

MODULE SPECIFICATION PROFORMA

Module Title:	Domestic Equality and Diversity	Level:	4	Credit Value:	20
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Module code:	SOC436	Is this a new module?	Yes	Code of module being replaced:	SOC413 & SOC509
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Cost Centre:	GASY	JACS3 code:	L430, L371
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Trimester(s) in which to be offered:	1, 2	With effect from:	September 16
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School:	Social & Life Sciences	Module Leader:	Dr Ann Hynes
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Scheduled learning and teaching hours	60 hrs
Guided independent study	140 hrs
Placement	0 hrs
Module duration (total hours)	200 hrs

Programme(s) in which to be offered	Core	Option
BA (Hons) Public and Social Policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Pre-requisites

Office use only

Initial approval August 16

APSC approval of modification *Enter date of approval*

Have any derogations received SQC approval?

Version 1

Yes No

Module Aims

- Analyse the concept of equality of opportunity
- Enable students to recognise the importance of difference and diversity
- Analyse the concept of oppression as experienced by different groups in society
- Understand and evaluate societal and organizational imperatives to create equality of opportunity

Intended Learning Outcomes

Key skills for employability

- KS1 Written, oral and media communication skills
- KS2 Leadership, team working and networking skills
- KS3 Opportunity, creativity and problem solving skills
- KS4 Information technology skills and digital literacy
- KS5 Information management skills
- KS6 Research skills
- KS7 Intercultural and sustainability skills
- KS8 Career management skills
- KS9 Learning to learn (managing personal and professional development, self-management)
- KS10 Numeracy

At the end of this module, students will be able to		Key Skills	
1	Define and explain the importance of difference and diversity.	KS1	KS7
2	Understand how levels of and perceptions of social stratification have shaped and do shape social policy.	KS1	KS3
		KS7	KS10
		KS1	KS3
		KS7	
3	Analyse the relative impact of historical/cultural factors which have contributed to changing public attitudes to equality & diversity.	KS7	KS6
4	Identify the importance of rights, moral values and individual entitlements.	KS4	KS7
5	Analyse socio/economic development in urban and rural areas as experienced by groups with various characteristics.	KS3	KS7
		KS10	
6	Illustrate the different experiences of oppression in relation to different groups in society.	KS4	KS5
		KS1	KS7

Transferable/key skills and other attributes

- Research and study skills
- Analysis, evaluation and synthesis of information
- Communication skills
- Problem Solving skills

Derogations

NA

Assessment:

Assessment 1: Oral presentation: Students will take part in an assessed debate to discuss the impact of social stratification, historical and cultural factors on policy making.

Assessment 2: Essay: Using examples, students will explain how the concepts of rights, moral values and individual entitlements apply to equality and diversity.

Assessment 3: Seminar & paper on an individually selected topic related to experiences of oppression experienced by different groups in society. The 15 minute seminar will be supported by a 500 word seminar paper.

Formative assessment: Oral presentation skills will be supported and peer/mentor feedback available. Plans for essays can be discussed with tutors for guidance.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration (if exam)	Word count (or equivalent if appropriate)
1	1,2,3	Oral Assessment	20%	10 mins	
2	4	Essay	30%		1,200 words
3	1,5,6	Presentation	50%	15mins	+500 words

Learning and Teaching Strategies:

Formal lectures, discussions, working in groups, peer learning through presentations and self-directed study. Students will be expected to read and discuss designated articles within directed private study time. Wider reading and additional resources will be available on the VLE (Moodle).

Syllabus outline:

The focus of the module is to identify contemporary issues and developments in equality and diversity in order to provide students with the capacity to recognise discrimination and to identify factors which influence policy making about equality and diversity. Learners will be required to find and apply the law and recognised differences in approaches to policy making and the development of practice.

Topics include :

- nature and extent of social stratification in the United Kingdom

- different approaches (liberal, radical, minimalist) to equality and managing diversity;
- race; ethnicity; disability; sexuality and gender; age; religion; marital, civil partnership or single status and other protected characteristics.
- body shape; parental and/or carer status; employment contract status; wealth or income status; political opinions and other characteristics not protected in United Kingdom.
- intersectionality of characteristics.
- harassment & bullying.
- affirmative action issues.
- the economics of managing diversity.
- brief awareness of international framework informing domestic policy and law-making.

Bibliography:

Essential reading

- Bagilhole, B., (2015) *Understanding Equal Opportunities and Diversity*. Bristol: The Policy Press. *Ebook available*.
- Thompson, N. (2011), *Promoting Equality: Working with Diversity and Difference* Palgrave Macmillan; 3rd edition

Other indicative reading

- Clements, P. (2006) *The Diversity Training Handbook: A Practical Guide to Understanding and Changing Attitudes*. London: Kogan Page.
- Cooper, D. (2004) *Challenging Diversity-Rethinking Equality and the Value of Difference*. Cambridge : Cambridge University Press
- Elman, R.A., (2008) *Sexual Equality in an Integrated Europe -Virtual Equality*. Basingstoke : Palgrave Macmillan,
- Fisher, T, and McNulty,J, (2009) *Current Directions in Human Sexuality and Intimate Relationships for Human Sexuality in a World of Diversity*. Boston: Pearson Higher Education.
- Harvey, C and Allard M. J., (2008) *Understanding and Managing Diversity: International Edition, (4th Edition)* Upper Saddle River, NJ: Pearson/Prentice Hall.
- Healy, G, Kirton, G, and Noon, M (eds) (2010) *Equality, Inequalities and Diversity*. Basingstoke : Palgrave Macmillan
- Hill, H. and Kenyon, R, (2008) *Promoting Equality and Diversity: A Practitioner's Guide* Oxford : Oxford University Press
- Hynes, P, (2011) *The dispersal and social exclusion of asylum seekers, Between liminality and belonging*. Bristol: The Policy Press.
- Kirton, G and Green, AM, (2005) *The Dynamics of Managing Diversity*, Boston : Elsevier Butterworth-Heinemann,
- Lynch, K, Baker, J and Lyons, M, (2009) *Affective Equality , Love, Care and Injustice* Basingstoke : Palgrave Macmillan
- Prügl, E and Thiel, M eds., (2010) *Diversity in the European Union*. Basingstoke: Palgrave Macmillan.

- Shah, S and Priestley, M, (2011) Disability and social change- Private lives and public policies. Bristol : The Policy Press
- Solomos, J. (2003) Race and Racism in Britain (3rd edition). Basingstoke: Palgrave;
- Stout, B, (2010) Equality and Diversity in Policing. Exeter: Learning Matters Ltd
- Swain, J et al. (2003) Controversial Issues in a Disabling Society. Buckingham: Open University.
- Thompson, N. (2011) Promoting Equality: Challenging Discrimination and Oppression, 2nd edition. Basingstoke: Palgrave.
- Wilkinson, R and Pickett, K. (2010). The spirit level: why equality is better for everyone. Penguin.