



Llywodraeth Cymru  
Welsh Government

# Equality, Diversity and Inclusion Toolkit for the Work-Based Learning Provider Network



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# Introduction

This Toolkit is an online resource for Work Based Learning Providers with responsibilities for Equality, Diversity and Inclusion.

It contains a range of resources and useful information including guidance; tips; worksheets; informative videos, web-links and social media links. It aims to assist them to increase their confidence to practically apply their knowledge and understanding of Equality, Diversity and Inclusion within the Work Based Learning environment.

## **The following topics are covered:**

- Autism Spectrum Disorder Awareness;
- Cultural Competence and Identity;
- Disability Awareness;
- Emotional Behaviour Disorders;
- Equality Act 2010 and specific Equality duties for Wales;
- Gender Identity and Stereotyping;
- Mental Health Awareness; Reasonable Adjustments and Unconscious Bias.

## **Background**

The Welsh Government's 2016 manifesto pledged to create a minimum 100,000 all age apprenticeships over the next five years with renewed priority to increase take up from Black Asian

and Minority Ethnic Communities (BAME), disabled people and to address gender stereotyping in certain industry sectors. NTfW's recent review of WBL provider's equality and diversity practice identified specific training is required for WBL providers to:

- Increase their confidence to practically apply their knowledge and understanding of Equality, Diversity and Inclusion within the Work Based Learning environment;
- gain a deeper understanding and knowledge of cultural issues to attract disabled people and individuals from BAME communities to apprenticeships;
- understand disclosure and application of reasonable adjustments to remove any hidden barriers for potential learners with additional needs who may be interested in taking up an apprenticeship.

The review also revealed that while some providers were trialling initiatives to attract male and female learners into non-traditional sectors, more overall support is needed for providers to maintain efforts to address under participation within the Science Technology Engineering Manufacturing (STEM) industries and Health and Social Care sectors in particular.

Equality, Diversity and Inclusion training sessions for Work Based Learning providers were held during February/March 2018.

## Autism Spectrum Disorder Awareness



# 1. AUTISM SPECTRUM AWARENESS

Item	Synopsis	Link/Contact/Information
<p>Welsh Government</p> <p>Autistic Spectrum Disorder: Updated Delivery Plan</p>	<p>The national integrated autism service supports work to achieve the aims of the plan.</p> <p>The plan outlines actions to:</p> <ul style="list-style-type: none"> <li>• introduce a 26-week waiting time target from referral to first appointment for children with autism</li> <li>• transform the education support for children with autism spectrum disorder</li> <li>• implement a national assessment pathway for children</li> <li>• improve employment opportunities for people with autism</li> <li>• support organisations to become autism-friendly</li> <li>• publicise information and resources.</li> </ul>	<p><a href="https://gov.wales/autistic-spectrum-disorder-delivery-plan-2018-2021">https://gov.wales/autistic-spectrum-disorder-delivery-plan-2018-2021</a></p>
<p>ASD Info Wales</p> <p>Resources, Videos, Guides, Information, PDFs, Events, Apps</p>	<p>The national site for Autism Spectrum Disorders (ASD). Their site contains information about Autism Spectrum Disorders (including Autism and Asperger Syndrome), service details, training opportunities and updates on the implementation of the ASD Strategic Action Plan for Wales. You will also find downloadable resources that can be shared with individuals with ASD, their family and carers.</p> <p>The site has dedicated areas for individuals with Autism and professionals, parents and carers supporting those with Autism. There is also a specific section for Employers which includes advice and PDFs for Employers and Managers and information on the ASD Positive About Working with Autism Charter.</p> <p><b>Resources</b></p> <ul style="list-style-type: none"> <li>• Living with Autism: A guide for adults following diagnosis</li> <li>• Working with Autism</li> <li>• Working with Autism App</li> </ul>	<p><a href="http://www.ASDinfoWales.co.uk">www.ASDinfoWales.co.uk</a></p> <p>WLGA Local Government House Drake Walk Cardiff CF10 4LG</p> <p>Telephone: 029 2046 8675</p> <p>E-mail: <a href="mailto:ASDinfo@WLGA.gov.uk">ASDinfo@WLGA.gov.uk</a></p>

<p>ASD Info Wales</p> <p>Video - Living with Autism</p>	<p>This film explains Autism and aims to Increase understanding and help to improve the lives of adults with ASD.</p>	<p><a href="http://www.ASDinfoWales.co.uk">www.ASDinfoWales.co.uk</a></p>
<p>Cardiff University</p> <p>Wales Autism Research Centre</p> <p>Film: The Birthday Party</p>	<p>A training film for professionals. The film is a partnership project between government, university and clinical partners. It has been funded by the Economic and Social Research Council and Welsh Government.</p> <p>The film describes the signs of autism in children. The message of the film is that the same signs can show themselves in different ways. Because of these differences, signs can often get missed.</p> <p>The purpose of the film is to help increase awareness in professionals and especially for flagging up concerns.</p>	<p><a href="http://sites.cardiff.ac.uk/warc/signs-and-diagnosis/signs/raising-awareness-do-you-know-the-signs/">http://sites.cardiff.ac.uk/warc/signs-and-diagnosis/signs/raising-awareness-do-you-know-the-signs/</a></p> <p>Wales Autism Research Centre (WARC)  School of Psychology  Cardiff University  Tower Building  Park Place  Cardiff  CF10 3AT</p> <p>Telephone: 029 2087 4000</p>
<p>The National Autistic Society Cymru</p> <p>Information, Advice, Research, Resource Library, Events, Diagnostic Services, Drop-in Centres, Training and Networking for Professionals</p>	<p>The society provides information, support and pioneering services. They campaign for a better world for people with Autism.</p> <p>This site has dedicated areas offering guidance and information for individuals, teachers, professionals and Health and Social Care workers. Information on strategies, approaches and interventions to help those living with Autism.</p> <p>There is a dedicated page to explain what Autism is and how it affects how people with the condition perceive the world and interact with others.</p>	<p><a href="http://www.autism.org.uk/wales">www.autism.org.uk/wales</a></p> <p>NAS Cymru  2nd Floor, Lancaster House  106 Maes-y-Coed Road  Heath, Cardiff  CF14 4HE</p> <p>Telephone: 02920 629 312</p> <p>Email: <a href="mailto:cymru@nas.org.uk">cymru@nas.org.uk</a></p>

<p>BBC Documentary</p> <p>Richard and Jaco: Life With Autism on BBC One Wales</p> <p>YouTube Clip -Richard and Jaco BBC Breakfast</p> <p>YouTube clip - Life with autism - BBC Stories</p>	<p>In the documentary, Richard reflects on his experience of raising a son on the autistic spectrum.</p> <p>Along with Jaco, Richard appeared on BBC Breakfast to discuss the documentary.</p> <p>Video clip of the BBC Documentary of Richard and Jaco.</p>	<p><a href="http://www.bbc.co.uk/news/av/uk-wales-39482793/actor-richard-mylan-and-son-jaco-on-life-and-autism">http://www.bbc.co.uk/news/av/uk-wales-39482793/actor-richard-mylan-and-son-jaco-on-life-and-autism</a></p> <p><a href="https://www.youtube.com/watch?v=CtB2zJS-fDI">https://www.youtube.com/watch?v=CtB2zJS-fDI</a></p> <p><a href="https://www.youtube.com/watch?v=Az2RgDLsnKI">https://www.youtube.com/watch?v=Az2RgDLsnKI</a></p>
<p>Autism Initiatives</p> <p>Real partnerships, unique solutions, positive outcomes</p>	<p>In a variety of locations throughout the UK and Ireland they offer a wide range of support for autistic people. From supported living to schools, from a short break service to one stop shops, from work placements to training, clubs and activities, Autism Initiatives has a wealth of resources and expertise that support autistic people to achieve their personal goals.</p>	<p><a href="https://www.autisminitiatives.org/">https://www.autisminitiatives.org/</a></p>
<p>WalesOnline News page</p>	<p>This page documents what it is like for an 11 year old with Autism to walk in to the BBC news studio. Jaco appeared on BBC Breakfast to talk about a new documentary he stars in with his dad - Cardiff-based actor Richard Mylan.</p> <p>This news page follows Jaco's time in the studio with a video clip and also contains a useful Autism Myth Busting Guide link and page to find out more and raise awareness of the condition.</p>	<p><a href="https://www.walesonline.co.uk/news/wales-news/what-its-like-11-year-12953734">https://www.walesonline.co.uk/news/wales-news/what-its-like-11-year-12953734</a></p>

<p>Autism Spectrum Connections Cymru</p>	<p>Autism Spectrum Connections Cymru is a Welsh service providing charity for people with Autism Spectrum Conditions, their families and carers in Wales. ASC offer a One Stop Shop (OSS) as a safe place for adults with an autism spectrum condition to access a wide range of advice and support.</p> <p>The service is primarily delivered for people who have a diagnosis of Asperger syndrome or high functioning autism who are over 16 years old.</p> <p>Autism Initiatives provides a range of person-centred services throughout the UK. The charity provides services to children and adults, and encompasses education, residential houses, supported living and outreach services.</p> <p>Their webpages offer specific information on:</p> <ul style="list-style-type: none"> <li>• What is Autism?</li> <li>• What is Asperger syndrome?</li> <li>• What is Autism Spectrum Disorder (ASD)?</li> </ul>	<p><a href="https://whereyoustand.org/groups-and-organisations/item/autism-spectrum-connections">https://whereyoustand.org/groups-and-organisations/item/autism-spectrum-connections</a></p> <p>The One Stop Shop service is based in Cardiff City centre.</p> <p>ASCC 21 High Street Cardiff CF10 1PT</p> <p>Telephone: 02920 228794</p>
<p>BBC NEWS</p> <p>Autism concern over home schooling rise in Wales</p>	<p>News page and video clip highlighting the concern for school children and the increasing numbers taught at home in Wales.</p> <p>This page also has links to detailed information on:</p> <ul style="list-style-type: none"> <li>• What is autism? (BBC Science Page)</li> <li>• How does a child experience autism? (BBC iWonder Page)</li> </ul>	<p><a href="http://www.bbc.co.uk/news/uk-wales-42017204">www.bbc.co.uk/news/uk-wales-42017204</a></p>
<p>Royal College of Psychiatrists Website</p> <p>2018 Royal College of Psychiatrists</p> <p>Mental Health and Growing Up Factsheets</p>	<p>The site offers a number of factsheets and resources for parents, carers and professionals working with young people or individuals with mental health and learning difficulties.</p> <p>Mental Health and Growing Up Factsheet series:</p> <p>Autism and Asperger's syndrome: information for parents, carers and anyone who works with young people.</p>	<p><a href="http://www.rcpsych.ac.uk">www.rcpsych.ac.uk</a></p> <p>Royal College of Psychiatrists, 21 Prescott Street, London E1 8BB</p> <p>Telephone: 020 7235 2351 / 020 7977 6655</p>



<p>World Autism Awareness Week 2018</p>	<p>World Autism Awareness Day (WAAD) aims to put a spotlight on the hurdles that people with autism – and others living with autism – face every day. As a growing global health issue owing to its increasing exposure in the press and common knowledge, autism is an issue that is only gaining more understanding – and WAAD activities are planned every year to further increase and develop world knowledge of children and adults who have autism spectrum disorder (ASD).</p>	<p><a href="https://www.awarenessdays.com/awareness-days-calendar/world-autism-awareness-day-2018/">https://www.awarenessdays.com/awareness-days-calendar/world-autism-awareness-day-2018/</a></p>
<p>Wales TUC</p>	<p>Autism Awareness in the Workplace A Toolkit for Trade Unionists: Wales TUC Cymru</p>	<p><a href="https://www.tuc.org.uk/sites/default/files/Autism%20Awareness%20in%20the%20Workplace%20FINAL_1.pdf">https://www.tuc.org.uk/sites/default/files/Autism%20Awareness%20in%20the%20Workplace%20FINAL_1.pdf</a></p>
<p>ITV Report 27 March 2017 Autism Awareness Week</p>	<p>Autism Awareness Week: What is it really like to be an autistic adult? This report gives information and statistics about Autism and details what it is like living with Autism and how it can affect individuals.</p>	<p><a href="http://www.itv.com/news/wales/2017-03-27/autism-awareness-week-what-is-it-really-like-to-be-an-autistic-adult/">http://www.itv.com/news/wales/2017-03-27/autism-awareness-week-what-is-it-really-like-to-be-an-autistic-adult/</a></p>
<p>ITV Report – Video Clips 27 March 2017 Autism Awareness Week</p>	<p>Your Stories: Life as an Autistic Adult Video clips of individuals sharing their personal stories and experiences living with Autism</p>	<p><a href="http://www.itv.com/news/wales/story/2017-03-29/your-stories-life-as-an-autistic-adult/">http://www.itv.com/news/wales/story/2017-03-29/your-stories-life-as-an-autistic-adult/</a></p>
<p>MENCAP Cymru Website Advice, support, information, research, statistics</p>	<p>Mencap Cymru offers advice, support and information for individuals, employers and anyone affected by learning disabilities. They aim to tackle related issues head-on through tireless campaigning and the delivery of high quality support and services to the people who need them. There is useful information here to further understand all related conditions and a PDF to download to understand how to communicate better with someone with a learning disability.  They have specific information related to Autism and their dedicated page: What is Autism and Asperger syndrome? Details on what Autism is and the signs to look for. How it is diagnosed, and how to find help and support.</p>	<p><a href="http://www.mencap.org.uk">www.mencap.org.uk</a>  Mencap Cymru Cardiff Business Park, Lambourne Crescent, Cardiff, C14 5GF  Telephone: General enquiries: <a href="tel:02920747588">029 2074 7588</a>  Mencap WISE advice service: <a href="tel:08088000300">0808 8000 300</a></p>
<p>BeyondAutism Charity Website Training, Outreach</p>	<p>BeyondAutism aim to empower people with autism to lead fuller lives through positive educational experiences, training for the people who work with them and support for their families and carers.  About Autism Page/Tab: Find Information here about Autism and a useful fact sheet/ Infographic of related Autistic stats and facts that show the full impact that autism can have.</p>	<p><a href="http://www.beyondautism.org.uk/">www.beyondautism.org.uk/</a>  BeyondAutism 305 Garratt Lane London SW18 4EQ  Telephone: 020 3031 9705</p>

<p>A Blog About My Autistic Son Autism Blog Page</p>	<p>Stories and reflections on family life living with Autism thrown in to the mix.</p> <p>On this blog page is a series of blogs covering all aspects related to Autism and the challenges facing individuals, families and parents. There are useful tips and strategies and information to help and support anyone wanting to understand more about Autism.</p>	<p><a href="http://www.ablogaboutraisingmyautisticson.com">www.ablogaboutraisingmyautisticson.com</a></p>
<p>TED Talk Autism — what we know (and what we don't know yet)</p>	<p>A factual talk where geneticist Wendy Chung shares what we know about autism spectrum disorder — for example, that autism has multiple, perhaps interlocking, causes. Looking beyond the worry and concern that can surround a diagnosis, Chung and her team look at what we've learned through studies, treatments and careful listening.</p>	<p><a href="https://goo.gl/V9MQke">https://goo.gl/V9MQke</a></p>
<p>5 TED Talks on Autism (Autism Speaks website)</p>	<p>A collection of 5 short TED Talks about Autism to raise awareness and understand some of the issues and challenges for those that have the condition or live with someone who is autistic.</p>	<p><a href="https://www.autismspeaks.org/news/news-item/5-ted-talks-autism-will-inspire-you">https://www.autismspeaks.org/news/news-item/5-ted-talks-autism-will-inspire-you</a></p>
<p>Pinterest Website Autism Infographics</p>	<p>23 best images for Autism and Learning Infographics to promote autism awareness, inclusion and self-determination for all, and ensure that each person with ASD is provided the opportunity to achieve the highest possible quality of life.</p>	<p><a href="https://www.pinterest.com/healthproheritage/autism-awareness-month/">https://www.pinterest.com/healthproheritage/autism-awareness-month/</a></p>

