



**Conference of Colleges Diversity Fund Project
on special dietary requirements**

Ethical Eating Lesson Plan



Times	Activity	Methods	Handouts / Resources	Slides
	<p>Arrivals</p> <p>Have the opening slide – Conference of Colleges – display as participants arrive.</p>		Signing in sheet	1
9.30	<p>Introduction</p> <p>Trainer(s) introduce themselves including a bit of background on experience.</p> <p>Housekeeping and ground rules.</p> <p>At the start of the session explain a little about the Conference of Colleges. A forum for the Colleges of the University of Oxford to deal with matter of shared interest and common purpose, and a voice for college interests with the University community. This training comes under the auspices of the Domestic Bursars' Committee. They handle, amongst other things, the management of the Conference and the shared initiatives for the procurement of domestic goods and services. One of their concerns has been how the catering at colleges can be as all encompassing and inclusive as possible.</p> <p>As the University employs more than 13,900 people and has a student body of around 24,000 from all over the world the Conference is concerned that the services offered by catering departments of the colleges are able to respond to what will be very high expectations. This training is provided by funding from the Conference's Diversity Fund Project on special dietary</p>			2-6

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	<p>requirements. As you know training is essential for everyone in every field of work.</p> <p>This module is one of four. This course is a Train the Trainer course, where we give you information with the hope that you will be able to train others. There is never enough time. We have designed the Workbook, the Lesson Plan and the Overview and the PowerPoint presentation so that you can practice and work your way through each segment of each module.</p> <p>Reading the training material and being able to practice is essential. Once you know the material you will feel more confident, when you feel confident the training will become easier and you will actually enjoy it.</p> <p>Introductions: Delegate introduce themselves, with trainer giving prompts / encouragement for more information from participants if necessary.</p> <p>Trainer gives a very brief introduction to the course and information on the Conference of Colleges Diversity Fund Project on special dietary requirements.</p>			
9.40	<p>Ethical Eating – An Overview</p> <p>Trainer gives an outline of Ethical Eating and what will be happening in the session.</p> <p>Run through the objectives and take questions and comments</p>	Distribute Handbook	Workbook page 2 & 3	7

<p>9:45</p>	<p>Is it Vegan?</p> <p>Trainer explains that many everyday food items already fulfil the requirements that Vegans require.</p> <p>Such food items are known as being “Accidentally Vegan”.</p> <p>Getting people to work in pairs ask them to decide “Is It Vegan?” from the following 12 items.</p> <p>Delegates should have no more than 5 minutes to decide.</p> <p>Go through each food item and ask people whether it is or is not Vegan. Maybe by a show of hands, or by calling out.</p> <p>Explain why something is or is not Vegan</p> <p>Guinness is now vegan, but until March of 2017, had used Isinglass (a substance made from the swim bladders of fish) for the filtration and clarification process.</p> <p>Lea & Perrins is not vegan as it contains anchovies. You can get a vegan substitute.</p> <p>HP Sauce is vegan</p>	<p>Exercise, in pairs</p>	<p>Pages 4 & 5 of workbook</p>	<p>8</p> <p>9</p> <p>10 - 21</p>
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	<p>Honey Point of contention in the vegan world.</p> <ul style="list-style-type: none"> • Some vegans argue that bees are animals and to consume honey is to exploit them. • Others state that all forms of farming kills insects and that the keeping and protecting bees is a symbiotic relationship that benefits the bees and the bee-keeper. • All vegans draw the line at the agricultural exploitation of bees. Where hives are driven to areas that need pollination and then taken somewhere else a few days later. <p>Jus Roll Pastry Very vegan. Uses vegetable fats and oils.</p> <p>Marmite Depressingly vegan – there is no getting away from it! Obviously if you like Marmite this is a big plus. You decide.</p> <p>Walkers Smoky Bacon Crisps Not Vegan - Although there isn't a pig product involved in the production of the crisps, dried milk lactose is used in the flavouring.</p> <p>McVitie's Digestive Biscuits Not Vegan. Arguably the gold standard of biscuits cannot be enjoyed by vegans as they used dried skimmed milk.</p> <p>Red Bull Vegan. Despite its name contains no bull!</p> <p>Royal Icing Sugar Not Vegan. Contains dried egg white</p> <p>Sacla Pesto Not Vegan. It contains two types of cheese – so lots of milk.</p> <p>Sun-Pat Peanut Butter Vegan. Both plain and crunchy nothing but nuts and stabiliser E471, sugar and salt.</p>			

