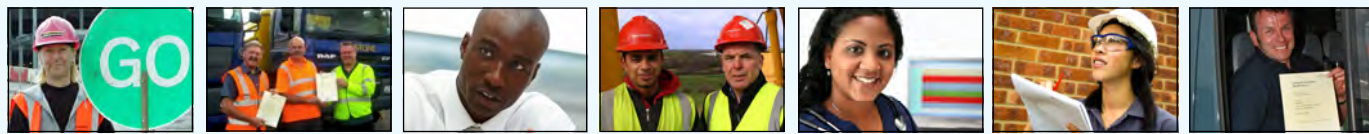


## Equality and Diversity Newsletter



### 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.

June 2010



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

### Hinduism

Elements of Hinduism stretch back in history for thousands of years and it is the major religion in India and Nepal. Hinduism originated near the River Indus in Pakistan. There are currently 900 million followers worldwide and 559,000 in the UK.

Over the years Hindu philosophies and holy books have been developed as a 'way of life' - a body of text known as the Veda is used (meaning knowledge). Hindus believe that the soul passes through a life-cycle and successive lives depend upon how previous lives have been lived.

Hindu Triumvirate - the triumvirate (a group or association of three) consists of three gods who have responsibilities for Creation (Brahma), Upkeep (Vishnu) and Destruction of the world (Shiva).



**Brahma** - is the senior god of the triumvirate who is believed to be the creator of the universe and he holds prayer beads, a water vase, a book, and sometimes a lotus blossom and a staff (these symbolise the Vedas - the original religious texts).



**Vishnu** - is said to return to the earth to restore the balance of good and evil in order to preserve and protect it. His four hands carry symbolic objects - a conch (sound of creation), a discus (the mind), a lotus flower (existence) and a mace (mental/physical strength).



**Shiva** - this god has a third eye which represents wisdom and insight, and Shiva is sometimes represented as half man, half woman. This god is also associated with dance and Shiva is believed to be the master of this art form - 'The Lord of the Dance'.

#### Hindu Worship

Hindus worship an image or an icon. Most homes have a shrine where offerings are made and prayers or mantras said three times a day - these are called *Nitya* rituals.

Yoga is also a means of communicating with the divine using meditation.



This Hindu symbol represents 'Aum' - the sound used in meditation.

#### Hindu Festivals

**Diwali** - the Hindu festival of lights celebrates hope, friendship, goodwill and life. Traditionally gifts are exchanged, homes spring cleaned and buildings are decorated with lights. (5 November 2010).

**Holi** - is a spring festival to celebrate renewal and creation. (20 March 2010)

#### Cycle of Existence

Each cycle of life is called a 'samsara'.

The body perishes but the soul is immortal and its journey is dictated by the law of karma (spiritual laws of eternal life).



#### Hindu Weddings

**Misconceptions about arranged marriages and child marriages**



Hindu scriptures prohibit forced marriages.

Arranged marriages are based upon mutual consent from the bride and groom.

In Indian law, child marriages are banned, however evidence suggests that the practice has not totally disappeared.

# Learning World Equality and Diversity Newsletter

## The Multi-Faith Festival Year – June to July

### Guru Arjan - Martyrdom - Sikh (June 16)

Guru Arjan declared that all Sikhs should donate one tenth of their earnings to charity. He became a martyr when he compiled Guru writings into a holy book.



### Saint Benedict Day - Christian (July 11)

This day honours the Christian saint Benedict of Nursia, considered by the Roman Catholic Church to be one of the most important figures of the 6th Century.



### Martyrdom of Saint Peter & Saint Paul - Christian (June 29)

This date of solemnity is celebrated in memory of the two saints, Saint Peter and Saint Paul. Saint Peter was crucified and Paul was slain by a sword.



### Ulambana (Obon) - Buddhist (July 13)

This event commemorates the visitation of spiritual ancestors to the earth. Lanterns are hung from doors, Obon dances are performed and graves are visited.