# Cultural Competence



## 2. CULTURAL COMPETENCE

Item	Synopsis	Link/Contact/Information
<p>Diverse Cymru PDF Cultural Competence Toolkit</p>	<p>A Practical Guide for Mental Health professionals, other professionals and front-line staff working within the Mental Health, Health and Social Care sector in Wales.</p>	<p><a href="https://www.diverseecymru.org.uk/wp-content/uploads/Cultural-Competency-Toolkit.pdf">https://www.diverseecymru.org.uk/wp-content/uploads/Cultural-Competency-Toolkit.pdf</a></p> <p>Diverse Cymru 307-315, Cowbridge Road East, Cardiff, CF5 1JD</p> <p>Telephone: 029 2036 8888</p>
<p>Diverse Cymru Poster/PDF Publications and Posters on diversity</p>	<p>Poster/ PDF in Welsh and English on Cultural Competence using the acronym 'DIVERSE'</p>	<p><a href="https://www.diverseecymru.org.uk/publications/">https://www.diverseecymru.org.uk/publications/</a></p> <p>Diverse Cymru 307-315, Cowbridge Road East, Cardiff, CF5 1JD</p> <p>Telephone: 029 2036 8888</p>
<p>Diversity Resources - website</p>	<p>This link takes you to Workplace Cultural Competence – 7 Essentials by Erich Toll and explores diversity in the workplace and discusses the 7 key areas from Beliefs and Worldview to Values and Priorities and how these differ across cultures.</p>	<p><a href="https://www.diversityresources.com/workplace-cultural-competence">https://www.diversityresources.com/workplace-cultural-competence</a></p>
<p>Mental Health Care Wales Promoting choice in health care in Wales</p>	<p>A new initiative, the first of its kind in the UK, aimed to improve cultural competence in mental health, health and social care services was officially launched by the Cabinet Secretary for Health and Social Services, Vaughan Gething, on 11 October 2018.</p>	<p><a href="http://www.mentalhealthwales.net/2018/12/new-diverse-cymru-initiative-aims-to-improve-cultural-competence-in-mental-health/">http://www.mentalhealthwales.net/2018/12/new-diverse-cymru-initiative-aims-to-improve-cultural-competence-in-mental-health/</a></p>
<p>Building Cultural Competence Training Video YouTube By: MCPSTV</p>	<p>This video provides training on how to foster cultural competency. The video discusses snap judgements, the importance of a personal cultural audit and various cultural factors. Produced by MCPS-TV in 2006.</p>	<p><a href="https://www.youtube.com/watch?v=c6JtIHjN-pg">https://www.youtube.com/watch?v=c6JtIHjN-pg</a></p> <p>Published 29<sup>th</sup> September 2015</p>

<p>Ability to work with difference (cultural competence) – UCL</p> <p>PDF</p>	<p>PDF highlighting each of the required factors and abilities that need to be considered to develop Cultural Competence in practice and work in a culturally competent manner.</p>	<p><a href="https://goo.gl/LDf6kR">https://goo.gl/LDf6kR</a></p>
<p>Intercultural Competence -YouTube Video - Educast</p>	<p>What does “Intercultural Competence” mean? This Educast gives an overview of what intercultural competence is and the different personal competencies and tools we require to act effectively in an unfamiliar context.</p> <p>An educast by Sinah Schmid and Vernea Wilk (University of Jena, Intercultural Business Communication). Produced by Jakob Kopczynski (HAW Hamburg); speaker: Peter Witchalls (University of Hamburg)</p>	<p><a href="https://www.youtube.com/watch?v=ToOiAiqEvrE">https://www.youtube.com/watch?v=ToOiAiqEvrE</a></p> <p>Published 13<sup>th</sup>March 2017</p>
<p>Cultural Competence as a Paradigm for Peace</p> <p>By: Anna Katrina Davey TEDxIHEParis</p>	<p>This talk explores culture and how it permeates everything in our existence, from how we communicate, to how we interpret things and how important it is to have the ability to lose some of our cultural habits when communicating in a cross-cultural environment. The deeper, less obvious elements of cultural competence such as our attitudes, beliefs and expectations are discussed.</p> <p>Born in Trieste, Italy, Anna Katrina Davey is a multicultural and multilingual intercultural trainer based in Austin, Texas. She is principal of Cultural Confidence, helping companies succeed in global markets by training executives and staff to work effectively across cultures.</p>	<p><a href="https://www.youtube.com/watch?v=5vL8ws2N1dQ">https://www.youtube.com/watch?v=5vL8ws2N1dQ</a></p>
<p>What is Cultural Competence in Sports Medicine?</p> <p>From a book Lorin A. Cartwright, MS, ATC, and René Revis Shingles, PhD, ATC.</p>	<p>This link takes you to an excerpt from the book ‘Cultural Competence in Sports Medicine’ – this book is available from Human Kinetics and explores cultural competence definitions and links this specifically to sports medicine.</p>	<p><a href="http://www.humankinetics.com/excerpts/excerpts/what-is-cultural-competence">www.humankinetics.com/excerpts/excerpts/what-is-cultural-competence</a></p>
<p>Defining Intercultural Competence</p> <p>Presentation</p> <p>YouTube</p>	<p>This presentation defines Intercultural Competence and highlights that it is something that has to be learned through practise. The 3 key dimensions are described and key elements and behaviours within these are explored.</p>	<p><a href="https://www.youtube.com/watch?v=SJqBhLgSNQY">https://www.youtube.com/watch?v=SJqBhLgSNQY</a></p> <p>Published 7<sup>th</sup>June 2013</p>

<p>Cultural Competence Continuum</p> <p>Presentation</p> <p>YouTube</p> <p>By: Bill Deans</p>	<p>This presentation has been adapted from a paper by Terry Cross, 'Through Indigenous Eyes: Rethinking Theory and Practice'. It highlights the different levels, or continuum of cultural competence that exists and the typical characteristics and behaviours that sit within each level on that continuum.</p>	<p><a href="https://www.youtube.com/watch?v=JNUxwHh7j8">https://www.youtube.com/watch?v= JNUxwHh7j8</a></p> <p>Published 8<sup>th</sup>December 2013</p>
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## Cultural Identity



### 3. CULTURAL IDENTITY

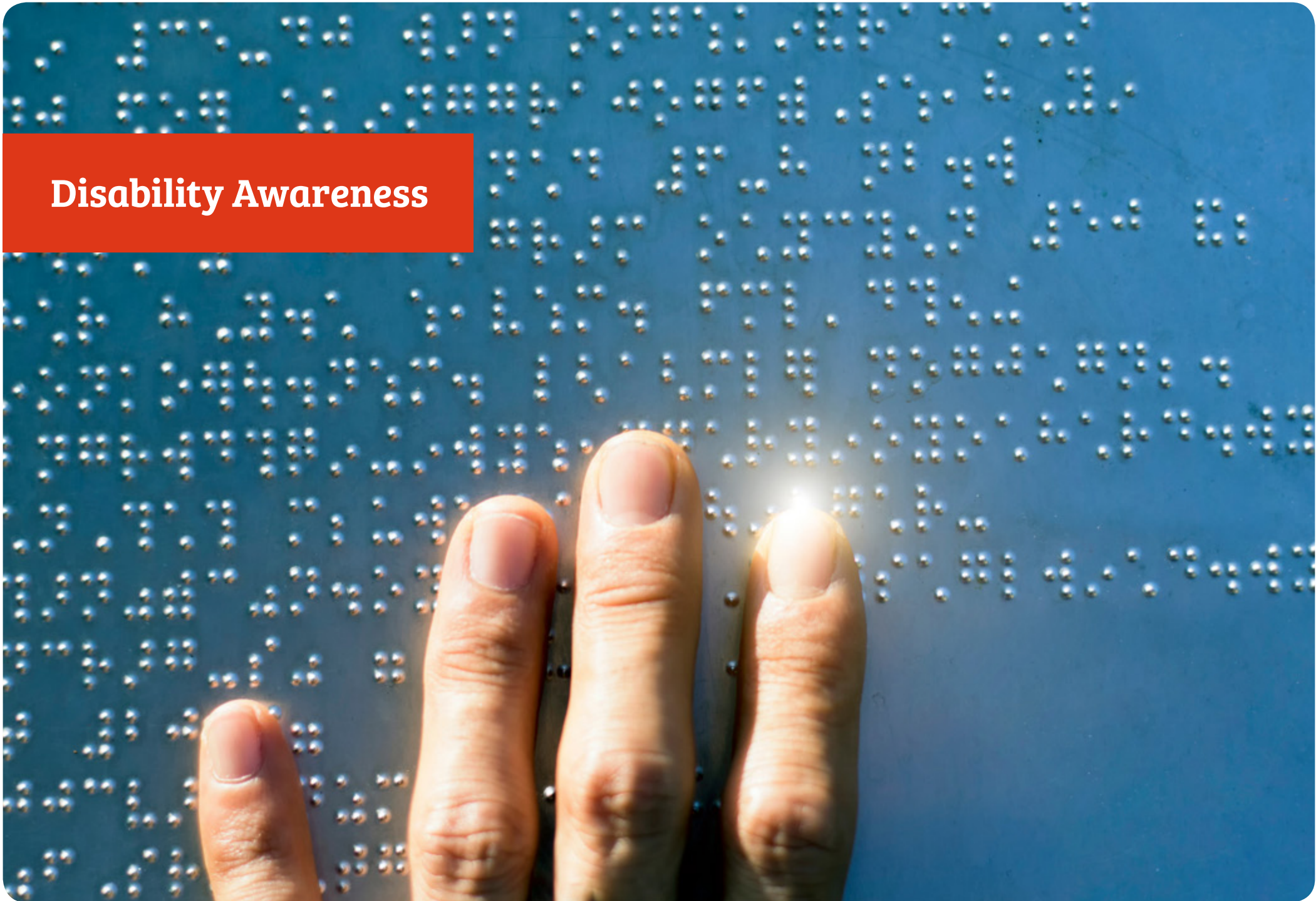
Item	Synopsis	Link/Contact/Information
<p>Wales: Culture and Identity Open University OpenLearn Podcasts</p>	<p>This collection looks at place and belonging, gender and race, nationalism and language, sports and rugby, class, work, and political and cultural representation in Wales. This material forms part of The Open University course D172 Contemporary Wales.</p>	<p><a href="http://www.open.edu/openlearn/society-politics-law/sociology/wales-culture-and-identity">www.open.edu/openlearn/society-politics-law/sociology/wales-culture-and-identity</a></p> <p>By the iTunes U team (Programme and web teams)</p> <p>Duration 1 hour 15 mins.</p> <p>This collection can be downloaded from iTunes U - you'll need Apple's free iTunes software.</p>
<p>BBC – Wales – Culture in Wales</p>	<p>Welsh culture - The Welsh language unravelled, culture in Wales exposed, and just what was Cool Cymru?</p>	<p><a href="http://www.bbc.co.uk/wales/culture/sites/aboutwales/pages/culture.shtml">www.bbc.co.uk/wales/culture/sites/aboutwales/pages/culture.shtml</a></p>
<p>YouTube - Meredydd Evans: The Power of the Welsh Language and Cultural Identity</p>	<p>Meredydd Evans, Professor of Philosophy, writer, and performer has long been an advocate for the Welsh language. In this 2008 interview, he discusses how language is an inseparable part of cultural identity.</p>	<p><a href="https://www.youtube.com/watch?v=zATMcJA0AWA">https://www.youtube.com/watch?v=zATMcJA0AWA</a></p> <p>Published on 25 Apr 2013</p>
<p>Book - British Cultural Identities, Mike Storry and Peter Childs</p>	<p>In this book, Mike Storry and Peter Childs assess the degree to which being British impinges on the identity of the many people who live in Britain. They analyse contemporary British identity through the various and changing ways in which people who live in the UK position themselves and are positioned by their culture today.</p>	<p>Paperback: 312 pages</p> <p>Publisher: Routledge; 4 edition (29 Nov. 2012)</p> <p>Language: English</p> <p>ISBN: 041568076X</p>
<p>BBC Culture - The Unique Face of Modern Britain</p>	<p>Through the relatively simple photographic exercise of group portraiture, Chris Steele-Perkins reveals how complex and interwoven our ideals of nationhood and ethnicity have become – and how enduring, nevertheless, the family structure remains.</p>	<p><a href="http://www.bbc.com/culture/story/20150601-the-unique-face-of-modern-britain">www.bbc.com/culture/story/20150601-the-unique-face-of-modern-britain</a></p>
<p>Thesis by John Tomlinson – PDF  Globalisation and Cultural Identity</p>	<p>John Tomlinson discusses what cultural identity is and the impact globalisation has had. Here he seeks to argue that cultural identity, when properly understood, is much more the product of globalisation than its victim.</p>	<p><a href="http://www.polity.co.uk/global/pdf/GTReader2eTomlinson.pdf">www.polity.co.uk/global/pdf/GTReader2eTomlinson.pdf</a></p>



<p>The Wales Identity. A Sense of Place. Business Wales - PDF</p>	<p>In this PDF Business Wales set out the challenge to raise the profile of Wales, ensure that it is a place people don't forget and to make sure Wales stands out on the global stage. A number of key objectives are outlined to help achieve this and the PDF explores what it means to be Welsh, what makes a sense of place for Welsh businesses and all that encompasses the Welsh identity.</p>	<p><a href="https://businesswales.gov.wales/sites/business-wales/files/tourism/Sense_of_Place_Guidance_v2_EN.pdf">https://businesswales.gov.wales/sites/business-wales/files/tourism/Sense_of_Place_Guidance_v2_EN.pdf</a></p>
<p>Article: The Guardian Newspaper 'We have forged our own identity': Welsh readers on 20 years of devolution</p>	<p>Readers in Wales share their views on issues facing their country after marking 20 years since the vote for a devolved government</p>	<p><a href="https://www.theguardian.com/uk-news/2017/sep/23/we-have-forged-our-own-identity-welsh-readers-on-20-years-of-devolution">https://www.theguardian.com/uk-news/2017/sep/23/we-have-forged-our-own-identity-welsh-readers-on-20-years-of-devolution</a></p> <p>23<sup>rd</sup> September 2017</p>
<p>Article/Paper Businessstopia</p>	<p>This article gives an overview of Cultural Identity theory and explains how culture and identity come together to shape why a person is the way he/she is. It shows why a person acts and behaves the way he/she does. Concepts, properties and examples of Cultural Identity theory are outlined.</p>	<p><a href="https://www.businessstopia.net/communication/cultural-identity-theory">https://www.businessstopia.net/communication/cultural-identity-theory</a></p> <p>7<sup>th</sup> January 2018</p>
<p>The Audiopedia What is Cultural Identity? What does it mean? Cultural Identity meaning &amp; explanation</p>	<p>What is Cultural Identity? And what does Cultural Identity mean? Cultural Identity meaning &amp; explanation are explained and the elements that underpin these within a nation and culture are outlines in this audio.</p>	<p><a href="https://www.youtube.com/watch?v=Rz-zhLKOCLM">https://www.youtube.com/watch?v=Rz-zhLKOCLM</a></p>
<p>Prezi Cultural Identity Theory by Justine Lane on Prezi</p>	<p>This Prezi presentation explains the main ideas related to Cultural Identity Theory and relates it to the workplace.</p>	<p><a href="https://prezi.com/3kjuhfls2v5l/cultural-identity-theory/">https://prezi.com/3kjuhfls2v5l/cultural-identity-theory/</a></p> <p>29 October 2016</p>
<p>Common Ground – Mental Health Foundation of New Zealand - Website Page Cultural identity</p>	<p>Common Ground is a New Zealand based website to recognise and understand the difficult situations that young people go through in their lives. Common Ground houses advice and information for the support network of a young person to help them recognise and understand the hard times young people can go through, as well as identify early stages of possible mental illness. The website provides easy access to advice, helplines, local communities and information.</p> <p>This specific page explains what Cultural Identity is and also offers useful tips on how to have healthy conversations with someone about their Cultural Identity and what to look out for/questions to ask someone and how to help those who might feel they don't fit in or are confused about their Cultural Identity. Whilst this website is NZ based the pointers, tips and actions described on this page are universal.</p>	<p><a href="http://www.commonground.org.nz/common-issues/identity/cultural-identity">www.commonground.org.nz/common-issues/identity/cultural-identity</a></p>