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10:00	<p>The Equality Act</p> <p>Explain the main principles behind the Equality Act:</p> <ul style="list-style-type: none"> • Underpins how Colleges/University provide services This includes not just how people are educated, but the more practical elements of pastoral care (physical and emotional welfare) such as how they are housed, fed and kept safe whilst under your care. • The right to be treated as an individual with respect and dignity People are different. You cannot, for example, feed everyone tripe and onions because you like tripe and onions. Also, this means that you cannot call people stupid if they are not happy with your tripe-based menu. • Colleges/University must be fair and treat the needs of everyone One size does NOT fit all. 	Trainer led exercise		22 - 33

Times	Activity	Methods	Handouts / Resources	Slides
	<p>Explain the 9 protected characteristics and what and who they cover and why they are there:</p> <ul style="list-style-type: none"> • Age • Disability • Gender Reassignment • Marriage and Civil Partnership • Maternity and Pregnancy • Race • Religion and Belief • Sex • Sexual Orientation <p>Explain in more detail about Religion and Belief. Most people able to identify a religious belief because there is usually a guiding spirit or deity sometimes more than one.</p> <p>Why philosophical beliefs are different – secular (god free), definitely not party-political, but can be seen as political. For example: Climate Change, Free Market Economics, Darwinism and of course Veganism</p> <p>You can be religious and hold a philosophical belief.</p> <p>What comes under the protection of the Equality Act?</p> <p>Veganism follows all of these points.</p> <p>A belief in “Brexit” for example would not come under the protection of the Equality Act because it ignores a number of these points.</p>			

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	<p>Often to define what is actually protected by legislation there has to be case law. There is no case law on Veganism at the moment, but some is expected very soon (October 2019).</p> <p>So, unless you want to help your College and the University make case law it's advisable to treat Veganism as if it was a religious or philosophical belief and:</p> <p>Don't make people work with animal products, especially raw meat.</p> <p>Do take their dietary requirements into consideration when planning and preparing meals and events.</p>			

