

Equality and Diversity UK Ltd

A selection of case studies for equality training

Respecting Difference: Case Studies

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Case Studies

1. Case Study: Race

Paul

Paul is a new Police Community Support Officer. He has been working on the team for about four months and during this time has witnessed another Police Community Support Officer making jokes and comments which Paul thinks are racist. Although Paul feels that this behaviour is unacceptable and offensive, other colleagues laugh and join in the banter.

Earlier today Paul witnessed the Police Community Support Officer making jibes and snide comments about a member of the public he was cautioning. All the comments were racist (Paul believes this to be so, but is unsure). Paul decides to challenge the officer and asks him for a private chat. Paul points out to the officer that he has noticed he has made a number of racist jokes and engaged in racist banter on several occasions. However, today he has witnessed this again when the officer was cautioning the young Asian man. Paul points out that this behaviour is offensive to him and it is not acceptable to others and certainly disrespectful to the member of the public, regardless of what he has done or is perceived to have done.

The Police Community Support Officer says it is only a bit of banter to lighten things up a bit, and can't understand why Paul is making such a big deal. He goes on to say that perhaps Paul mixes with "those kind of people" and that's why he's so concerned. Paul repeats that it is offensive to him and unacceptable given the officer's position. Paul then walks off.

The Police Community Support Officer relays this story to his colleagues and they all say that they only thought it was a bit of fun and that Paul is just a little sensitive. A couple of days later Paul witnesses the banter and racist jokes again and this time reports it to a senior officer, who then speaks to Paul's colleague and reiterates that it is not acceptable. The Police Community Support Officer apologises but later he and his friends ignore Paul and this behaviour goes on for a few days. They make comments about Paul being a grass and that he can't take a joke and have labelled him "Mr Sensitive". Paul feels intimidated and threatened by their behaviour and takes time off work sick because the whole thing has caused him to feel stressed and vulnerable whilst working with the team.

Instructions

- ⦿ Identify the issues and List them in order of priority
- ⦿ Discuss each issue individually
- ⦿ Identify the type/s of behaviour (discrimination, harassment, victimisation)
- ⦿ Discuss the elements of the law that relate to this situation

Case Studies Solutions

1. Case Study: Race

Paul

Identify the issues in order of priority

- Abuse of position
- Racist comments ([see endnote 1](#))
- Bullying of both public and colleague

Discuss each individually

- In the discussion raise awareness that the comments are being made to others, but a third party overhears them.
- Raise the matter of the lack professionalism. Should consideration have been given by the senior officer to disciplinary action?

Identify the types of behaviour

- Harassment ([see endnote 1](#)), bullying and victimisation

Issues of law

- Although a criminal offence has not been committed, the legality of the caution given to the member of the public could be questioned.
- Paul believes he has been harassed, bullied and victimised (because he has been ignored and called a "grass"). Paul should again raise the matter with a senior officer who has a duty to investigate the matter further and take action to prevent the discrimination recurring.