<p>Thesis –Children’s Perceptions of Their Own National Identity - PDF</p> <p>Cardiff Metropolitan University - Alison Murphy, Doctor of Philosophy</p>	<p>Alison Murphy’s thesis explores Welsh national identity, focusing particularly on primary school children in South Wales and what their understanding is of their own national identity and perceptions of what it means to be Welsh. Through her research Alison explores the topics of ethnicity, devolution, citizenship, education and language and how these all interrelate with our cultural and national identity.</p>	<p><a href="https://repository.cardiffmet.ac.uk/handle/10369/8467">https://repository.cardiffmet.ac.uk/handle/10369/8467</a></p> <p>May 2017</p>
<p>Understanding the Global Community - Defining Culture and Identity - YouTube</p>	<p>In this clip created by the University of Oklahoma, Dr. Suzette Grillot, Dean of the College of International Studies, gives a summary to help to understand and define Culture and Identity as well as the Global Community.</p> <p>‘Understanding the Global Community’ is a free online course on JANUX that is open to anyone. Learn more at <a href="http://janux.ou.edu">http://janux.ou.edu</a>.</p>	<p><a href="https://www.youtube.com/watch?v=Xb40_xE5zAk">https://www.youtube.com/watch?v=Xb40_xE5zAk</a></p> <p>Published on 25 Oct 2014</p>
<p>Pinterest</p> <p>Cultural identity</p>		<p><a href="https://www.pinterest.co.uk/pin/182395853639324570/">https://www.pinterest.co.uk/pin/182395853639324570/</a></p> <p><a href="http://www.teacherspayteachers.com">www.teacherspayteachers.com</a></p>
<p>Culture Identity Model - Sartaj Anand - YouTube</p>	<p>This video/visual gives insights on Culture &amp; Identity and the role they play in our lives</p>	<p><a href="https://www.youtube.com/watch?v=tcOm2Z4mB7E&amp;t=210s">https://www.youtube.com/watch?v=tcOm2Z4mB7E&amp;t=210s</a></p>

# Disability Awareness



## 4. DISABILITY AWARENESS

Item	Synopsis	Link/Contact/Information
Welsh Government: Inclusive Apprenticeships: Disability Action Plan 2018-2021	Removing the barriers that prevent disabled people undertaking apprenticeships is at the heart of a new Inclusive Apprenticeships Action Plan published by Minister for Welsh Language and Lifelong Learning Eluned Morgan on 3 December 2018.	<a href="https://gov.wales/disability-action-plan-apprenticeships">https://gov.wales/disability-action-plan-apprenticeships</a>  E-mail: <a href="mailto:dfes-apprenticeshipunit@gov.wales">dfes-apprenticeshipunit@gov.wales</a>
Into Apprenticeships: A Guide for Disabled People	Into Apprenticeships is a guide for disabled people, parents and key advisors about applying for apprenticeships in Wales. It deals with common questions such as how to find an apprenticeship, whether the training will be accessible and what support is available in the workplace.	E-mail <a href="mailto:dfes-apprenticeshipunit@gov.wales">dfes-apprenticeshipunit@gov.wales</a>
10 Good Reasons to Employ a Disabled Apprentice	Apprenticeships: Are you looking to recruit skilled and talented disabled people for your business?  The Answer is Apprenticeships	E-mail <a href="mailto:dfes-apprenticeshipunit@gov.wales">dfes-apprenticeshipunit@gov.wales</a>
Disability - Wales Council for Voluntary Action (WCVA)  Group / Website / Research / Events and Projects	The Group aims to raise awareness of key pan-impairment disability issues and to promote disabled people's concerns.  WCVA is the national membership organisation for the third sector in Wales. Their vision is for the third sector and volunteering to thrive and improve well-being for all.  The Wales Disability Reference Group (WDRG) consists of the five umbrella organisations for the main disability groups in Wales - Disability Wales, Learning Disability Wales, Mind Cymru on behalf of the Wales Alliance for Mental Health, Wales Council for Deaf People and Wales Council of the Blind.	<a href="https://www.wcva.org.uk/what-we-do/influencing/third-sector-partnership-council/disability">https://www.wcva.org.uk/what-we-do/influencing/third-sector-partnership-council/disability</a>  WCVA Baltic House, Mount Stuart Square, Cardiff, CF10 5FH  Telephone: 0800 2888 329  Email: <a href="mailto:help@wcva.org.uk">help@wcva.org.uk</a>

<p>The Disability Advice Project (DAP)</p>	<p>Local disability information - The Disability Advice Project (DAP) is Cwmbrân-based and provides a welfare rights service to support disabled people, their families and carers. Services include:</p> <ul style="list-style-type: none"> <li>• assistance with all forms concerned with disability benefits</li> <li>• free representation</li> <li>• help for families with disabled children and young adults</li> <li>• life coaching, access auditing and disability awareness training</li> </ul>	<p><a href="https://www.scope.org.uk/support/services-directory/advice-South-Wales#AKgkx60ipt48QH8H.99">https://www.scope.org.uk/support/services-directory/advice-South-Wales#AKgkx60ipt48QH8H.99</a></p> <p>Disability Advice Project Unit 9A, Caldicot Way, Avondale Business Park, Cwmbrân, NP44 1UG</p> <p>Telephone: 01633 485 865</p> <p>Email: <a href="mailto:helpline@scope.org.uk">helpline@scope.org.uk</a></p>
<p>Remploy – Disability Awareness Factsheets</p> <p>Website/ Webinars/ Skills Training/ Resources</p>	<p>A range of free factsheets for all types of disabilities giving advice and information on simple adjustments (includes but not limited to anxiety, hearing impairments, fibromyalgia, mental health).</p>	<p><a href="https://www.rempoy.co.uk/employers/resources/disability-awareness-factsheets">https://www.rempoy.co.uk/employers/resources/disability-awareness-factsheets</a></p> <p><a href="https://www.rempoy.co.uk">https://www.rempoy.co.uk</a></p> <p>Remploy Cymru</p> <p>Telephone: 0300 456 8025</p> <p>Email: <a href="mailto:employmentservices.osc@rempoy.co.uk">employmentservices.osc@rempoy.co.uk</a></p>
<p>Remploy Cymru - Disability Guide</p>	<p>A Disability Guide for employers to improve disability confidence across an organisation. This provides a quick reference to the most common disabilities and long-term conditions, including learning disabilities, mental health conditions, physical disabilities, neurological conditions and sensory impairments.</p>	<p><a href="https://www.rempoy.co.uk/employers/resources/disability-guide">https://www.rempoy.co.uk/employers/resources/disability-guide</a></p>
<p>Remploy Cymru - Webinars</p>	<p>Webinars - available on different topics such as mental health, neurodiversity, employing people with learning difficulties, recruiting disabled talent and health and wellbeing.</p>	<p><a href="https://www.rempoy.co.uk/employers/resources/webinars">https://www.rempoy.co.uk/employers/resources/webinars</a></p>

<p>SNAP Cymru</p> <p>RESPECT Disability Awareness - Training</p>	<p>RESPECT is a training programme for people about disability awareness and the importance of inclusion for all children and young people who may have additional needs or a disability. The training is interactive and participatory and an exciting way for people to explore these important issues through group exercises. The course can also be delivered in Welsh.</p>	<p><a href="http://www.snapcymru.org">www.snapcymru.org</a></p> <p>Snap Cymru Head Office, 10 Coopers Yard, Curran Road, Cardiff, CF10 5NB</p> <p>Telephone: 02920 348 990</p> <p>Email: <a href="mailto:headoffice@snapcymru.org">headoffice@snapcymru.org</a></p>
<p>SNAP Cymru</p> <p>Charity, Website, Advice</p>	<p>SNAP Cymru is a national charity, unique to Wales, founded in 1986. Its main aim is to advance the education of people in Wales and support their inclusion.</p> <p>SNAP Cymru offers free and independent information, advice and support to help get the right education for children and young people with all kinds of special educational needs (SEN) and disabilities. They give advice and support on a range of issues including assessments, statements of special educational needs, bullying, school attendance, exclusion, health and social care provision and discrimination.</p> <p>Snap also provides advocacy, disagreement resolution and training for young people, parents and professionals.</p>	<p><a href="http://www.snapcymru.org">www.snapcymru.org</a></p>
<p>Young People with Disabilities Methodologies Handbook – PDF</p> <p>CWVYS</p>	<p>This handbook is designed to support youth work practitioners who work with young people aged 11-25, who have a disability in a variety of settings in Wales.</p>	<p><a href="http://www.cwvys.org.uk/wp-content/uploads/2014/06/HB-Young-People-with-Disabilities.pdf">http://www.cwvys.org.uk/wp-content/uploads/2014/06/HB-Young-People-with-Disabilities.pdf</a></p>
<p>Disability Awareness Activity Packet – PDF</p> <p>By: Bev Adcock and Michael L Remus</p>	<p>This PDF pack contains useful activities and resources for teaching students about a range of different disabilities.</p>	<p><a href="https://www.dvusd.org/cms/lib011/AZ01901092/Centricity/Domain/1318/Disability%20Awareness%20Packet%202.pdf">https://www.dvusd.org/cms/lib011/AZ01901092/Centricity/Domain/1318/Disability%20Awareness%20Packet%202.pdf</a></p> <p>Published 2006</p>
<p>The Disability Action Alliance</p> <p>Disability Awareness for Children - Resources</p>	<p>The Disability Action Alliance is a cross-sector network of organisations committed to making a difference to the lives of disabled people.</p> <p>This resource page provides links to information, activities and videos that are appropriate for use with children. If you work with children and would like support raising awareness of disability amongst children, there are many resources available here to support you.</p>	<p><a href="http://www.disabilityactionalliance.org.uk">www.disabilityactionalliance.org.uk</a></p> <p>Go to resources page on this website for related links and information packs to download</p>

<p>Disability Rights UK</p> <p>DAA disability awareness for children resources</p> <p>Website/ Factsheets and Guides/ Advice / Shop</p>	<p>This resource page provides links to information, activities and videos that are appropriate for use with children. These resources were collated by the DAA 'Raising disability awareness amongst children' project group, and will continue to be added to over time.</p>	<p><a href="http://disabilityactionalliance.org.uk/resources/disability-awareness-for-children/">http://disabilityactionalliance.org.uk/resources/disability-awareness-for-children/</a></p> <p>Disability Rights UK Plexal, 14 East Bay Lane, Here East, Queen Elizabeth Olympic Park, Stratford, London, E20 3BS</p> <p>Telephone: 0330 995 0400</p> <p>Email: <a href="mailto:enquiries@disabilityrightsuk.org">enquiries@disabilityrightsuk.org</a></p>
<p>Understanding the Equality Act: information for disabled students</p> <p>Disability Rights UK Factsheet F56</p>	<p>This Disability Rights UK factsheet has information about the Equality Act which came into force in October 2010. It is intended for disabled students and explains how education providers and employers have to make reasonable adjustments, provide support and make things accessible.</p>	<p><a href="https://www.disabilityrightsuk.org/understanding-equality-act-information-disabled-students">https://www.disabilityrightsuk.org/understanding-equality-act-information-disabled-students</a></p>
<p>Scope - About disability – YouTube Video</p>	<p>This link takes you to a series of videos from scope and their #EndTheAwkward campaign. These clips explore disability and raise awareness of the fact that people feel awkward around disability. Because of that awkwardness, people panic when they meet a disabled person, or worse, just avoid situations altogether for fear of doing the wrong thing. Scope's Awkward Experts tell us the five most awkward things to avoid doing when you meet a disabled person.</p>	<p><a href="https://www.youtube.com/user/scopestories">https://www.youtube.com/user/scopestories</a></p>
<p>The Dos and Don'ts of Disability - YouTube Video by Fixers UK</p>	<p>A Fixers campaign led by Michelle Middleton:</p> <p>In this film, Michelle takes a humorous look at people's reactions to her cerebral palsy. The 26-year-old has created the piece, with the help of Fixers, to encourage others not to treat her, or anyone else with a disability, differently</p>	<p><a href="http://www.fixers.org.uk/news/13906-11208/the-dos-and-don-ts-of-disability.php">www.fixers.org.uk/news/13906-11208/the-dos-and-don-ts-of-disability.php</a></p> <p>Published 8<sup>th</sup> January 2016</p>
<p>Talk (in 2 parts)</p> <p>The Disability Rights Commission</p> <p>YouTube - Film Animation</p>	<p>The award-winning two part series 'Talk' portrays a society in which non-disabled people are a pitied minority and disabled people lead full and active lives. Jonathan Kerrigan, of BBC's 'Casualty' fame, plays a business executive whose negative preconceptions of disability are dramatically shattered.</p>	<p><a href="https://www.youtube.com/watch?v=FZfOVNwjFU0">https://www.youtube.com/watch?v=FZfOVNwjFU0</a> (Part 1)</p> <p><a href="https://www.youtube.com/watch?v=A9a2ZqLhuAw">https://www.youtube.com/watch?v=A9a2ZqLhuAw</a> (Part 2)</p> <p>Published 15<sup>th</sup> June 2007</p>