<p>10:20</p>	<p>What is it?</p> <p>In pairs or small groups (depending on the number of delegates) decide whether the following situations are Legal Illegal, OK (good practice) Not OK (bad practice).</p> <p>Depending on how many delegates there are you may decide to give each group a set number to deal with e.g. the first three, or 7 to 12 etc.</p> <p>Give delegates 5 minutes to come to a consensus on their situations.</p> <ol style="list-style-type: none"> 1) Patient in hospital is denied vegan food = Illegal 2) A customer in a pub asks why there is no vegetarian option? = not illegal, but Bad Practice 3) A restaurant refuses to prepare and serve a rare Burger on health grounds = Good Practice burgers in restaurants needs to be heated to at least 75 degrees centigrade for 6 seconds if preparing a burger quickly. They can be cooked for longer at lower temperatures 65 degrees. Some restaurants may choose not to serve Rare or “Blue” burgers. <p>https://www.thecaterer.com/articles/497150/new-regulations-on-cooking-burgers-come-into-force</p> <ol style="list-style-type: none"> 4) A Student asks for a chair that is covered in leather made from pigs to be replaced = Illegal 		<p>Page 6 of the work-book</p>	<p>34</p>
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	<p>5) A student tells you that it is illegal for the College to use Nutella because it conflicts with their philosophical beliefs = A Heated Debate - Legal? The reason it will be a conflict is due to Palm Oil being used as an ingredient in Nutella. This ingredient is very often produced after rain forests have been destroyed to make way for palm oil plantations. You can get ethically produced palm oil, but there isn't that much around and definitely not in Nutella. This is one of those situations where case law would be needed. So, the complainant has the potential for being right, but not until the judges decide. So, carry on until told otherwise either by the courts or until the college decides not to buy any more Nutella.</p> <p>6) At a formal event there is not vegan wine on offer = Bad Practice. There is plenty of vegan wine available there should always be a choice for the vegans and vegetarians.</p> <p>7) One of your colleagues informs you that they are thinking of refusing handling raw meat and fish on ethical grounds = Lawful. The case law isn't there yet, but it's coming. You would need to look at making reasonable adjustments to the person's duties.</p> <p>8) The student body at your College takes a number of ethical decisions. One is to stop serving beef in the college, or at events = A Heated Debate – Good Practice? The raising and breeding of cows for beef and dairy is very much a hot topic. Particularly in relation to the production of methane by cows and the part it is said to play in climate change.</p>			
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	<p>9) There is a lot of banter amongst staff in the kitchen who keep making jokes about a particular colleague, saying that they are “too weak” open packets let alone jars = Unlawful – It would certainly come under the college guidelines about harassment and bullying.</p> <p>10) It is World Vegan Day – is it acceptable for you College to accept a leather Louis Vuitton handbag values at £10,000 as a raffle prize? = A Heated Debate – Bad Practice? This feels like someone is being deliberately provocative. Is it just the Day, or would it ever be acceptable?</p> <p>11) At an event there are general rumblings that everyone has eaten the ‘vegan food’, leaving very little for the Vegans to eat = Bad Practice. Prepare more vegan food it's obviously lovely!</p> <p>12) A ‘front of house’ member of staff has a prominent “Meat is Murder” tattoo = A Heated Debate. This is the vegan equivalent of a religious person wearing something that signifies their faith. In many cases such situations are dealt with on practical health and safety grounds, but usually the person is allowed to carry on doing what they are doing under certain conditions. For example, the Muslim jockey who was allowed to wear her Hijab under her riding helmet. What are the current college rules on visible tattoos? Are these appropriate here? Where might you draw the line?</p>			
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	<p>Get responses from delegates but keep a control on the heated debates as these can easily dominate your time. Try and get a couple of points of view pro and anti, so that a range of views are being heard, then move on if there is no obvious consensus</p>			
<p>10:35</p>	<p>Who is the Customer?</p> <p>In pairs get delegates to write who they think their customers at the College / University are.</p> <p>Get people to call out who they have. They should be all of our seven examples and possibly some of their own. The idea behind the exercise is to recognise the types of customer they have and the importance of internal as well as external customers</p>		<p>Page 8 of the work-book</p>	<p>32 - 34</p>

Times	Activity	Methods	Handouts / Resources	Slides
10:40	<p>Our Customers Include This section is on customer service. What conditions make a customer?</p> <p>On the topic of your customers</p> <p>How aware are you of how well you treat your colleagues? You should get answers about:</p> <ul style="list-style-type: none"> • Evaluations in the dining rooms • Online evaluations and feedback • suggestions for meals/ingredients • Queries regarding provenance <p>What happens to this information? Is it acted upon?</p> <p>Question whether and how they treat customers.</p> <ul style="list-style-type: none"> • Who are the “paying customers”? • Who are getting fed as a “Perk of the Job”? <p>Do students and visitors get the same level of service and respect as the permanent staff. Why are they treated differently? Are Internal and External customers taken seriously should they wish to complain about menus.</p> <p>How do you ensure that people are treating both internal and external customers equitably? Why might this be difficult in your College?</p>	Trainer led discussion		<p>35 – 36</p> <p>37 - 38</p>

Times	Activity	Methods	Handouts / Resources	Slides
11:00	<p>Break</p> <p>11:00 is a suggested time it can be earlier, but not much later and should be no more than 15 minutes.</p> <p>Start on time.</p> <p>Put the What is Veganism? slide up during the break.</p>			39