### 2nd - 8th June - Hearing Dog Week

### 28th June - 4th July - Deaf Awareness Week

### Special Days

3<sup>rd</sup> June Corpus Christi (Catholic Christians)

5<sup>th</sup> June World Environment Day

7<sup>th</sup> June June Bank Holiday - ROI

9<sup>th</sup> June Saint Columba of Iona - Christian

11<sup>th</sup> June Sacred Heart of Jesus - Catholic Christian

16<sup>th</sup> June Guru Arjan Dev Martyrdom - Sikh

19<sup>th</sup> June New Church Day - Swedenborgianism

20<sup>th</sup> June World Refugee Day

20<sup>th</sup> June Father's Day

21<sup>st</sup> June Summer Solstice (Litha) - Wicca

21<sup>st</sup> June First Nations Day - Canadian Native People

24<sup>th</sup> June John the Baptist Birth - Christian

29<sup>th</sup> June Feast Day of Saints Peter and Paul - Christian

9<sup>th</sup> July Martyrdom of Bab - Islam

11<sup>th</sup> July St Benedict Day - Catholic Christian

12<sup>th</sup> July Bank Holiday - Battle of the Boyne (NI)

13<sup>th</sup> July Ulambana (Obon) begins - Buddhist

15<sup>th</sup> July Ulambana (Obon) ends - Buddhist

15<sup>th</sup> July Saint Vladimir - (Patron of Russian Catholics)

15<sup>th</sup> July St Swithan's Day - Christian

20<sup>th</sup> July Tisha B'Av - Jewish

23<sup>rd</sup> July Halle Selassi Birthday - Ethiopian

24<sup>th</sup> July Pioneer Day - Mormon Christian

25<sup>th</sup> July St James the Great Day - Christian

25<sup>th</sup> July Khordad Sal - Zoroastrian

26<sup>th</sup> July Lailat Al Bara'ah - Islam

## Hearing Dogs for Deaf People 'Paws for Thought'

Hearing dogs support 1 in 7 of the population who suffer with hearing loss. Deafness can be a hidden disability that prevents people with this problem from communicating effectively, which can lead to isolation and depression.

Hearing dogs can help to transform lives by improving methods of communication and supporting deaf people with greater independence, confidence and security by alerting them to everyday sounds.

Hearing dogs are allowed in public places under the Disability and Discrimination Act.



[www.hearingdogs.org.uk](http://www.hearingdogs.org.uk)

## Deaf Awareness Week 'Look at Me'

The theme of this special week (28th June to 4th July 2010) is 'look at me', to improve awareness of different types of deafness:

- Hard of hearing
- Deafened
- Deaf
- Deafblind

Tips for speaking to someone who is deaf:

- **Don't SHOUT!**
- **Look directly at them**
- **Speak Clearly**

[www.deafcouncil.org.uk](http://www.deafcouncil.org.uk)



## News

### The Equality and Human Rights Commission (EHRC)

Full body scanners at Heathrow and Manchester Airports were thought to be breaking discrimination laws, as well as breaching rights of privacy under the Human Rights Act. The EHRC has raised issues around the legality of the scanners and how people would be selected to be scanned. Lord Adonis has clarified that the Code of Practice will safeguard vulnerable groups including disabled people, the elderly, children and transgender individuals.

The Department for Transport has published a Code of Practice to ensure that staff are fully trained and supervised to detect weapons and substances that may cause harm. The Code of Practice also stipulates that passengers will not be selected for screening on the basis of age, gender, ethnic origin or race.

**Lord Adonis:** *"It is important to stress that the images which are captured by body scanners are immediately deleted after the passenger has gone through the scanner."*

**Alex Deane:** (Barrister and Director of the Campaign Big Brother Watch): *"What kind of free society does the Government think it is 'protecting', when it invades our privacy like this? When we are forced to expose ourselves at the airport in order to go on holiday, the terrorists have won"*.