<p>DAA – Resource Kits</p>	<p>The DAA has created seven Resource Kits that cover topics such as civil rights, fundraising and campaigning. They are designed to enable those working for the rights of disabled people to organise themselves more efficiently and make their campaigning more effective.</p> <p>Disability Awareness in Action was set up in 1992 as a cooperative project of the international disability organisations responding to disabled people’s need for appropriate information. Although the DAA is no longer functioning as an organization, because of their long history and the usefulness of their information, they are keeping their website going through volunteer help.</p>	<p><a href="http://www.daa.org.uk/index.php?page=test-resources">www.daa.org.uk/index.php?page=test-resources</a></p>
<p>Changing The Way We Talk About Disability – YouTube Video / TED Talk</p> <p>Amy Oulton</p>	<p>Amy addresses societal perceptions of disability and her vision for how we all change the way we approach disability.</p>	<p><a href="https://www.youtube.com/watch?v=4WIP1VgPnco">https://www.youtube.com/watch?v=4WIP1VgPnco</a></p> <p>Published 13<sup>th</sup> February 2018</p>
<p>Let’s change the way we think about disability – YouTube Video/ TED Talk</p> <p>Joel Dembe</p>	<p>A 4-time Canadian National Wheelchair Tennis Champion and Paralympian discusses his journey living with a disability. Joel tells us how we can empower our communities through accessibility.</p>	<p><a href="https://www.youtube.com/watch?v=pFHOCc6Z8lg">https://www.youtube.com/watch?v=pFHOCc6Z8lg</a></p> <p>Published 1<sup>st</sup> August 2017</p>
<p>Business Disability Forum – Infographics / Website/ Consultancy/ Advice and Resources</p>	<p>A range of infographics to help explain key facts about disability and to offer key tips for improving accessibility and inclusion in business.</p> <p>Business Disability Forum brings together business people, disabled opinion leaders and government to understand what needs to change if disabled people are to be treated fairly so that they can contribute to business success, to society and to economic growth.</p>	<p><a href="https://businessdisabilityforum.org.uk/media-centre/infographics/">https://businessdisabilityforum.org.uk/media-centre/infographics/</a></p>
<p>Pinterest - Infographics</p>	<p>The 25+ best Disability awareness ideas on Pinterest with infographics, statistics and images related to a number of disabilities to raise awareness and increase knowledge.</p>	<p><a href="https://www.pinterest.co.uk/explore/disability-awareness/">https://www.pinterest.co.uk/explore/disability-awareness/</a></p>
<p>Wales TUC</p> <p>Disability and Hidden Impairments in the Workplace</p>	<p>The aim of this toolkit is to provide information to help union officers and reps in Wales to improve disability equality in the workplace and represent disabled members, including those with non-visible or ‘hidden’ impairments. It aims to help reps to address workplace issues and barriers that can create problems for disabled workers.</p>	<p><a href="https://www.tuc.org.uk/DHIWtoolkit">https://www.tuc.org.uk/DHIWtoolkit</a></p>



Action on Hearing Loss	Jack's Story - a YouTube case study video If you are deaf or have hearing loss and looking for work, you could get help from the Specialist Employment Service delivered by Action on Hearing Loss.	<a href="https://www.youtube.com/watch?v=f56PEWGMgrs">https://www.youtube.com/watch?v=f56PEWGMgrs</a>
Action on Hearing Loss	Employer Guide Supporting employees who are deaf or have hearing loss to thrive at work.	<a href="https://www.actiononhearingloss.org.uk/how-we-help/information-and-resources/publications/employers-resources/">https://www.actiononhearingloss.org.uk/how-we-help/information-and-resources/publications/employers-resources/</a>
Action on Hearing Loss	Employees quotes and posters Two posters featuring the inspiring stories of employees with hearing loss, including a firefighter and prosecutions assistant, who are thriving in the workplace with the help of their employers.	<a href="https://www.actiononhearingloss.org.uk/how-we-help/information-and-resources/publications/employers-resources/">https://www.actiononhearingloss.org.uk/how-we-help/information-and-resources/publications/employers-resources/</a>
Action on Hearing Loss	Workplace materials - finger spelling alphabet	<a href="https://www.actiononhearingloss.org.uk/how-we-help/information-and-resources/publications/employers-resources">https://www.actiononhearingloss.org.uk/how-we-help/information-and-resources/publications/employers-resources</a>
Action on Hearing Loss	Workplace Assessment Overview Action on Hearing Loss Workplace Assessments are designed to help employees with hearing loss perform at their best. The assessment will recommend equipment, support and adjustments.	<a href="https://www.actiononhearingloss.org.uk/how-we-help/information-and-resources/publications/employers-resources">https://www.actiononhearingloss.org.uk/how-we-help/information-and-resources/publications/employers-resources</a>
The Buzz. A website for deaf young people	The Buzz is the only website for deaf children and young people in the UK. It's an opportunity for you to get the information and support that you need.  Look, Smile, Chat	<a href="https://www.buzz.org.uk/looksmilechat">https://www.buzz.org.uk/looksmilechat</a>
National Deaf Children's Society	Deaf Awareness Information and Resources	<a href="https://ncds.org.uk/documents-and-resources">https://ncds.org.uk/documents-and-resources</a>
National Deaf Children's Society	11 Tips for communicating with a deaf child  It's important to understand that every deaf child is different – with <a href="#">different levels of deafness</a> , <a href="#">hearing equipment</a> and <a href="#">communication preferences</a> but the tips below are useful for communicating with all deaf children.	<a href="http://www.ndcs.org.uk/family-support/communication/deaf_awareness/deaf_awareness.html">http://www.ndcs.org.uk/family-support/communication/deaf_awareness/deaf_awareness.html</a>
National Deaf Children's Society	Education Resources for professionals who work with deaf children	<a href="https://ncds.org.uk/#content-block17">https://ncds.org.uk/#content-block17</a>

# Emotional Behaviour Disorder



## 5. EMOTIONAL BEHAVIOUR DISORDER

Item	Synopsis	Link/Contact/Information
<p>ACAS - Promoting Positive Mental Health in the Workplace</p>	<p>The mental health of staff is integral to how they feel about their jobs, how they perform in their role and how they interact with colleagues and customers. Staff with good mental health are more likely to perform well, have good attendance levels and be engaged in their work. It is therefore in an employer's interests to:</p> <ul style="list-style-type: none"> <li>• improve mental health awareness in the organisation;</li> <li>• tackle the causes of work-related mental health</li> <li>• create a workplace culture where staff feel able to talk about their mental health</li> <li>• support staff who are experiencing mental ill health. Achieving these objectives can help an employer reduce the severity, duration and quantity of mental ill health in its workplace.</li> </ul> <p>This step-by step guide is written for employers and senior managers. It explains how you should approach changing your workplace to promote positive mental health and where to go when further guidance and support are necessary.</p>	<p><a href="http://m.acas.org.uk/media/pdf/s/j/Promoting_Mental_Health_Nov.pdf">http://m.acas.org.uk/media/pdf/s/j/Promoting_Mental_Health_Nov.pdf</a></p>
<p>MENCAP Cymru Website Advice, support, information, research, statistics</p>	<p>Mencap offer advice, support and information for individuals, employers and anyone affected by learning disabilities. They aim to tackle related issues head on through tireless campaigning and the delivery of high quality support and services to the people who need them. There is useful information here to further understand all related conditions and a PDF to download to understand how to communicate better with someone with a learning disability.</p>	<p><a href="https://wales.mencap.org.uk/?q=node/1328">https://wales.mencap.org.uk/?q=node/1328</a></p> <p>Mencap Cymru Cardiff Business Park, Lambourne Crescent, Cardiff, C14 5GF</p> <p>Telephone: <a href="tel:02920747588">029 2074 7588</a></p> <p>Mencap WISE advice service: <a href="tel:08088000300">0808 8000 300</a></p>
<p>Mind Tools</p>	<p>Mind Tools offer a wide range of high-quality, practical, on-demand resources to help you become an effective and inspiration manager and leader.</p>	<p><a href="https://www.mindtools.com/pages/article/resilience.htm">https://www.mindtools.com/pages/article/resilience.htm</a></p>

<p>Royal College of Psychiatrists Website</p> <p>2018 Royal College of Psychiatrists</p> <p>Mental Health and Growing Up Factsheets</p>	<p>Mental Health and Growing Up Factsheets– Series of Factsheets for parents, teachers and young people</p> <p>Attention-deficit hyperactivity disorder and hyperkinetic disorder: information for parents, carers and anyone working with young people. This factsheet looks at attention-deficit hyperactivity disorder (ADHD) and hyperkinetic disorder, the signs to look for and where to get help.</p> <p>Behavioural problems and conduct disorder: information for parents, carers and professionals who work with young people. It also looks at how to recognise signs of serious behavioural problems such as conduct disorder, and gives some practical advice about how to deal with this and get help.</p>	<p><a href="https://www.rcpsych.ac.uk/expertadvice/youthinfo/mhgpfactsheetsindex.aspx">https://www.rcpsych.ac.uk/expertadvice/youthinfo/mhgpfactsheetsindex.aspx</a></p> <p>Royal College of Psychiatrists, 21 Prescot Street, London E1 8BB</p> <p>Telephone: 020 7235 2351</p>
<p>SEBDA</p> <p>Support &amp; professional development through events, research journal, website, conferences and Masters level training courses.</p>	<p>SEBDA exists to promote the social and emotional wellbeing of children and young people who are experiencing social, emotional and mental health difficulties (SEMH). SEBDA works closely with a range of linked organisations to help professionals meet the needs of children and young people with SEMH.</p> <p>SEBDA campaigns for better services for children and young people experiencing SEMH and better support for those who work with them &amp; it provides valuable support to professionals working in this field. SEBDA represents the field at regional and national level, contributing to government consultations and to research initiatives.</p> <p>SEBDA members have been at the forefront of practice-focused research in this field, publishing a wide range of books, resources and government-funded research reports on SEMH issues, inclusion and the social and emotional aspects of learning.</p>	<p><a href="http://www.sebda.org">www.sebda.org</a></p> <p>SEBDA c/o Goldwyn School Godinton Lane Great Chart Ashford Kent TN23 3BT</p> <p>Telephone: 01233 622958</p>
<p>South Eastern Health and Social Care Trust</p>	<p>What is resilience and why is resilience thinking so important?</p> <p>A workbook in three parts looking at ourselves and how we manage our thoughts and behaviors to build mental resilience.</p>	<p><a href="http://www.northerntrust.hscni.net/pdf/Bouncing_Back_workbook_Building_Skills_that_strengthen_resilience.pdf">http://www.northerntrust.hscni.net/pdf/Bouncing_Back_workbook_Building_Skills_that_strengthen_resilience.pdf</a></p>
<p>YoungMinds</p> <p>Charity, resource library, blogs, projects, events &amp; website</p>	<p>A leading UK charity committed to improving the wellbeing and mental health of children and young people. YoungMinds offer a resources library full of useful toolkits, information on specific related conditions, publications, reports and policy information about children and young people's mental health. In addition they run a range of projects for pupils, parents, professionals and the wider community.</p>	<p>YoungMinds</p> <p><a href="https://youngminds.org.uk/">https://youngminds.org.uk/</a></p> <p>Parents Helpline: 0808 802 5544</p> <p>Monday to Friday 09:30 – 16:00</p>

<p>Learning &amp; Work Institute</p> <p>Website, papers, research, reports, Learning, Work and Wellbeing Toolkits</p> <p>Employer Toolkit</p>	<p>This Employer Toolkit and the accompanying report were commissioned by the Skills Funding Agency to encourage employers to hire apprentices with a learning difficulty or learning disability, by providing employers with relevant information, resources and practical assistance to diversify their workforce. The toolkit has been developed with the active participation of employers.</p>	<p><a href="http://www.learningandwork.org.uk/resource/employer-toolkit/">http://www.learningandwork.org.uk/resource/employer-toolkit/</a></p> <p>National Learning and Work Institute (England and Wales) Chetwynd House, 21 De Montfort St, Leicester LE1 7GE</p> <p>Telephone: 0116 2 044 200</p>
<p>Additude – Inside the ADHD mind</p> <p>Website &amp; Online magazine</p> <p>Articles, Blogs</p>	<p>US website and online magazine that offers individuals, parents, professionals and educators information, research, blogs, webinars, forums, free downloads, newsletters and advice on ADHD. On this site are free resources for good strategies to manage your time, work, health, relationships, and more.</p> <p>Specific helpful articles:</p> <p>Free Download: 6 Ways to Retain Focus when your Brain Says No</p> <p>Free Handout: How to Manage Your Time at Work – 10 Rules for ADHD Proof Productivity</p> <p>Videos: How ADHD Amplifies Emotions / ADHD and the Interest-Based Nervous System / The Emotional Symptoms of ADHD that Everyone Overlooks</p>	<p><a href="https://www.additudemag.com">https://www.additudemag.com</a></p>
<p>Thinking Positively: Emotional Health and Well-being in Schools and Early Years settings</p> <p>Good Practice document - PDF</p>	<p>This document is aimed at governing bodies, head teachers, local authorities, pupil referral units and local health boards in Wales. It aims to support all schools and early years settings in promoting emotional health and well-being.</p> <p>The document offers a summary overview of the key information and issues for schools and education settings in relation to promoting the emotional health and well-being of children and young people, including examples of current practice in Wales.</p> <p>Proposals are included to support schools and local authorities in taking forward their work in promoting emotional health and well-being, and for early identification and intervention for children and young people who are experiencing mental health problems. Suggested resources and sources of support are given and case studies are provided throughout the document to highlight examples of good practice in Wales.</p>	<p><a href="https://beta.gov.wales/emotional-health-and-well-being-best-practice-schools-and-early-years-settings">https://beta.gov.wales/emotional-health-and-well-being-best-practice-schools-and-early-years-settings</a></p> <p>Information document 089/2010</p> <p>Pupil Engagement Team Welsh Government, Cathays Park Cardiff. CF10 3NQ.</p> <p>Telephone: 029 2082 1556.</p>

<p>CareTech Social Care Provider - Website, useful contacts, information, articles, case studies and other useful information</p>	<p>Social care provider offering tailored solutions and specialist support for individuals and families. Publicly owned company with an experienced management team drawn from social services, health, charities and the commercial world. Within the CareTech group are several distinctive companies offering both everyday and specialist help to adults, young people and children. They support individuals with a very wide range of issues including those with learning disabilities, autistic spectrum disorder, sensory impairment, or mental health problems.</p>	<p><a href="http://www.caretech-uk.com">www.caretech-uk.com</a></p> <p>CareTech Community Services 5th Floor Metropolitan House 3 Darkes Lane Potters Bar EN6 1AG</p> <p>Telephone: 01707 601 800</p> <p>E-mail <a href="mailto:info@caretech-uk.com">info@caretech-uk.com</a></p>
<p>Big Think Harold Koplewicz YouTube</p>	<p>How ADHD Affects Your Brain</p> <p>Published on 14 Jun 2011</p> <p>Attention-Deficit Hyperactivity Disorder is real, says Koplewicz. Here he answers the question: Are there noticeable differences between a "normal" brain and one with ADHD?</p>	<p><a href="https://www.youtube.com/watch?v=O8w0p4WCWiY">https://www.youtube.com/watch?v=O8w0p4WCWiY</a></p>
<p>The Different Types of ADD/ADHD YouTube</p>	<p>Published on 4 Nov 2015</p> <p>Dr. Martin Drapeau presents the different types of ADD (ADHD) that exist and describes the related signs and how they present themselves through their related behaviours.</p>	<p><a href="https://www.youtube.com/watch?v=JfPZOn9y5tl">https://www.youtube.com/watch?v=JfPZOn9y5tl</a></p>
<p>Healthline.com Healthline Website</p>	<p>Healthline.com (a US site) the Healthline Media's website, Healthline.com, is a destination site for health and wellness information. The site has a host of information, articles and newsletters on Emotional Behaviour Disorders with advice, latest research, articles &amp; information for parents and individuals wanting to understand more.</p>	<p><a href="https://www.healthline.com/health/parenting/behavioral-disorders-in-children">https://www.healthline.com/health/parenting/behavioral-disorders-in-children</a></p>