<p>11:15</p>	<p>Veganism</p> <p>What is Veganism? Explain that veganism is. Why it's adopted for different reasons by different people. For some it is about animal welfare and farming methods. Increasingly it is a response to climate change and people's belief that a substantial change is needed in eating habits i.e. more vegetarian and less exploitation of animals.</p> <p>Try not to get bogged down in detail. You are there to put the information across NOT to defend vegans or talk about methods of farming live stock.</p> <p>People on vegan diets often boast of a healthier lifestyle choice. There is some evidence for lower cholesterol levels and a reduced risk for type 2 diabetes if a diet regime is followed relatively strictly and exercise is taken.</p> <p>However, it is possible to eat nothing but junk food and be vegan. Being vegan does not make you a saint!</p> <p>Studies have shown that there are a significant number of people with eating disorders, who mask their situation by restricting their food intake under the guise of being vegan.</p> <p>Flexitarianism sometimes called a semi-vegetarian diet or (SVD). It's a gradual way to move towards being a full-time vegetarian or vegan. Many people will know someone who is veggie or Vegan, who has been undone by the smell of a bacon sandwich, or after consuming alcohol. The bane of all dieting.</p>	<p>Trainer lead discussion</p>		<p>40 – 44</p> <p>45</p>
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	<p>Fruitarianism – a subset of vegans. Eat primarily fruits. Possibly nuts and seeds. Attracts criticism and concern about the safety of the diet. If 75% of your diet is fruit, then you can claim to be</p> <p>The Macrobiotic Diet is a kind of pescatarian diet. It has grown out of Zen Buddhism and tries to balance the yin and yang elements of food and cookware. Reducing the amount of animal products, eat locally grown foods that are in season and consume meals in moderation. It was popularised in the 1930's by George Ohsawa.</p> <p>Raw Foodism – Rawism. Can be another sub-set of veganism – uncooked, unprocessed food. Believe that heating food hotter than 49 degrees Centigrade damages the nutrients and health-giving properties. The Palaeolithic Diet (Cave man/woman diet) also eats meat and fish raw.</p> <p>For both Vegetarians and Vegans having a balanced diet with sufficient protein is not a problem!</p> <p>However, extra thought needs to be put into menu options so that they are not to Carb Heavy.</p>			51

Times	Activity	Methods	Handouts / Resources	Slides
11:30	<p>The Organic Movement and Provenance</p> <p>Talk about the growth and origins of the organic movement as concerns about agri-business and the industrialisation of farming.</p> <p>For example, the organic movement is very concerned with the condition of soil and the over use of fertilizers and pesticides.</p> <p>Provenance also plays a part of this movement and again this a concern about climate change. Often people will talk about air-miles in terms of food. This will often refer to people being able to buy and eat food out of season i.e. strawberries in December. Meaning that the strawberries are grown somewhere warm then imported (by air). All this travel increases the “carbon-footprint” of a particular food, i.e. how much carbon is created in its growth and shipping.</p> <p>The main thing about Provenance:</p> <ul style="list-style-type: none"> • Buy Local • Buy Regional • Buy National • Buy in Season 			52 - 56

Times	Activity	Methods	Handouts / Resources	Slides
11:40	<p>Entomophagy</p> <p>Basically, eating insects. Very high in protein. Big yuck factor – People used to feel the same about raw fish.</p> <p>Ground-up insect protein is being trialled as a protein replacement for meat in pet food.</p> <p>So, you are unlikely to sit down to a meal of stir-fried mealworms, but you might at some point find that insect protein is being introduced into processed ready meals. Hopefully clearly labelled.</p>		Give out samples	57-58
11:45	<p>Shopping Bag of Delights</p> <p>This is an exercise to see what you can remember from earlier, what you may already know and your problem-solving skills.</p> <p>Working in pairs or groups using the resources in the 'Shopping Bag of Delights' to find the right solution to each situation.</p> <p>Depending on how many delegates there are you may decide to give each group a set number to deal with e.g. the first three, or 7 to 12 etc.</p> <p>Give delegates 5 minutes to come to a consensus on their situations.</p> <p>The answers are in the Trainers Notebook</p>		Page 9 of the Work book	59 - 60

Times	Activity	Methods	Handouts / Resources	Slides
12:05	<p>Nutrition What is nutrition? Why is it important? Where do we get it from and what happens when elements of a balanced diet are missing?</p> <p>1) Nutrition from Grain</p> <ul style="list-style-type: none"> • Fibre is important for proper bowel function and provide a feeling of fullness with fewer calories. • The B vitamins: thiamine, riboflavin, and niacin play a key role in metabolism and are essential for a healthy nervous system (Many refined grains are enriched with these B vitamins). • Folate (folic acid), another B vitamin, helps the body form red blood cells <p>2) Nutrients from Vegetables</p> <ul style="list-style-type: none"> • Naturally low in sodium, fat and calories • Sources of Potassium are sweet potatoes, white potatoes, white beans, tomato products (paste, sauce, and juice), beet greens, soybeans, beans, spinach, lentils, and kidney beans. • Fibre - helps reduce blood cholesterol levels, helps with proper bowel function and help provide a feeling of fullness with fewer calories • Folate (folic acid) helps the body form red blood cells • Vitamin A keeps eyes and skin healthy and helps to protect against infections • Vitamin C helps heal cuts and wounds and keeps teeth and gums healthy and aids in iron absorption <p>3) Nutrients from Fruit</p> <ul style="list-style-type: none"> • Naturally low in fat, sodium, and calories 	Trainer led discussion		<p>61 – 64</p> <p>65</p> <p>66</p> <p>67</p>