Lord Adonis



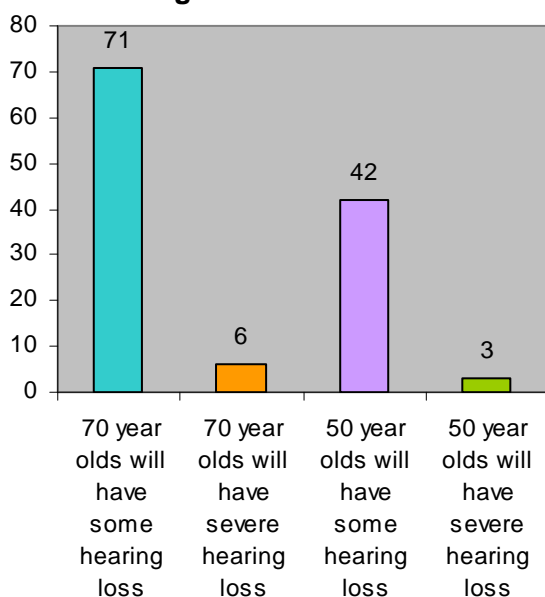
Alex Deane

### The Equality Act 2010

The Equality Bill received Royal Assent on 8th April. The Act simplifies and standardises the existing equality and diversity laws, and also incorporates new legislation to protect people from discrimination. The main provisions of the Act will come into force in October 2010 (excluding Northern Ireland), with some provision being delayed until after April 2011. Parts of the Act will include:

- Gender gap audits
- Enhancement in tribunal powers
- A ban of pre-employment health questionnaires
- A ban on pay secrecy
- A ban on discrimination by association
- Positive action in recruitment and promotion

### Percentage of Deafness in the UK



### Royal National Institute for Deaf People

#### Deaf and Hard of Hearing Adults in the UK

(statistics from RNIB Annual Survey)

- There are 23,000 deafblind people in the UK.
- 50,000 people use sign language as their first or preferred language.
- Two million people use hearing aids.
- There are 921 hearing dogs in the UK.

[www.rnib.org.uk](http://www.rnib.org.uk)



## Hindu Culture Quiz



**Win - A miniature collection of Green & Blacks chocolate and a box of eclairs!**

*Closing Date for Entry Forms - 30th June 2010*



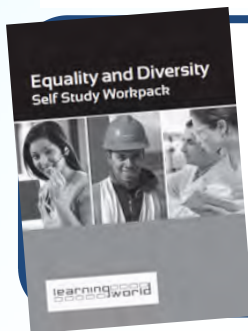
All correct entries will be put into a hat and drawn on 1st July 2010



**Entry Form - cut out or photocopy the entry form and post/email it to the Quality Team**



ENTRY FORM		Tick the boxes below <input checked="" type="checkbox"/>		
1.	The number of followers of Hinduism in the UK is...	<input type="checkbox"/> 600,000	<input type="checkbox"/> 559,000	<input type="checkbox"/> 400,000
2.	The God Shiva has third eye which represents...	<input type="checkbox"/> Good and evil	<input type="checkbox"/> Wisdom & Insight	<input type="checkbox"/> The Soul
3.	Diwali is the festival of...	<input type="checkbox"/> Gifts	<input type="checkbox"/> Lights	<input type="checkbox"/> Friendship
4.	Veda means...	<input type="checkbox"/> A God	<input type="checkbox"/> Knowledge	<input type="checkbox"/> Karma
5.	In 2010 Diwali will be celebrated on...	<input type="checkbox"/> 1 November	<input type="checkbox"/> 5 November	<input type="checkbox"/> 5 December
6.	The Hindu symbol represents the sound...	<input type="checkbox"/> Er	<input type="checkbox"/> Um	<input type="checkbox"/> Aum
Name:		Dept/Location:		



### Equality and Diversity: Self Study Workbook

Learning World has designed a self study workbook in line with its commitment to raising awareness of Equality and Diversity for Academy and OSAT (On Site Assessment and Training) Learners.

The workbook includes information, activities and projects to be completed. Learners will receive a Certificate of Achievement upon successful completion of the workbook.

Everyday Ethics

All Things Considered

Religious News



### BBC Podcasts

Equality and diversity podcasts from the BBC  
[www.bbc.co.uk/podcasts/genre/religionandethics](http://www.bbc.co.uk/podcasts/genre/religionandethics)



Faith Perspectives

Beyond Belief

Faith in England