# Equality Act 2010



## 6. EQUALITY ACT 2010

Item	Synopsis	Link/Contact/Information
<p>Equality and Human Rights Commission</p>	<p>The Equality and Human Rights Commission in Wales champions equality and human rights for all, working to eliminate discrimination, reduce inequality, protect human rights and to build good relations, ensuring that everyone has a fair chance to participate in society.</p> <p>The purpose of the Commission in Wales is to ensure that GB policy-making reflects the needs of Wales and to deliver a programme of work in Wales.</p> <p>The site has comprehensive information on the Act, including:</p> <ul style="list-style-type: none"> <li>• An introduction to the Equality Act 2010</li> <li>• Equality Act Guidance &amp; Technical Guidance</li> <li>• Equality Act Codes of Practice</li> <li>• Protected Characteristics</li> <li>• Equality Act FAQs</li> </ul>	<p><a href="https://www.equalityhumanrights.com/en/equality-act/equality-act-2010">https://www.equalityhumanrights.com/en/equality-act/equality-act-2010</a></p> <p>Equality and Human Rights Commission Block 1, Spur D Government Buildings St Agnes Road Cardiff CF14 4YY</p> <p>Telephone: 029 2044 7710</p> <p>E-mail: <a href="mailto:wales@equalityhumanrights.com">wales@equalityhumanrights.com</a></p>
<p>ACAS</p>	<p>ACAS (Advisory, Conciliation and Arbitration Service) provides free and impartial information and advice to employers and employees on all aspects of workplace relations and employment law. The site contains:</p> <ul style="list-style-type: none"> <li>• Case Studies</li> <li>• Equality and discrimination: understand the basics</li> <li>• Prevent discrimination: support equality</li> <li>• Discrimination: what to do if it happens</li> <li>• Asking and responding to questions of discrimination</li> </ul>	<p><a href="http://www.acas.org.uk/index.aspx?articleid=3017">www.acas.org.uk/index.aspx?articleid=3017</a></p> <p>ACAS Cymru Companies House, Crown Way, Cardiff CF14 3UZ</p> <p>Telephone: 0300 123 1150</p> <p>E-mail: <a href="mailto:llinellgymorthacas@acas.org.uk">llinellgymorthacas@acas.org.uk</a></p>



<p>Citizens Advice / Cyngor ar Bopeth</p>	<p>Citizens Advice aims to provide the advice people need for the problems they face and improve the policies and practices that affect people's lives.</p> <p>They provide free, independent, confidential and impartial advice to everyone on their rights and responsibilities. They value diversity, promote equality and challenge discrimination. Information includes:</p> <ul style="list-style-type: none"> <li>• Equality Act 2010: Discrimination and your rights</li> <li>• Showing you're disabled under the Equality Act</li> <li>• Equality Advisory Support Service discrimination helpline</li> <li>• Equality Act 2010 - spotting discrimination - chart</li> </ul>	<p><a href="https://goo.gl/ggJSvD">https://goo.gl/ggJSvD</a></p> <p>Telephone: 03444 77 20 20</p>
<p>Stonewall Cymru</p>	<p>Stonewall Cymru's mission is to help shape a Wales where people are free to be themselves, organisations help drive change, public attitudes improve, prejudice is challenged, and laws protect LGBT people. The site includes information on:</p> <ul style="list-style-type: none"> <li>• Diversity Champions Programme</li> <li>• Workplace Equality Index</li> <li>• Education Equality Index</li> </ul>	<p><a href="https://www.stonewallcymru.org.uk/">https://www.stonewallcymru.org.uk/</a></p> <p>Transport House 1 Cathedral Road Cardiff, CF11 9SB</p> <p>Telephone: 029 2023 7744</p> <p>Email: <a href="mailto:cymru@stonewallcymru.org.uk">cymru@stonewallcymru.org.uk</a></p>
<p>YouTube Videos</p>	<p>DMGT - a video looking at Equality and Diversity (2:54)</p> <p>What You Need to Know - an Intro. to Equality Act 2010, Protected Characteristics and Discrimination (4:35)</p> <p>NHS Northern, Eastern and Western Devon Clinical Commissioning Group - a video outlining the 9 Protected Characteristics (4:14)</p>	<p><a href="https://www.youtube.com/watch?v=CkjSAvFGqTU">https://www.youtube.com/watch?v=CkjSAvFGqTU</a></p> <p><a href="https://www.youtube.com/watch?v=UcuS5glhNto">https://www.youtube.com/watch?v=UcuS5glhNto</a></p> <p><a href="http://www.youtube.com/watch?v=AqIJ-ECNQqE">http://www.youtube.com/watch?v=AqIJ-ECNQqE</a></p>

<p>Disability Wales / Anabledd Cymru</p>	<p>Disability Wales / Anabledd Cymru exists to champion the rights, equality and independence of all disabled people in Wales. As a membership organisation run by disabled people, it provides a strong voice and leadership to influence policy on the issues that matter to its members. Disability Wales' member Disabled People's Organisations (DPOs) cover all areas of Wales, campaigning on local issues and strengthening the work it does nationally.</p> <p>Disability Wales / Anabledd Cymru is on a mission to empower disabled people and their organisations to create change locally, nationally and internationally. The website has:-</p> <ul style="list-style-type: none"> <li>• Extensive information on The Medical and Social Models of Disability</li> <li>• Good Practice Guidance Toolkit</li> </ul>	<p><a href="http://www.disabilitywales.org/rights/social-model/?lang=cy">www.disabilitywales.org/rights/social-model/?lang=cy</a></p> <p>Disability Wales / Anabledd Cymru Brydon House, Block B</p> <p>Caerphilly Business Park Van Road Caerphilly CF83 3ED</p> <p>Telephone: 029 2088 7325</p> <p>E-mail: <a href="mailto:info@disabilitywales.org">info@disabilitywales.org</a></p>
<p>GOV.UK</p>	<p>Welsh language guide: Deddf Cydraddoldeb 2010: Beth sydd angen i mi ei wybod? Canllaw cryno i'ch hawliau (Equality Act 2010: What do I need to know? A concise guide to your rights)</p> <p>Equality Act 2010: Guidance)</p>	<p><a href="https://goo.gl/E7T83k">https://goo.gl/E7T83k</a></p> <p><a href="https://www.gov.uk/guidance/equality-act-2010-guidance">https://www.gov.uk/guidance/equality-act-2010-guidance</a></p>
<p>Fit for Work</p>	<p>Welsh language guide: Beth yw Deddf Cydraddoldeb 2010 a sut mae'n berthnasol i anabledd? (What is the Equality Act 2010 and how does it relate to disability?)</p>	<p><a href="https://goo.gl/PQh65x">https://goo.gl/PQh65x</a></p>

## Gender Identity



## 7. GENDER IDENTITY

Item	Synopsis	Link/Contact/Information
<p>ALT (the Education Union) ALT Advice - trans and gender questioning pupils</p>	<p>This guidance sets out some of the first steps you can take to support gender variant or questioning pupils and the resources available to help you.</p>	<p><a href="https://www.transgendertrend.com/wp-content/uploads/2017/11/ATL-transgender-schools-guidance.pdf">https://www.transgendertrend.com/wp-content/uploads/2017/11/ATL-transgender-schools-guidance.pdf</a></p>
<p>GIRES website  Gender Identity Research and Education Society  Information, research, training &amp; e-learning</p>	<p>GIRES is a UK-wide organisation whose purpose is to improve the lives of trans and gender non-conforming people of all ages, including those who are non-binary and non-gender. It is a volunteer-operated membership charity that, in collaboration with other groups in its field, hears, helps, empowers and gives a voice to trans and gender non-conforming individuals, including those who are non-binary and non-gender, as well as their families.</p> <p>Gires use evidence from these individuals' lived experiences, combined with scientific research into gender identity development, to educate all those who are able to improve their wellbeing. They also contribute to policy development regarding equality and human rights for these individuals, especially in healthcare.</p> <p>Gires also deliver training, e-learning and information to public and private sector organisations, many of which are corporate members of the charity, for instance when a trans or gender non-conforming employee or student needs support.</p>	<p><a href="https://www.gires.org.uk">https://www.gires.org.uk</a></p> <p>Email: <a href="mailto:info@gires.org.uk">info@gires.org.uk</a></p> <p>The Gender Identity Research &amp; Education Society Melverley The Warren Ashtead KT21 2SP</p> <p>Telephone: 01372 801554</p>
<p>Mermaids website  Articles, Videos and e-learning platform</p>	<p>Mermaids works to raise awareness about gender nonconformity in children and young people amongst professionals and the general public. They campaign for the recognition of gender dysphoria in young people and lobby for improvements in professional services. Mermaids supports children and young people up to 20 years old who are gender diverse, and their families, and professionals involved in their care and provides resources for the following:</p> <ul style="list-style-type: none"> <li>• Families / Young people / Schools / Social Services</li> <li>• Childline / Scouts / Local authorities / Police forces</li> <li>• NHS who signpost families to them for support</li> </ul>	<p><a href="http://www.mermaidsuk.org.uk">www.mermaidsuk.org.uk</a></p> <p>Mermaids</p> <p>Suite 5 High Street House 2 the High Street Yeadon Leeds LS19 7PP</p> <p>Mermaids Helpline: 0344 334 0550</p>
<p>TED Talk - The Gender Tag: Authentic Gender Expression   Ashley Wylde   TEDxCSU</p>	<p>Ashley Wylde explores the complex ideas of gender, sex, and sexuality through creative expression. Ashley strives to make conversation about these difficult subjects as accessible and digestible as possible. This talk is useful to generate thinking and deeper understanding of gender identity for all.</p>	<p><a href="https://www.youtube.com/watch?v=VjzpRvXNh7Q">https://www.youtube.com/watch?v=VjzpRvXNh7Q</a></p>

<p>Ted Talk - Gender assigned to us at birth should not dictate who we are   Sarah McBride   TEDxMidAtlantic Salon</p>	<p>Sarah McBride is an American LGBT rights activist who made national headlines when she came out as transgender to her college while serving as student body president at American University. This talk explores her experience of coming out and the cultural challenges around gender identity. This talk was given at a TEDx event using the TED conference format but independently organized by a local community.</p>	<p><a href="https://www.youtube.com/watch?v=Kw5vyJ30djM">https://www.youtube.com/watch?v=Kw5vyJ30djM</a></p>
<p>Learning &amp; Work Institute Website, papers, research, reports, Learning, Work and Wellbeing Toolkits Employer Toolkit</p>	<p>This toolkit is designed for employers that want to develop a more inclusive and accessible Apprenticeship offer. It provides practical information, sources of support and inspirational case studies of employers who have benefited from hiring and supporting disabled apprentices.</p>	<p><a href="http://www.learningandwork.org.uk/our-resources/work-and-careers">www.learningandwork.org.uk/our-resources/work-and-careers</a>  National Learning and Work Institute (England and Wales) Chetwynd House, 21 De Montfort St, Leicester LE1 7GE  Telephone: (01162) 044 200</p>
<p>Learning &amp; Work Institute Equalities Toolkit</p>	<p>The Equalities Toolkit is a resource designed to help education and training organisations to develop better practice to meet the Public Sector Equality Duty (2010) and to find the equalities information and resources they want in the format they want, when they want them to help embed equality and diversity in their teaching, learning and assessment.</p>	<p><a href="http://www.learningandwork.org.uk/resource/the-equalities-toolkit">www.learningandwork.org.uk/resource/the-equalities-toolkit</a></p>
<p>Stonewall Cymru Website Help &amp; Advice Publications Research Campaigns</p>	<p>Stonewall Cymru's mission is to achieve legal equality and social justice for lesbian, gay bisexual and trans people in Wales. Their mission is to help shape a Wales where people are free to be themselves, organisations help drive change, public attitudes improve, prejudice is challenged, and laws protect LGBT people.</p>	<p><a href="http://www.stonewallcymru.org.uk">http://www.stonewallcymru.org.uk</a>  Email: <a href="mailto:cymru@stonewallcymru.org.uk">cymru@stonewallcymru.org.uk</a>  Stonewall Cymru Transport House 1 Cathedral Road Cardiff, CF11 9SB  Telephone: 029 2023 7744 08000 50 20 20</p>

<p>LGBT Cymru Helpline and Counselling Service</p>	<p>Providing general information about places to go, bars, clubs, social and sports groups or support groups, as well as advice and confidential support in many areas of life and around various issues that LGBT people, their family, and friends might experience.</p> <p>Qualified staff and trained volunteers are able to help any caller on any subject to do with LGBT issues and life in general. You don't have to be LGBT to call, they can help and answer questions if you have concerns about your child, or your parent, or you may even want to talk about your friend, partner or spouse.</p>	<p><a href="http://www.lgbtcymruhelpline.org.uk">www.lgbtcymruhelpline.org.uk</a></p> <p>LGBT Cymru</p> <p>c/o 92 Corporation Avenue Llanelli SA15 3SR</p> <p>Freephone 0800 840 2069</p> <p>Open Monday and Wednesday 7pm-9pm</p>
<p>UK Government Website</p> <p>Apprenticeships: Equality and Diversity – Gov.UK</p> <p>Toolkits, Research, Data</p>	<p>Detailing some of the resources available and work being done to advance equality in apprenticeships.</p>	<p><a href="https://www.gov.uk/government/collections/apprenticeships-equality-and-diversity">https://www.gov.uk/government/collections/apprenticeships-equality-and-diversity</a></p>
<p>Youth Cymru Trans*Form Project</p>	<p>Since 2014, Youth Cymru has delivered Trans*Form Cymru, a ground-breaking project supporting trans and non-binary young people to take action on their passions, concerns and aspirations. Trans young people have created their own film and theatre projects, met with senior Welsh Government decision-makers, advised the media on positive trans representation and presented at national conferences and events.</p> <p>The project aims to empower and support trans* young people to access their rights and to provide support to youth-facing organisations to address discrimination and exclusion often experienced by trans* young people. Youth Cymru support the Steering Group to develop resources and plan events to raise awareness of trans* issues among professionals and young people. This toolkit contains information on key points from their consultation with trans* young people, guidance for youth work organisations and a selection of resources to use with young people to promote awareness of equality and diversity in an organisation.</p>	<p><a href="http://www.youthcymru.org.uk/transform-cymru">www.youthcymru.org.uk/transform-cymru</a></p> <p>Welsh Association of Youth Clubs Ltd trading as Youth Cymru</p>
<p>ITV Report and Film Clip</p>	<p>Becoming Me: What's it like to be transgender in Wales?</p> <p>ITV Series looking at the issues surrounding gender identity, Transphobia, coming out and health care for Transgender people.</p>	<p><a href="http://www.itv.com/news/wales/2018-02-12/becoming-me-whats-it-like-to-be-transgender-in-wales/">http://www.itv.com/news/wales/2018-02-12/becoming-me-whats-it-like-to-be-transgender-in-wales/</a></p>

<p>Unity Group Wales</p> <p>Website and drop-in service</p>	<p>The Unity LGBT Centre, Wales' first centre is for all those who identify as LGBT. A designated team deals with trans issues. Unity Group Wales assist transgender people, service providers, employers and equality organisations to engage together to improve gender identity and gender reassignment equality, rights and inclusion in Wales.</p> <p>Services include issues around sexual orientation, gender identity, domestic violence, sexual violence, LGBT+ asylum seekers and homelessness. The Unity LGBT Centre is a fully inclusive not for profit organisation for all who relate to being transgender. They are a fully constituted organisation which comes under the strict operating governance of the Unity Group Wales charity.</p>	<p><a href="https://www.unitygroup.wales">https://www.unitygroup.wales</a></p> <p>Unity Group Wales Unity LGBT Centre High Street Swansea SA1 1LN</p> <p>Telephone: 01792 346299</p> <p>E-mail: <a href="mailto:info@unitygroup.wales">info@unitygroup.wales</a></p> <p>Drop-in Services at the Unity LGBT Centre are Monday to Friday between 10am &amp; 1:30pm - open door policy</p> <p>The Unity LGBT Centre offers to see people on a first come first seen basis.</p>
<p>Transiness Website, Forum, Facebook page</p>	<p>A place to read and share posts, blogs, find dates for events, gain insights and a forum for transgender individuals. Transiness enables gender variant and intersex people freedom of expression about positive changes or aspects of their life without the fear of disapproval. Individuals can discuss or share things they may find difficult elsewhere.</p>	<p><a href="http://www.transiness.co.uk">www.transiness.co.uk</a></p>
<p>Switchboard LGBT+ Helpline</p>	<p>Switchboard LGBT+ Helpline provide an information, support and referral service for lesbians, gay men and bisexual and trans people – and anyone considering issues around their sexuality and/or gender identity. There are about 160 trained telephone volunteers at Switchboard who all identify as LGBT.</p>	<p><a href="http://www.switchboard.lgbt">www.switchboard.lgbt</a></p> <p>Switchboard PO Box 7324 London N1 9QS</p> <p>Office 020 7837 6768</p> <p>Helpline 0300 330 0630, Open between 10am and 10pm every day of the week, 365 days of the year.</p>

