble Truth (Cessation of Suffering - Nirodha)**  
*The possibility of liberation.*
- **The Fourth Noble Truth (Path to cessation of suffering - Magga)**  
*The eight-fold path.*

# Learning World Equality and Diversity Newsletter

## The Multi-Faith Festival Year – April to May

April 13

### Vaisakhi

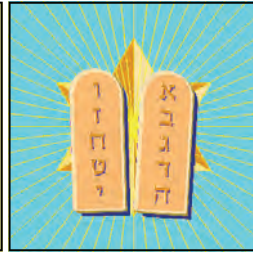
This is the Sikh New Year and can be celebrated on the 13 or 14 of April. It commemorates the birth of Sikhism and includes parades, dancing and singing.



May 19

### Shavout

This Jewish festival celebrates the anniversary when God gave the Torah to the Israelites and Moses on Mount Sinai.



April 23

### Theravadin New Year

This is the Buddhist New Year which is celebrated for three days from the first day of the full moon in April.



May 30

### Trinity Sunday

This day honours the Holy Trinity (the Father, the Son and the Holy Spirit) and is a day of reflecting upon the teachings of the Holy Trinity.



## Special Days

### APRIL ( Sexual Violence Awareness Month )

- 1st April Maundy Thursday - *Christian*
- 1st April Birthday of Guru Bahadur - *Sikh*
- 2nd April Good Friday - *Christian*
- 3rd April Lazarus Saturday - *Orthodox Christian*
- 4th April Easter - *Christian*
- 6th April Last day of Pesach - *Jewish*
- 7th April World Health Day
- 11th April Yom HaSho'ah - *Jewish*
- 13th April Vaisakhi - *Sikh*
- 14th April Baisakhi - *Sikh*
- 19th April Yom Ha'Atzmaut - *Jewish*
- 21st April First Day of Ridvan - *Baha'i*
- 23rd April Saint George's Day - *Christian*
- 28th April World Malaria Day
- 29th April Theravadin New Year - *Buddhist*
- 30th April Ninth Day of Ridvan - *Baha'i*

### MAY ( Mental Health Awareness Month )

- 1st May Theravadin New Year ends - *Buddhist*
- 2nd May Beltane - *Pagan*
- 3rd May Lag B'Omer - *Jewish*
- 8th May Twelfth Day of Ridvan - *Baha'i*
- 15th May Ascension of Christ - *Christian*
- 17th May International Day of Families
- 19th May International Day Against Homophobia
- 20th May Shavuot begins - *Jewish*
- 23rd May Shavuot ends - *Jewish*
- 23rd May Pentecost - *Christian*
- 27th May Declaration of the Bab - *Baha'i*
- 27th May Buddha Day - *Visakha Puja - Buddhist*
- 29th May Zartusht No Diso - *Zoroastrian*
- 30th May Ascension of Baha'ullah - *Baha'i*
- 31st May All Saints - *Orthodox Christian*

Easter Eggs



Buddha Day cakes



## News

### The Equality and Diversity in Construction

A senior level Construction Leadership Diversity Forum will be launched in summer 2010 to provide guidance for the construction industry on equality and diversity issues. The measures come in response to the negative image of the construction industry regarding racism. The Construction Industry Inquiry has found that the number of ethnic workers entering the construction industry remains low at 3 per cent, and the Equality and Human Rights Commission has subsequently developed a programme that aims to increase employment of under-represented groups. [www.equalityhumanrights.com](http://www.equalityhumanrights.com)



### Mental Health

The Institute of Psychiatry at King's College London and the Mental Health Foundation are leading an initiative to promote a declaration for more investment in health research. Public figures who have signed the declaration include Stephen Fry, Tracey Emin, Melanie C, Ruby Wax, Jo Brand and Alistair Campbell. It is anticipated that a break-through in the treatment of mental illness could be made within the next 20 years. Mental Health Action Week takes place between 4 - 11 April.

Mental health issues that affect a person's ability to carry out day-to-day activities can be classed as a Disability under the Disability Discrimination Act. These can include:

**Self-harm**                      **Bipolar Disorder**  
**Schizophrenia**                **Depression**  
**Dementia**                      **Anxiety**  
**Obsessive Compulsive Disorder**

**1 in 4 people will experience mental illness.**

### Did you know...?

- 1 in 4 people will experience mental illness.
- Women are more likely to suffer from mental illness than men.
- British men are three times as likely as British women to die from suicide attempts.
- 400 out of 100,000 people in the UK are likely to self harm— this is the highest rate in Europe.

A new government initiative 'Time to Change' will tackle the stigma and discrimination associated with mental health issues. It will encourage employers to address discriminatory attitudes in the workplace that can prevent people with mental health problems from gaining employment. [www.mentalhealth.org.uk](http://www.mentalhealth.org.uk)



### Buddhist Festivals

**Dharma Day** - The beginning of Buddha's Teaching.  
**Losar** - Celebrates the Tibetan New Year.  
**Sangha Day** - Honours the Buddhist community.  
**Kathina** - Alms-giving ceremony.  
**Parinirvana** - Marks the death of the Buddha (Nirvana Day).  
**Wesak** - Buddha's Birthday.



### Greetings

In practising Buddhist countries the normal greeting is to place both hands together to represent prayer and then bow.

In Western countries this greeting has been adopted to shaking hands with other people.



### Fasting and Diet

During fasting, Buddhists do not eat before 12 noon.

Buddhists do not believe in intentional killing and most Buddhists are vegetarians.

### Mental Health

*"The issue of mental health in the workplace is never more important than in a time of recession. We need to be able to have a discussion about mental health problems in the workplace, and put an end to discriminatory attitudes that prevent capable people from working."* Sue Baker, Director of Time to Change ([www.mind.org.uk](http://www.mind.org.uk))



## Myth Buster Quiz



### Win a Cadbury Bag of Treat size Chocolate!



Closing Date for Entry Forms - 30th April 2010

All correct entries will be put into a hat and drawn on 4th May 2010

Cut out or photocopy the entry form below and send it to:  
Quality Team at Learning World, Aspect House, Aspect Business Park,  
Bennerley Road, Nottingham NG6 8WR.



ENTRY FORM		TRUE ✓	FALSE ✓
1.	A mental illness will always make people become dangerous.		
2.	Children do not suffer from mental illnesses.		
3.	People who harm themselves do it deliberately to gain attention.		
4.	You can catch a mental illness.		
5.	Most people will have a mental health problem at some stage in their lives.		
6.	There is no cure for mental illness.		
7.	Depression only affects people who are weak and lazy.		
Name:		Dept/Location:	



## Easter Sunday

This is the most important date in the Christian calendar and celebrates the resurrection of Jesus Christ from the dead. The word Easter is derived from the ancient Germanic Pagan Goddess of Spring called 'Eostre' (6th Century BC). Other names for the Easter holy day in English-speaking countries are, 'Pascha' meaning Passover, 'Sunday of the Resurrection' and 'Resurrection Day'. Eggs have long been associated with the festival as a symbol of rebirth and renewal.

French - **Joyeuses Pâques!**  
Dutch - **Gelukkig Paasfest!**  
Yiddish - **A fraylekh pesah!**

German - **Frohe Ostern!**  
Italian - **Buona Pasqua!**  
Polish - **Wesolych swiat!**

Danish - **Gladelig Pâske!**  
Spanish - **Felices Pascuas!**  
Russian - **Schtsjastlivyje Paschi!**

