

## Discrimination, harassment and victimisation school scenarios & answers

<b>Scenario 1</b>	
<i>A female pupil is discouraged from undertaking a course in engineering by a teacher who tells her this is an unsuitable area of study for a female.</i>	This is <b>direct discrimination</b> on the grounds of sex. It is unlawful to treat someone less favourably than another because they have a protected characteristic.
<b>Scenario 2</b>	
<i>A teacher does not pick a pupil for the school football team as he thinks the pupil is gay (even though he is not). He takes the view the pupil will not fit in with the team and could be bullied.</i>	This is <b>discrimination based on perception</b> , when a pupil is treated less favourably because someone mistakenly thinks that they have a protected characteristic.
<b>Scenario 3</b>	
<i>A school produces its prospectus only in written English even though their catchment area has a large population of Bengali people.</i>	This could be <b>indirect discrimination</b> , where a policy or practice is applied in the same way to everyone, but it puts certain people at a disadvantage.
<b>Scenario 4</b>	
<i>Two pupils from an Irish Traveller background overhear a teacher making racial slurs about gypsy and traveller people, including that their site should be shut down and they were 'trouble'. Although not directed at the pupils, the remarks still made them feel humiliated and degraded.</i>	This is <b>harassment</b> related to race, even though the remarks are not directed at the pupils. It might be deliberate but it doesn't have to be. Someone could be harassing another person even if they don't mean to or don't realise they are doing so. <i>Harassment is unwanted behaviour that hurts your pride or creates an intimidating, degrading or offensive environment.</i>
<b>Scenario 5</b>	
<i>A teacher regularly shouts at a pupil because she supported another pupil's sexual harassment claim against a teacher colleague.</i>	This is an example of <b>victimisation</b> - when a complaint is made, resolved and then a person is subsequently treated badly because of this.
<b>Scenario 6</b>	
<i>A potential pupil to an independent school is refused admission because they care for a disabled parent. The admissions tutor feels they won't be able to commit to the high academic environment of the school.</i>	This is <b>discrimination by association</b> . It is unlawful to discriminate against someone because they are associated with someone with a protected characteristic. They are discriminated against by the applicants association with a disabled person.
<b>Scenario 7</b>	
<i>Monitoring at a local school has shown that white boys aged 14-16 are performing worse than other groups. The school decides to run extra maths classes after school just for this group.</i>	This is called <b>positive action</b> . The Equality Act allows service providers to take action that may involve treating one group more favourably where this is a proportionate way to help group members overcome a disadvantage or participate more fully, or in order to meet needs they have that are different from the population as a whole.