<p>UNIQUE Transgender Network</p> <p>Website, outreach, events, meetings and resources</p>	<p>UNIQUE Transgender Network is a voluntary group supporting Trans* (transgender) people in North Wales &amp; West Cheshire. Outreach into the wider community is one of Unique's key objectives, both to Trans* individuals who may need help and encouragement, and to the general public to promote awareness of transgender people and issues. Unique's prime aim is to help Trans* people who need reassurance and support from others with similar experiences &amp; to help them accept themselves and find acceptance from others.</p>	<p>UNIQUE Transgender Network</p> <p>E-mail: <a href="mailto:elen@uniquetg.org.uk">elen@uniquetg.org.uk</a></p> <p>Telephone:</p> <p>Elen or Jenny-Anne 01745 337144</p> <p>Angelina 01978 845264</p>
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## Gender Stereotyping



## 8. GENDER STEREOTYPING

Item	Synopsis	Link/Contact/Information
Genderbread	A teaching tool for breaking the big concept of gender down into bite-sized digestible pieces.	<a href="https://www.genderbread.org">https://www.genderbread.org</a>
Girls' Attitudes Survey – 2017 Report / PDF/ Website By: Girlguiding	<p>This page covers the findings and statistics from Girlguiding's annual flagship survey. Girls spoke out about how they are encountering gender stereotypes in all areas of their lives, causing them to change how they act because of the pressure they feel.</p> <p>Girlguiding use their research to empower girls to speak out on the issues that really matter to them and affect their lives today. They are the leading charity for girls and young women in the UK and empower nearly half a million girls to be their best and face the challenges of growing up today.</p>	<a href="http://www.girlguiding.org.uk/Research">www.girlguiding.org.uk/Research</a>  Girlguiding 17-19 Buckingham Palace Road London SW1W 0PT  Telephone: 0207 834 6242
WalesOnline – This Is Me campaign launched to challenge gender stereotypes and prevent abuse  Article/Multi-Media Campaign Launch Advert	The 'This Is Me' campaign launch is explained. The campaign is set up to challenge gender stereotypes and prevent abuse and is the Welsh Government's multi-media approach to tackle causes of violence. #thisisme	<a href="https://www.walesonline.co.uk/special-features/campaign-launched-challenge-gender-stereotypes-14218770">https://www.walesonline.co.uk/special-features/campaign-launched-challenge-gender-stereotypes-14218770</a>  Published 29 <sup>th</sup> January 2018
Welsh Government webpage outlining the This is Me; includes case studies and links	Part of Welsh Government's Live Fear Free website.	<a href="http://livefearfree.gov.wales/campaigns/this-is-me?lang=en">http://livefearfree.gov.wales/campaigns/this-is-me?lang=en</a>  Published 29 <sup>th</sup> January 2018
Beyond Pink and Blue: Thinking about Gender Stereotyping  PowerPoint presentation	This presentation defines sex, gender and gender stereotypes, gives an overview of gender stereotypes through history and includes some examples of gender stereotyping.	<a href="http://www.walesforpeace.org/images/user/Beyond_Pink_and_Blue_powerpoint%20lesson%20plan.pptx">http://www.walesforpeace.org/images/user/Beyond_Pink_and_Blue_powerpoint%20lesson%20plan.pptx</a>
Discussing gender stereotypes with 9-11 year old students  Webpage/ Video clips/ Resource package for teachers-  By: The Line	This page discusses gender roles and the impact they have. There are links to several video clips which look at gender stereotyping and how young people learn them and there is a resource package to assist teachers to talk to children between 9-11 years of age about gender stereotypes and how they can both impact and limit choices and interactions with others.	<a href="https://www.theline.org.au/discussing-gender-stereotypes-classroom">https://www.theline.org.au/discussing-gender-stereotypes-classroom</a>

<p>Boys' things and girls' things? - National Union of Teachers</p> <p>PDF/ Booklet</p>	<p>This booklet has come out of the work the NUT did with five primary schools to consider how traditional gender stereotypes could be challenged in nursery and primary schools. It contains practical strategies for challenging gender stereotypical choices and behaviours inside and outside of the classroom. The overall project was called Breaking the Mould and some additional publications coming out of this project were:</p> <ul style="list-style-type: none"> <li>• Stereotypes Stop You Doing Stuff – challenging gender stereotypes through primary education</li> <li>• It's Child's Play: challenging gender stereotypes through reading</li> <li>• Breaking the Mould: (Article)</li> </ul>	<p><a href="https://www.teachers.org.uk/files/boys-things-revise-8875.pdf">https://www.teachers.org.uk/files/boys-things-revise-8875.pdf</a></p> <p><a href="http://www.teachers.org.uk/educationandequalities/breakingthemould">www.teachers.org.uk/educationandequalities/breakingthemould</a></p>
<p>Beauty for girls, pranks for boys – it's the same old gender stereotypes for YouTube stars - The Conversation</p> <p>Article /Online journal / Webpage</p> <p>By: Sophie Bishop</p>	<p>In this post/article Sophie Bishop looks at the modern young entrepreneurs making it big using social media platforms and how, despite these new age entrepreneurs making huge waves in the video world, it seems this new media wonderland has the same old glass ceiling and pay gap of yore.</p>	<p><a href="http://theconversation.com/beauty-for-girls-pranks-for-boys-its-the-same-old-gender-stereotypes-for-youtube-stars-83927">http://theconversation.com/beauty-for-girls-pranks-for-boys-its-the-same-old-gender-stereotypes-for-youtube-stars-83927</a></p> <p>Published 4<sup>th</sup>October2017</p>
<p>Why Wales' traditional gender roles hold women back - The Guardian newspaper – online article</p> <p>By: Dr Alison Parken</p>	<p>In this article Dr Alison Parken explains that If we want to beat the widening pay gap we need to ensure women have access to careers traditionally dominated by men.</p> <p>Dr Alison Parken is a senior research fellow and project director of the WAVE project at Cardiff University.</p>	<p><a href="https://www.theguardian.com/women-in-leadership/2014/mar/05/wales-pay-gap-gender-roles">https://www.theguardian.com/women-in-leadership/2014/mar/05/wales-pay-gap-gender-roles</a></p> <p>Published 5<sup>th</sup> March 2014</p>
<p>Women and Work: The Facts</p> <p>Factsheet</p> <p>By: Business in the Community</p>	<p>Factsheet and Infographic looking at women in the workplace and related statistics from a number of different reports, such as those from The Women And Work Commission.</p> <p>Business in the Community is a business-led charity committed to shaping a new contract between business and society.</p>	<p><a href="https://gender.bitc.org.uk/all-resources/factsheets/women-and-work-facts">https://gender.bitc.org.uk/all-resources/factsheets/women-and-work-facts</a></p>
<p>Hear Kids' Honest Opinions on Being a Boy or Girl Around the World –</p> <p>National Geographic - YouTube Film</p>	<p>National Geographic travelled around the world to talk with 9-year-olds and ask what it's like to be growing up in 2016, and how gender affects their lives.</p>	<p><a href="https://www.youtube.com/watch?v=2B3ea7IGwLA">https://www.youtube.com/watch?v=2B3ea7IGwLA</a></p> <p>Published 18<sup>th</sup> December 2016</p>

<p>Gender Stereotypes: Kids Believe Them By Age 10</p> <p>Time Magazine</p> <p>Article and Film presentation</p>	<p>This US article and film clip shows the findings of a new six-year study of gender expectations around the world, which gathered data on 10 to 14-year-olds from 15 different countries of varying degrees of wealth and development. The research teams interviewed 450 adolescents and their parents. They found a surprising—and somewhat depressing—uniformity of attitudes about what it takes to be a boy or a girl.</p>	<p><a href="http://time.com/4948607/gender-stereotypes-roles/">http://time.com/4948607/gender-stereotypes-roles/</a></p> <p>Published 20<sup>th</sup> September 2017</p>
<p>Gender Stereotyping - Gender Equality Law Centre</p>	<p>This link takes you to this U.S.-based law centre's page which is specifically focused on gender stereotyping and gives specific examples. There is also a link to take a test to see if you might be personally biased towards women leaders.</p> <p>Their mission is to primarily focus on advancing laws and policies that will promote gender equality in all spheres of public and private life.</p>	<p><a href="https://www.genderequalitylaw.org/gender-stereotyping">https://www.genderequalitylaw.org/gender-stereotyping</a></p>
<p>UK advertising watchdog cracks down on gender stereotypes</p> <p>YouTube video</p>	<p>Euronews video clip covering the UK crackdown on gender stereotypes in adverts. Adverts depicting girls as ballerinas alongside boys as rock climbers are likely to become a thing of the past under new rules set out by the UK's advertising watchdog.</p> <p>The Advertising Standards Authority, which plays a key role in regulating the industry in the UK, said it would take a harder line against adverts that feature common sexist stereotypes or which mock people who don't adopt typical gender roles</p>	<p><a href="https://www.youtube.com/watch?v=vd1a3YVZNCU">https://www.youtube.com/watch?v=vd1a3YVZNCU</a></p> <p>Published 18<sup>th</sup> July 2017</p>
<p>Gender Stereotypes In The Workplace That Just Won't Die</p> <p>Infographic</p> <p>By: WorldPay Zinc</p>	<p>This infographic highlights the results from a study by WorldPay Zinc which found that sexism is still a fact of life in the workplace—more than a third of the respondents think women should not work in a range of jobs; including soldier, mechanic and surgeon.</p>	<p><a href="https://www.worldpayzinc.com/sites/default/files/campaigns/gender-divide-infographic/index.html">https://www.worldpayzinc.com/sites/default/files/campaigns/gender-divide-infographic/index.html</a></p>
<p>Gender roles Infographics</p> <p>By: Visually</p>	<p>This web page contains a range of different gender role and gender stereotyping infographics,</p>	<p><a href="https://visual.ly/tag/gender-roles">https://visual.ly/tag/gender-roles</a></p>
<p>Combating gender stereotypes and sexism</p> <p>Infographic</p> <p>By: Portuguese Youth Red Cross &amp; others</p>	<p>Internationally focused Infographic looking at combating gender stereotypes and sexism across the world.</p>	<p><a href="http://blog.nohatespeechmovement.org/infographic-combating-gender-stereotypes-and-sexism/">http://blog.nohatespeechmovement.org/infographic-combating-gender-stereotypes-and-sexism/</a></p> <p>Published 17<sup>th</sup> February 2017</p>

## Mental Health Awareness



## 9. MENTAL HEALTH AWARENESS

Item	Synopsis	Link/Contact/Information
What is Mental Health?	<p>The World Health Organisation defines mental health as:</p> <p>'A state of wellbeing in which every individual realises his or her own potential, can cope with normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.'</p> <p>This 3-minute video answers the question – what is mental health?</p> <p>We all have mental health – some of us have good mental health, others may have a diagnosis of a mental health condition. This section of the toolkit looks at mental ill health and the common mental health disorders you may come across when supporting apprentices.</p>	<p><a href="https://www.youtube.com/watch?v=G0zJGDokyWQ">https://www.youtube.com/watch?v=G0zJGDokyWQ</a></p>
Test your knowledge	<p>With this 15-question quiz from Time To Change:</p> <p><a href="https://www.time-to-change.org.uk/mental-health-quiz">https://www.time-to-change.org.uk/mental-health-quiz</a></p> <p>Further resources for Wales can be found at: <a href="http://www.timetochangewales.org.uk/en/">http://www.timetochangewales.org.uk/en/</a></p>	
Why is it important for employers to understand mental health?	<ul style="list-style-type: none"> <li>• All organisations have a Duty of Care to their employees, this means taking reasonably possible steps to ensure the health, safety and wellbeing of each individual</li> <li>• Long-term mental ill health may be considered as a disability and so needs to be supported in the same way as a physical disability, including reasonable adjustments</li> <li>• Stress and mental ill health are leading causes of absence in the workplace</li> <li>• Stigma plays a big role in employees not asking for the support they need</li> <li>• Managers and Supervisors may be some of the first people to spot signs and symptoms of mental distress</li> </ul> <p>The Line Manager's Reference Guide from Mental Health First Aid England covers topics such as recruitment and returning to work, and practical steps to implement when supporting employees with mental health conditions.</p>	<p>Download the guide here:</p> <p><a href="https://mhfaengland.org/mhfa-centre/resources/for-workplaces/">https://mhfaengland.org/mhfa-centre/resources/for-workplaces/</a></p>
Wellness Action Plan (WAP)	<p>A Wellness Action Plan (WAP) can also be used to support an employee with a mental health condition. This is best developed in partnership with the employee. MIND, the Mental Health Charity, have a great resource.</p>	<p><a href="https://www.mind.org.uk/media/1593680/guide-to-waps.pdf">https://www.mind.org.uk/media/1593680/guide-to-waps.pdf</a></p>

<p>The Thriving at Work Report 2017</p>	<p>The Thriving at Work Report, 2017 includes 6 standard practices that ALL UK employers are encouraged to implement to support good mental health in the workplace. These are:</p> <ol style="list-style-type: none"> <li>1. Produce, implement and communicate a mental health at work plan</li> <li>2. Develop mental health awareness among employees</li> <li>3. Encourage open conversations about mental health and the support available when employees are struggling</li> <li>4. Provide your employees with good working conditions</li> <li>5. Promote effective people management</li> <li>6. Routinely monitor employee mental health and wellbeing</li> </ol>	<p>The full report can be read here:</p> <p><a href="https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/658145/thriving-at-work-stevenson-farmer-review.pdf">https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/658145/thriving-at-work-stevenson-farmer-review.pdf</a></p>
<p>Specific Mental Health conditions</p>	<p>Individuals may have one mental health condition or a combination. Depression and Anxiety is a common combination. Conditions may develop following a specific trigger event or develop over time with no obvious cause. No two experiences are the same so it's important to understand the person as well as the diagnosis.</p>	
<p>Stress</p>	<p>Stress in itself is NOT a mental health condition, however prolonged stress can be a contributing factor to poor mental health.</p> <p>The Health and Safety Executive expect all risk assessments to include a stress risk assessment</p>	<p>More information can be found here:</p> <p><a href="http://www.hse.gov.uk/stress/risk-assessment.htm">http://www.hse.gov.uk/stress/risk-assessment.htm</a></p>
<p>Suicide</p>	<p>This infographic from Public Health Wales presents some of the statistics around suicide. <a href="http://www.wales.nhs.uk/sitesplus/888/page/88976">http://www.wales.nhs.uk/sitesplus/888/page/88976</a></p>	<p>The Samaritans offer a free helpline for people feeling low or suicidal.</p> <p>Helpline: 116 123 (24 hours a day, 7 days a week).</p> <p>There is also a Welsh Language Line: 0808 164 0123 (7pm-11pm, 7 days a week)</p>
<p>Depression</p>	<p>This 4-minute film, I had a black dog, his name was depression, from the World Health Organisation describes depression and some ways to overcome the disorder.</p>	<p><a href="https://www.youtube.com/watch?v=XiCrniLQGYc">https://www.youtube.com/watch?v=XiCrniLQGYc</a></p>

