

Spotlight On...



Issue 1

1st February 2012

Racism

Welcome to the first edition of our new information and training resource Spotlight On...

The aim of this newsletter is to support all our learners and employers in understanding Equality & Diversity issues. Each month we will focus on a different theme or issue that is important to you, both at work and in your wider life experiences. We aim to highlight the issue through real life events and examples, bringing you news, information about the law and links to organisations that can advise and support.

As a learner you may refer to it during your meetings with your assessor, during progress reviews, whilst completing knowledge questions or your ERR or maybe even over a cup of tea. For employers we hope it will be useful reminder about why we have all those policies & procedures in place and help you to feel more involved in the progress review process. But perhaps it will highlight areas for training & development too!

In this issue we put the Spotlight On...Racism. With the Stephen Lawrence court case and numerous incidents in football we thought it was a topical place to start. We also meet Gemma, one of the Omega team, who reflects on some of her own experiences.

Stephen Lawrence

Whether it has been through watching the news or listening to the radio on your way to work, you will be aware of the Stephen Lawrence case. The 18 year old young man was stabbed to death at the bus stop in an unprovoked attack in 1993. In 2012 two men were finally convicted for the murder, Gary Dobson and David Norris. This was largely due, to new scientific evidence found. A spot of Stephen's blood was found on the collar of Dobson's jacket while hairs belonging to Stephen were found on Norris's trousers. The men were found guilty of being in a gang called 'Like Minded Racists' and many people in support of the case are now looking for further prosecutions of the other known gang members involved in the attack. There has been much confusion as to why it has taken so long for a result in this case, Lawrence's mother stated '**I felt relieved by the verdict but angry at the way the original investigation was carried out**'. Since the attack a centre set up in his memory has provided a place for his family and the community he lived in a place to go to remember the young man as well as providing the venue for many community integration & social events. Sadly the future of the centre is under the threat of closing due to lack of funding.



Time to celebrate Diversity

Here are some religious events taking place this month:

- 4th February– Mawlid– al– nabi (Muslim)
- 8th February– Parinirvana / Nirvana Day (Buddhists)
- 14th February– St Valentines Day (Christian)
- 20th February– Maha Shivaratri (Hindu)
- 22nd February– Lent (Christian)

Omega's Equal Opportunities Policy Statement:

'To narrow any identified achievement gaps between learner groups where such gaps may be attributable to learners' gender, ethnicity of certain disabilities.'



Face of the month

Gemma Adney

This month we put the Spotlight On... Gemma Adney, who last year decided to learn the language Punjabi. We asked Gemma why she chose to study this language and she explained that as a British Asian, people often assume she speaks either Punjabi or Urdu. In her work Gemma said 'when I went to see some candidates for the first time

they would start talking to me in their first language because they thought that I spoke the same' As an assessor Gemma is keen to put employers and candidates at ease and understands that taking on a new qualification can be a scary prospect. Through discussion with her line manager Gemma chose a Punjabi language course

which she studied alongside her job. She now uses her new language skills to meet and greet new candidates and set them on the road to success with their own training.



Liverpool F.C. Racism Row



Let's Kick Racism Out of Football was established in 1993 as football's equality and inclusion campaign and works tirelessly to put an end to racism within the sport. Over the years Liverpool F.C. have been actively involved in the campaign and are keen to defend the club's reputation. They stated that 'English football has led the world in welcoming all nationalities and creeds into a Premier League and it's leagues below, and Liverpool Football Club itself has being a leader in taking a progressive stance on issues of race and inclusion. It has now been said that Liverpool Football Club wish to have a peace talk with Manchester Unit in order to cool the air before their next game against each other on the 11th February.

<http://www.kickitout.org>

What should you do if you feel you are being discriminated due to your race?

There are many options available to you. One would be to talk to your employer about the situation if the discrimination was from within the workplace. Also as an Omega learner you can contact us with any issues you may have.

There are laws that protect employers such as the 'Race Relations Act 1976' which makes it unlawful to discriminate on the grounds of race, colour, nationality or ethnic or national origin.

Omega has policies in place to protect their learners from racial discrimination. ' All occurrences of harassment and bullying must be reported by telephone (in the first instance) to either **Sarah Clutterbuck or Maureen Smith** on **0121 433 3548**.

Feed Back

We are always keen to hear from you so if you have any comments or ideas please get in touch. Spotlight On... will be available both hard copy and electronically. It will also be available on the website. We are developing a whole new range of learning resources and links that you will be able to access through the main Omega website so keep looking to see what's new. Please leave any feedback you may have at www.omega-training-services.co.uk. looking to see what's new. Please leave any feedback you may have at www.omega-training-services.co.uk.



Interested in this months topic?

Find some useful links below:

- <http://www.omega-training-services.co.uk/>
- <http://www.equalityhumanrights.com/>
- www.wakefield.gov.uk › ... › [Equal OpportunitiesCached](#)
- <http://www.kickitout.org>
- www.stephenlawrence.org.uk

