

Workshop Facilitation Notes for Youth Workers

1. Introduction

- Encourage participants to share their experiences and perceptions without fear of judgement.
- Example Icebreaker Question: "If you could change one thing about the perception of care-experienced youth, what would it be?"

2. Understanding Protected Characteristics

- Talking Point: Explain how these characteristics are protected by law from being used as a basis for discrimination.
- Example: "For instance, an employer cannot refuse to hire someone simply because they are disabled. This is a protected characteristic."

3. Direct and Indirect Discrimination

- Direct Discrimination Example: "Imagine if a landlord refuses to rent a house to a person simply because they are of a particular race. This is direct discrimination because the person is being treated less favorably due to their race."
- Indirect Discrimination Example: "Now consider a job that requires all employees to work full time. This might seem fair, but it could indirectly discriminate against people with certain disabilities who may not be able to work full-time hours."

4. Protected Characteristics and Care-Experienced Youth

- Talking Point: Discuss the unique challenges faced by care-experienced youth and how adding care-experienced status as a protected characteristic might help.
- Example: "If care experience was a protected characteristic, schools would not be able to expel students just because they are care-experienced. They would have to provide extra support instead."

5. Summary and Q&A

- Encourage participants to continue thinking and asking questions about this topic beyond the workshop.
- Introduce the protected characteristics motions and what is happening across the country.
- Explain later in the presentation are some speeches by care experienced people.
- Suggested Question to Spark Discussion: "How do you think your life might be different if care experience was a protected characteristic?"

6. Protected Characteristics Motion

- Treating Care Experience as IF it were a Protected Characteristic will mean councils include us in the decision making process.
- Discuss Equality impact assessments – how they mean all departments have to consider how they impact care experienced people

7. Council that have passed the motion

- These are councils right across the UK. This is further than just England
- Covers England, Wales and Scotland
- The target is 125 councils by the time of the General Election

8. Precious and Penelope at Oldham Council

- Young people are now bringing these motions to councils and making speeches
- This speech is Oldham Youth Council (Penelope) supporting Oldham Children in Care Council (Precious)
- They read out the draft motion and made the case for Protected Characteristics.

9. Ele Johnson at Cambridge Council

- Talked about her experiences in care

10. Conclusion and Q&A (10mins)

- Discuss the speeches and get young people to think about what they would say.
- Propose that the group bring the motion to their own council and end with a conclusion.
- Arrange follow up briefing to discuss next steps.

Next steps

Contact Terry Galloway for further briefing, draft motions and letters to local politicians asking them to propose the Protected Characteristics motion.

My contact details are terry@ngalloway.co.uk 07838317574 should you wish me to speak with your group regarding the Protected Characteristics campaign.

Remember, these are just guiding points. As the facilitator, you should feel free to adapt the discussion to suit the needs and interests of the group. It's also important to listen more than you talk - this workshop is about the participants' understanding and experiences.

IMPORTANT

We want to collect experiences of discrimination that care experienced people are facing across the United Kingdom and ask that you anonymise the responses from this workshop and send them to us terry@ngalloway.co.uk