<p>Anxiety</p>	<p>There are many different types of anxiety disorders. The most well-known are Generalised Anxiety Disorder, Obsessive Compulsive Disorder (OCD), Phobias, Panic Disorder (Panic Attacks), and Post Traumatic Stress Disorder (PTSD).</p> <p>Anxiety UK's website offers further information on different conditions and ways to access support</p>	<p><a href="https://www.anxietyuk.org.uk/">https://www.anxietyuk.org.uk/</a></p>
<p>Eating Disorders</p>	<p><u>The three main types of eating disorders are anorexia, bulimia and binge eating. Eating disorders are complex due to the physical impact on a person's body.</u></p> <p><u>This infographic shows the main signs and symptoms.</u></p> <p>BEAT's website offers further information on eating disorders and ways to access support.</p>	<p><a href="https://www.beateatingdisorders.org.uk/uploads/documents/2017/9/tips-poster.pdf">https://www.beateatingdisorders.org.uk/uploads/documents/2017/9/tips-poster.pdf</a></p> <p><a href="https://www.beateatingdisorders.org.uk/">https://www.beateatingdisorders.org.uk/</a></p>
<p>Self-Harm</p>	<p>Often misunderstood, self-harm is a coping strategy that a person uses to deal with painful emotions, to survive and get immediate relief from distress. The UK has the highest self-harm rate in Europe. Anyone can self-harm, however the majority of people who self-harm are aged 11-25.</p> <p>The Harmless website offers further information on self-harm and ways to access support.</p>	<p><a href="http://www.harmless.org.uk/">http://www.harmless.org.uk/</a></p>
<p>Bipolar Disorder</p>	<p><u>Also known as Manic Depression. Bipolar Disorder moves through extreme highs (mania) and extreme lows (depression).</u></p> <p><u>In this 6-minute video, Stephen Fry shares his experience of living with the condition. Stephen was diagnosed at 37 years old – it's very common for Bipolar Disorder to take a long time to be diagnosed.</u></p> <p><u>A mood scale and mood diary can help open up conversations with a person with Bipolar.</u></p> <p>Bi-Polar UK mood diary</p>	<p><a href="https://www.youtube.com/watch?v=cqMcAeLW09c">https://www.youtube.com/watch?v=cqMcAeLW09c</a></p> <p><a href="https://www.bipolaruk.org/FAQs/mood-scale">https://www.bipolaruk.org/FAQs/mood-scale</a></p> <p><a href="https://www.bipolaruk.org/FAQs/mood-diary">https://www.bipolaruk.org/FAQs/mood-diary</a></p>
<p>Psychosis and Schizophrenia</p>	<p>The three main symptoms of psychosis are hallucinations, delusions and disordered thinking (including hearing voices). Contrary to popular belief many people who experience psychotic episodes go on to make a full recovery. Others require on-going medical support and medication to manage the condition.</p> <p>Remploy's website offers advice on how to support staff with schizophrenia.</p>	<p><a href="https://www.remploy.co.uk/employers/resources/z-disabilities/schizophrenia">https://www.remploy.co.uk/employers/resources/z-disabilities/schizophrenia</a></p>



## Dual Diagnosis

When an individual has a diagnosis of a mental health condition and an alcohol or substance dependency, this is referred to as dual diagnosis.

It is relatively common with 30-50% of people with a mental health diagnosis also experiencing drug or alcohol issues. It can sometimes be difficult to know which came first and so getting the right support can take time.

MIND's website offers further information on dual diagnosis and support services.

<https://www.mind.org.uk/information-support/types-of-mental-health-problems/drugs-recreational-drugs-alcohol/dual-diagnosis/#.WpkutxPFLVo>

Further training and other useful resources for Wales

Mental Health First Aid Wales

This training course equips you to spot the signs and symptoms of poor mental health, and know how to be support in a first aid capacity. Mental Health First Aid Wales is run by Training In Mind social enterprise.

Mind Cymru is an unstoppable community of people in Wales who won't give up until everyone experiencing a mental health problem gets the support and respect they deserve. Together with our 20 local Minds in Wales we're committed to improving mental health in this country. Together we're Mind Cymru.

- What are Mental Health Problems?
- Types of Mental Health Problems
- A-Z of Mental Health
- Gwybodaeth Iechyd Meddwl Cymraeg (Welsh language Mental Health Information)

Hafal is Wales' leading charity for people with serious mental illness and their carers. Covering all of Wales, Hafal is an organisation managed by the people we support: individuals whose lives have been affected by serious mental illness.

Gofal is a Welsh mental health and wellbeing charity that supports people with mental health problems to live fulfilled lives.

Mental Health Wales/Iechyd Meddwl Cymru

The aim of this website is to offer a set of useful links together with a library of information for mental health professionals, clinicians, and individuals living with mental illness, families and carers.

<http://mhfa-wales.org/>

<http://www.torfaenmind.co.uk/>

<https://www.mind.org.uk/about-us/mind-cymru/>

<http://www.hafal.org/>

<http://www.gofal.org.uk/>

<http://www.mentalhealthwales.net/>

<p>Access to Work Mental Health Toolkit</p>	<p>If you have staff who need support with their mental health, the Access to Work Mental Health Support Service delivered by Remploy, funded by the Department for Work and Pensions, provides confidential mental health support in the workplace, at no cost to you.</p> <p>To help you get the most out of the programme, we have developed a simple toolkit with links to a variety of useful and valuable resources.</p>	<p><a href="https://www.remploy.co.uk/employers/resources/access-work-mental-health-suport-service-employer-toolkit">https://www.remploy.co.uk/employers/resources/access-work-mental-health-suport-service-employer-toolkit</a></p>
<p>Access to Work Mental Health for Apprentices</p>	<p>This service, delivered by Remploy, funded by the Department for Work and Pensions, is available to any apprentice experiencing mental health difficulties at work, at no cost to you. It complements any existing occupational health service you have, and is delivered by trained professionals with expertise in mental health in the workplace.</p>	<p><a href="https://www.remploy.co.uk/employers/mental-health-and-wellbeing/access-work-mental-health-support-service-apprentices">https://www.remploy.co.uk/employers/mental-health-and-wellbeing/access-work-mental-health-support-service-apprentices</a></p>
<p>In summary</p>	<p>We all have mental health. Having an open, non-judgemental conversation with a person with a mental health condition can be the first step to understanding how to best support them with recovery and reaching their full potential in the workplace. It will also help break down the stigma.</p>	

## Reasonable Adjustments



## 10. REASONABLE ADJUSTMENTS

Item	Synopsis	Link/Contact/Information
<p>Reasonable adjustments for disabled people – legal certainty or practical reality?</p> <p>PDF/ Web page post</p> <p>In Brief – Senedd Research - National Assembly for Wales</p> <p>By Megan Jones, National Assembly for Wales Research Service</p>	<p>This article/post gives a summary of the Equality Act and has useful links which take you to the following information;</p> <ul style="list-style-type: none"> <li>• The Welsh Government’s approach to reasonable adjustments for disabled people</li> <li>• The Welsh Government’s Framework for Action on Independent Living</li> <li>• Annual Report on equality</li> </ul> <p>This post is also available in Welsh.</p>	<p><a href="https://seneddresearch.blog/2017/05/19/reasonable-adjustments-for-disabled-people-legal-certainty-or-practical-reality/">https://seneddresearch.blog/2017/05/19/reasonable-adjustments-for-disabled-people-legal-certainty-or-practical-reality/</a></p> <p>Published 9<sup>th</sup> May 2017</p>
<p>ACAS</p>	<p>What are reasonable adjustments and what does the law say about the duty to provide reasonable adjustments? This guidance looks at how employers can assist disabled people within the workplace ensuring they are not disadvantaged, and how workers can request reasonable adjustments.</p>	<p><a href="http://www.acas.org.uk/index.spx?articleid=6074">http://www.acas.org.uk/index.spx?articleid=6074</a></p>
<p>Citizens Advice Cymru - Cyngor ar Bopeth</p>	<p>These web pages give a host of information on reasonable adjustments related to a number of different areas such as; housing, health care, employment, local authorities, schools, allowances and benefits, and travelling.</p>	<p><a href="https://www.citizensadvice.org.uk/wales/">https://www.citizensadvice.org.uk/wales/</a></p> <p>Citizens Advice 3rd Floor North 200 Aldersgate London EC1A 4HD</p>
<p>Disability Wales / Anabledd Cymru</p> <p>Key Changes - Disability Wales</p>	<p>This page highlights the Equality Act 2010 key changes, covering five main areas. Disability Wales/Anabledd Cymru is an independent, not for profit organisation established in 1972. They are a membership organisation of disability groups and allies from across Wales. Disability Wales/Anabledd Cymru occupy a unique position within Wales by championing the rights, equality and independence of all disabled people regardless of physical or sensory impairment, learning difficulty or mental health condition.</p>	<p><a href="http://www.disabilitywales.org/resources/">http://www.disabilitywales.org/resources/</a></p> <p>Disability Wales/Anabledd Cymru Brydon House, Block B Caerphilly Business Park Van Road Caerphilly CF83 3ED</p> <p>Telephone: 029 20887325</p> <p>Email: <a href="mailto:info@disabilitywales.org">info@disabilitywales.org</a></p>

<p>Reasonable adjustments for workers with disabilities or health conditions - Gov.uk – Web page</p>	<p>This page on the Gov.uk website gives a guide to the reasonable adjustments for workers with disabilities or health conditions that employers must make. The guide is also available in Welsh.</p>	<p><a href="https://www.gov.uk/reasonable-adjustments-for-disabled-workers">https://www.gov.uk/reasonable-adjustments-for-disabled-workers</a></p>
<p>BBC News Report</p> <p>Call to end workplace disability discrimination by employers</p> <p>By: Jenny Rees</p>	<p>News report highlighting the findings by Citizens Advice Cymru and calling to end workplace disability discrimination by employers who are unwilling to make reasonable adjustments.</p>	<p><a href="http://www.bbc.co.uk/news/uk-wales-38958663">www.bbc.co.uk/news/uk-wales-38958663</a></p> <p>Published 14<sup>th</sup>February 2017</p>
<p>Legislation - Children in Wales</p> <p>PDF</p>	<p>This PDF from Children in Wales covers the legislation that exists and explains what is required to support the inclusion of disabled children and young people into community and leisure activities</p>	<p><a href="http://www.childreninwales.org.uk/wp-content/uploads/2014/02/CIW.pdf">www.childreninwales.org.uk/wp-content/uploads/2014/02/CIW.pdf</a></p>
<p>What is discrimination? A failure to make reasonable adjustments - PDF</p> <p>Code of Practice re disability discrimination in school – part 1</p> <p>Code of Practice re disability discrimination in school – part 2</p>	<p>The PDFs by Barnardo’s run through the code of practice for all schools across Wales, Scotland &amp; England related to reasonable adjustments and disability discrimination</p>	<p><a href="http://www.barnardos.org.uk">www.barnardos.org.uk</a></p> <p><a href="http://www.barnardos.org.uk/code_of_practice_re_disability_discrimination_in_school_part_1.pdf">http://www.barnardos.org.uk/code_of_practice_re_disability_discrimination_in_school_part_1.pdf</a></p> <p><a href="http://www.barnardos.org.uk/code_of_practice_re_disability_discrimination_in_school_part_2.pdf">http://www.barnardos.org.uk/code_of_practice_re_disability_discrimination_in_school_part_2.pdf</a></p>
<p>Scope – About Disability – Reasonable Adjustments.</p> <p>Webpage / Charity</p>	<p>This page on the Scope website takes you through key information and advice related to reasonable adjustments at work including; employer responsibilities, talking with your employer and occupational health assessments.</p> <p>Scope exists to make this country a place where disabled people have the same opportunities as everyone else. They provide support, information and advice to more than a quarter of a million disabled people and their families every year.</p>	<p><a href="https://www.scope.org.uk/Support/Disabled-people/Work/reasonable-adjustments/at-work#Ael-wp113sT666Ry0.99">https://www.scope.org.uk/Support/Disabled-people/Work/reasonable-adjustments/at-work#Ael-wp113sT666Ry0.99</a></p> <p>SCOPE 6 Market Road London N7 9PW</p> <p>Telephone: 0808 800 3333</p> <p>Email: <a href="mailto:helpline@scope.org.uk">helpline@scope.org.uk</a></p>

<p>HR News – Online news page</p> <p>Post by: Fflur Jones</p>	<p>As part of Mental Health Awareness Week, Fflur Jones, Partner and Head of Employment and HR at Darwin Gray, shares her top tips on making reasonable workplace adjustments for workers who have a mental illness.</p>	<p><a href="http://www.hrnews.co.uk/law-firm-offers-6-top-tips-reasonable-adjustments-mental-health-issues">www.hrnews.co.uk/law-firm-offers-6-top-tips-reasonable-adjustments-mental-health-issues</a></p> <p>Published 8<sup>th</sup> May 2017</p>
<p>'New research cites workplace adjustments and organisational values as biggest aids to retention of disabled employees'</p> <p>Press Release – Business Disability Forum (BDF)</p> <p>Website/ Articles/ Research</p>	<p>This press release covers the key findings from BDF's research and subsequent report on the retention of disabled employees and workplace adjustments.</p> <p>The BDF bring together business people, disabled opinion leaders and government to understand what needs to change if disabled people are to be treated fairly so that they can contribute to business success, to society and to economic growth.</p>	<p><a href="https://goo.gl/BY9N7c">https://goo.gl/BY9N7c</a></p> <p><a href="https://businessdisabilityforum.org.uk">https://businessdisabilityforum.org.uk</a></p> <p>Published 8<sup>th</sup> December 2015</p> <p>Business Disability Forum Nutmeg House 60 Gainsford Street London SE1 2NY</p> <p>Telephone: 0207 403 3020</p>
<p>Reasonable Adjustments to Assessment Policy</p>	<p>PDF of Agored Cymru's reasonable adjustment assessment policy.</p> <p>Agored Cymru is an awarding body for education and training providers in Wales.</p>	<p><a href="http://www.agored.cymru/About-Us/Policies">www.agored.cymru/About-Us/Policies</a></p> <p>Published 12<sup>th</sup> February 2018</p> <p>Agored Cymru North 3-4 Llys Onnen Parc Menai Bangor Gwynedd LL57 4DF</p> <p>Telephone: 01248 670011</p> <p>Email: <a href="mailto:info@agored.cymru">info@agored.cymru</a></p>
<p>Allied Health Professions Support Service</p> <p>Factsheet No. 9 Reasonable Adjustments</p> <p>PDF</p>	<p>This factsheet covers the reasonable adjustment duty, who it applies to and gives examples to help understanding of what is involved and any related implications in educational and employment settings in the UK.</p> <p>Allied Health Professions Support Service supports disabled students and qualified allied health professionals in educational and employment settings throughout the UK.</p>	<p><a href="https://www.wcpt.org/sites/wcpt.org/files/files/resources/AHP_UEL_Factsheets/Factsheet-9-Reasonable-Adjustments.pdf">https://www.wcpt.org/sites/wcpt.org/files/files/resources/AHP_UEL_Factsheets/Factsheet-9-Reasonable-Adjustments.pdf</a></p>

<p>Equality and Human Rights Commission</p>	<p>Equality and Human Rights Commission's newest workplace adjustments resources are published on their website.</p> <p>These are: a short animation explaining the duty, clearly and simply setting out the sorts of adjustments that are possible; and a short film, that doesn't just tell you how reasonable adjustments can work, but shows you through the stories of four very different individuals in a range of professional and manual roles.</p>	<p>Accessible versions are available on their website and YouTube including:</p> <ul style="list-style-type: none"> <li>• Animation with voiceover</li> <li>• BSL version of the film</li> </ul>
<p>Equality Act 2010 factsheet for organisations and activity providers</p> <p>Me<sup>2</sup> - NDCS (National Deaf Children's Society)</p>	<p>Equality Act 2010 factsheet for mainstream organisations and activity providers in community settings.</p>	<p><a href="http://www.ndcs.org.uk/document.rm?id=8881">www.ndcs.org.uk/document.rm?id=8881</a></p>
<p>Reasonable Adjustments under the Equality Act explained</p> <p>YouTube video</p> <p>By: Refreshing Law Limited</p>	<p>Reasonable adjustments Discrimination and unlawful acts under the Equality Act are explained.</p>	<p><a href="https://www.youtube.com/watch?v=MFOOzzoRtDc">https://www.youtube.com/watch?v=MFOOzzoRtDc</a></p> <p>Published 8<sup>th</sup> December 2013</p>
<p>Reasonable Adjustments</p> <p>YouTube video</p> <p>By: SEND Family Voices</p>	<p>This film discusses reasonable adjustments and the things a school can do to make school easier for children and young people with additional needs.</p>	<p><a href="https://www.youtube.com/watch?v=njxhmiMJjwY">https://www.youtube.com/watch?v=njxhmiMJjwY</a></p> <p>Published 10<sup>th</sup> November 2016</p>
<p>Too Much Information in the workplace: Small adjustments which help</p> <p>YouTube Video</p> <p>By: The National Autistic Society</p>	<p>In this film, Emily, Luke, Kat, Max and Erin tell us about the small adjustments they need that help them thrive in the workplace. Small changes are explained like putting in a plan for anxiety or providing written instructions and how they can really make a difference for someone on the autism spectrum.</p>	<p><a href="https://www.youtube.com/watch?v=bcMMW8Yjod8">https://www.youtube.com/watch?v=bcMMW8Yjod8</a></p> <p>Published Jun 5<sup>th</sup> 2017</p>



<p>Diverse Cymru</p> <p>Website/ Training and Consultancy/Advice</p> <p>Making Reasonable Adjustments for Disabled People in Employment - Training Course</p>	<p>Diverse Cymru is a specialist provider of equality and diversity consultancy and training courses. They have a range of courses related to disability, Understanding the Equality Act and a specific course on Making Reasonable Adjustments for Disabled People in Employment.</p>	<p><a href="https://www.diversecymru.org.uk/consultancy-training">https://www.diversecymru.org.uk/consultancy-training</a></p> <p>Diverse Cymru 307-315 Cowbridge Road East Cardiff CF5 1JD</p> <p>Telephone: 029 2036 8888</p> <p>Email: <a href="mailto:info@diverse.cymru">info@diverse.cymru</a></p>
<p>Law relating to disabled people and their employers - Disability –</p> <p>HSE - Webpage</p>	<p>This page on the Health and Safety Executive’s website offers guidance for employers and employees and outlines the law relating to disabled people and their employers.</p>	<p><a href="http://www.hse.gov.uk/disability/law.htm">www.hse.gov.uk/disability/law.htm</a></p> <p>Published 12th February 2015</p>
<p>Remploy – Disability Awareness Factsheets</p> <p>Website/ Webinars/ Skills Training/ Resources</p>	<p>Webpage and a range of free factsheets for all types of disabilities giving advice and information on simple adjustments.</p>	<p><a href="https://www.remploy.co.uk/employers/environment/workplace-adjustments">https://www.remploy.co.uk/employers/environment/workplace-adjustments</a></p> <p><a href="https://www.remploy.co.uk/employers/resources/disability-awareness-factsheets">https://www.remploy.co.uk/employers/resources/disability-awareness-factsheets</a></p> <p>Remploy 18c Meridian East Meridian Business Park Leicester LE19 1WZ</p> <p>Telephone: 0300 456 8110</p> <p>Email: <a href="mailto:employmentservices.osc@remploy.co.uk">employmentservices.osc@remploy.co.uk</a></p>
<p>Understanding the Equality Act: information for disabled students</p> <p>Disability Rights UK Factsheet F56</p>	<p>This Disability Rights UK factsheet has information about the Equality Act which came into force in October 2010. It is intended for disabled students and explains how education providers and employers have to make reasonable adjustments, provide support and make things accessible.</p>	<p><a href="https://www.disabilityrightsuk.org/understanding-equality-act-information-disabled-students">https://www.disabilityrightsuk.org/understanding-equality-act-information-disabled-students</a></p>

<p>Reasonable Adjustments and Sickness Absence Policies – Web post</p> <p>By: UNISON The Public Service Union</p> <p>2016 National Disabled Members' Conference</p>	<p>This post airs concerns that the failure of some employers to make reasonable adjustments to sickness absence procedures is preventing an increasing number of UNISON Disabled Members from being able to access essential medical treatment. As a result the Conference calls on the National Disabled Members Committee to take a number of steps which are outlined here.</p>	<p><a href="https://www.unison.org.uk/motions/2016/disabled-members/reasonable-adjustments-and-sickness-absence-policies/">https://www.unison.org.uk/motions/2016/disabled-members/reasonable-adjustments-and-sickness-absence-policies/</a></p> <p>Published 8<sup>th</sup> July 2016</p>
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## Specific Equality Duties for Wales



## 11. SPECIFIC EQUALITY DUTIES FOR WALES (ALSO KNOWN AS PUBLIC SECTOR EQUALITY DUTY OR PSED)

Item	Synopsis	Link/Contact/Information
<p>Welsh Government - committed to creating a fair and equitable Wales</p>	<p>The Welsh Government is committed to creating a fair and equitable Wales. Its equality duties are set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and came into force in April 2011. It was the first government to bring in specific equality duties in order for public bodies to better perform their public sector equality duty.</p> <p>The Act aims to ensure public authorities and those carrying out a public function consider how they can positively contribute to a fairer society in their day-to-day activities through paying due regard to eliminating unlawful discrimination, advancing equality of opportunity and fostering good relations.</p> <p>The Regulations place duties on the devolved public sector, including Welsh Government, covering equality impact assessments, publishing and reviewing Strategic Equality Plans, engagement, pay differences, procurement, reporting arrangements and equality and employment information. The information includes:</p> <ul style="list-style-type: none"> <li>• Annual Reports on Equality</li> <li>• Equality Impact Assessments</li> <li>• Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011</li> </ul>	<p>English  <a href="http://gov.wales/topics/people-and-communities/equality-diversity/?lang=en">http://gov.wales/topics/people-and-communities/equality-diversity/?lang=en</a></p> <p>Cymraeg  <a href="http://gov.wales/topics/people-and-communities/equality-diversity/?skip=1&amp;lang=cy">http://gov.wales/topics/people-and-communities/equality-diversity/?skip=1&amp;lang=cy</a></p> <p>Llywodraeth Cymru / Welsh Government            Cathays Park            Cardiff            CF10 3NQ</p> <p>Telephone: 0300 0604400</p> <p>E-mail: <a href="mailto:customerhelp@gov.wales">customerhelp@gov.wales</a></p>
<p>Equalities and Human Rights Commission</p>	<p>EHRC's guide to the Public Sector Equality Duty in Wales contains the following:</p> <ul style="list-style-type: none"> <li>• Review of PSED in Wales</li> <li>• PSED research and monitoring: Public Authority examples</li> <li>• Equality Impact Assessments: Myth Busters</li> </ul>	<p><a href="http://www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty-wales">www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty-wales</a></p> <p>Equality and Human Rights Commission            Block 1, Spur D            Government Buildings            St Agnes Road            Cardiff            CF14 4YY</p> <p>Telephone: 029 2044 7710</p> <p>E-mail: <a href="mailto:wales@equalityhumanrights.com">wales@equalityhumanrights.com</a></p>

## Unconscious Bias



## 12. UNCONSCIOUS BIAS

Item	Synopsis	Link/Contact/Information
<p>Website - Business West</p> <p>Blog - How is your unconscious bias influencing the way you make decisions?</p> <p>Louise Ladbroke, Leadership Expert, innovate2succeed</p>	<p>Business West is a not-for-profit company which offers a range of services and programmes to help businesses start, grow and innovate as well as lobby government on their behalf.</p>	<p><a href="https://www.businesswest.co.uk/blog/how-your-unconscious-bias-influencing-way-you-make-decisions">https://www.businesswest.co.uk/blog/how-your-unconscious-bias-influencing-way-you-make-decisions</a></p> <p>Published 2nd November 2017</p>
<p>BBC World Service –Podcast/mp3 download</p> <p>The Why Factor, Unconscious Bias</p>	<p>In this audio download Mike Williams explores Unconscious Bias, how they are influenced by our background, personal experiences and culture and the extent to which we can limit these hidden biases, once we are aware of them. The online assessment test (IAT) which measures unconscious bias is explained and we hear how one orchestra, in particular, has a solution to the problem.</p>	<p><a href="https://www.bbc.co.uk/programmes/p04dvc9b">https://www.bbc.co.uk/programmes/p04dvc9b</a></p> <p>Published 4 Nov 2016</p>
<p>Implicit Association Test – Project Implicit</p>	<p>Test your unconscious bias: How do you judge other people?</p> <p>This US website presents a method that demonstrates the conscious-unconscious divergences much more convincingly than has been possible with previous methods. This new method is called the Implicit Association Test, or IAT for short. This site contains related information and gives the opportunity to participate in a number of IAT demo tests to learn more about your possible unconscious bias on a range of topics such as age, weight, gender, race and sexuality. The speed of word association will test any unconscious bias.</p>	<p><a href="https://implicit.harvard.edu/implicit/uk/">https://implicit.harvard.edu/implicit/uk/</a></p>
<p>BBC Radio 4 – Podcast /mp3 download</p> <p>All in the Mind, The Everyday Effect of Unconscious Bias</p>	<p>Claudia Hammond hosts a special edition recorded live in front of an audience at the Royal Institution in London to discuss unconscious bias with a panel of experts to discuss what effect the bias in our decision making has on the lives of each and every one of us and what we can do about it.</p> <p>Taking part are business psychologist Binna Kandola; Jessica Rowson from the Institute of Physics who's been examining why more girls don't choose to study physics at school; Emma Chapman, a Royal Astronomical Society fellow; and Louise Archer, Professor of Sociology of Education at King's College London.</p>	<p><a href="https://www.bbc.co.uk/programmes/b08q60pr">https://www.bbc.co.uk/programmes/b08q60pr</a></p> <p>Published 16th May 2017</p>
<p>Microsoft</p>	<p>Microsoft has made its Unconscious Bias training publicly available worldwide.</p> <p>The training, which all Microsoft employees are expected to complete, includes thought-provoking scenarios, videos and knowledge checks. Those who take it will learn new ways of understanding and identifying unconscious bias, how to recognize it in others and how to take action to correct it.</p>	<p><a href="https://www.mslearning.microsoft.com/course/72169/launch">https://www.mslearning.microsoft.com/course/72169/launch</a></p>

<p>YouTube – Animation</p> <p>Understanding Unconscious Bias</p>	<p>This animation introduces the key concepts of unconscious bias. It forms part of the Royal Society's efforts to ensure that all those who serve on Royal Society selection and appointment panels are aware of differences in how candidates may present themselves, how to recognise bias in yourself and others and how to recognise inappropriate advocacy or unreasoned judgement.</p> <p>(You can also find out more about unconscious bias and download a briefing which includes current academic research at <a href="http://www.royalsociety.org/diversity">www.royalsociety.org/diversity</a>)</p>	<p><a href="https://www.youtube.com/watch?v=dVp9Z5k0dEE">https://www.youtube.com/watch?v=dVp9Z5k0dEE</a></p> <p>Published on 17 Nov 2015</p>
<p>PDF – Infographic</p> <p>Manager's Digest</p>	<p>This downloadable PDF is an infographic that covers the key aspects of unconscious bias, what it is, what it's influenced by, when it is likely to take place, tips for dealing with it and the benefits of managing it effectively.</p>	<p><a href="https://www.managersdigest.co.uk/2014/07/29/infographic-unconscious-bias">https://www.managersdigest.co.uk/2014/07/29/infographic-unconscious-bias</a></p> <p>Published 29th July 2014</p>
<p>YouTube - Animation</p> <p>Unconscious Bias - Leadership and Management</p>	<p>This animation explains how unconscious biases influence our actions every day, even when—by definition—we don't notice them! The impact this can have on others and on our decision making, using the workplace and selecting individuals for Leadership positions as an example, is also discussed.</p>	<p><a href="https://www.youtube.com/watch?v=dloCJq8shZE">https://www.youtube.com/watch?v=dloCJq8shZE</a></p> <p>Published 28 Oct 2016</p>
<p>TEDx Talk –</p> <p>Are you biased? I am</p> <p>Kristen Pressner</p>	<p>What do you do when you realize you have a bias, even against yourself? Kristen Pressner is the Global Head of Human Resources at a multinational firm, and a tireless advocate for, and promoter of, women in the workplace. In this enlightening talk, Kristen explores how we can recognize our own hidden, irrational biases — and keep them from limiting us.</p>	<p><a href="https://www.youtube.com/watch?v=Bq_xYSOZrgU">https://www.youtube.com/watch?v=Bq_xYSOZrgU</a></p> <p>Published on 30 Aug 2016</p>
<p>Jaluch Infographic –</p> <p>Unconscious Bias</p>	<p>This infographic gives examples of when unconscious bias is prevalent and how it impacts individuals and shapes our lives.</p>	<p><a href="https://www.jaluch.co.uk/unconscious-bias-infographic/">https://www.jaluch.co.uk/unconscious-bias-infographic/</a></p>
<p>YouTube –Animation</p> <p>What is Unconscious Bias?</p> <p>ENEI - Employers Network for Equality &amp; Inclusion</p>	<p>This animation explores what unconscious bias is and how it impacts our behaviours and decisions.</p>	<p><a href="https://www.youtube.com/watch?v=rbe5D3Yh43o">https://www.youtube.com/watch?v=rbe5D3Yh43o</a></p> <p>Published on 17 Sep 2015</p>
<p>PDF Leaflet - Understanding Unconscious Bias</p>	<p>This PDF explains unconscious bias, gives details of the history of the concept, examples of it in action and links for tools to help with interrupting our unconscious bias.</p>	<p><a href="http://www.djrenrakukai.org/doc/pdf/2017/UnconsciousBias_leaflet_eng.pdf">www.djrenrakukai.org/doc/pdf/2017/UnconsciousBias_leaflet_eng.pdf</a></p>
<p>Pinterest webpage</p>	<p>This link takes you to the top 18 images and links on Pinterest related to unconscious bias. On this page are a range of visuals showing infographics and examples of unconscious bias and related statistics. There are links to related articles, presentations and posters.</p>	<p><a href="https://www.pinterest.co.uk/raymondaburgman/unconscious-bias/">https://www.pinterest.co.uk/raymondaburgman/unconscious-bias/</a></p>

# Notes