Times	Activity	Methods	Handouts / Resources	Slides
	<ul style="list-style-type: none"> • Source of Potassium - Bananas, prunes and prune juice, dried peaches and apricots, cantaloupe, honeydew melon, and orange juice • Fibre - Helps with proper bowel function and provides a feeling of fullness with fewer calories. Whole or cut-up fruits are sources of dietary fibre; fruit juices contain little or no fibre • Vitamin C - Important for growth & repair of all body tissues, helps heal cuts and wounds, and keeps teeth and gums healthy • Folate (folic acid) - helps the body form red blood cells <p>4) Nutrients from Dairy</p> <ul style="list-style-type: none"> • Calcium - Building bones and teeth and in maintaining bone mass • Potassium - May help to maintain healthy blood pressure. Examples: Dairy products, especially yogurt, fluid milk, and soymilk (soy beverage), provide potassium • Vitamin D - functions in the body to maintain proper levels of calcium and phosphorous to build healthy bones. Other sources include vitamin D-fortified yogurt and vitamin D fortified ready-to-eat breakfast cereals • Fat: Milk products that are consumed in their low-fat or fat-free form provide minimal fat. Can safely be replaced with a combination of food, beverages and nutrition supplements. 			68

Times	Activity	Methods	Handouts / Resources	Slides
	<p>5) Important Nutrients from Protein</p> <ul style="list-style-type: none"> • Great source of nutrition: protein, B vitamins (niacin, thiamine, riboflavin, and B6), vitamin E, iron, zinc, and magnesium. Proteins function as: Building blocks for bones, muscles, cartilage, skin, and blood. Building blocks for enzymes and hormones. • B vitamins - Release energy, play a vital role in the function of the nervous system, aid in the formation of red blood cells and help build tissues. • Iron is used to carry oxygen in the blood. • Magnesium is used in building bones and in releasing energy from muscles. • Zinc is necessary for biochemical reactions and helps the immune system function properly. <p>6) Important Nutrient from Oils and Fats</p> <ul style="list-style-type: none"> • Some fat in the diet is essential, but on average people in the UK eat too much saturated fat. It's important to get most of your fat from unsaturated oils and spreads. • Source of Essential Fatty Acids (polyunsaturated or monounsaturated fats) • Vitamin E- Some oil is needed for health • Remember, oils still contain calories 			<p>69</p> <p>70</p>

Times	Activity	Methods	Handouts / Resources	Slides
12:10	<p>Case Studies</p> <p>Working in pairs or groups decide what kind of diet the student is predominantly eating and how you would change and adapt the menu items to meet their ethical choices.</p> <p>Depending on how many delegates there are you may decide to give each group a set number to deal with e.g. the first three, or 7 to 12 etc.</p> <p>Give delegates 5 minutes to come to a consensus on their situations.</p> <ol style="list-style-type: none"> 1) Leila is Vegan 2) Bhavesh is strict vegetarian. What is the difference? Veganism is more of a lifestyle choice and extends to clothes and other areas of your life. Vegetarianism is restricted to diet. 3) Helen is Ovo-Lacto Vegetarian 4) Ben as stated is Flexitarian, but eat vegan in hall 5) Sara is Pescatarian 6) Prem is Lacto Vegetarian. 		<p>Pages 10 and 11 of the work-book</p>	<p>71 - 72</p> <p>73</p>
12:30	Finish		Evaluation Forms	

**This information is available in a variety of formats.
Please contact the Challenge office on 020 7272 3400
or training@challcon.com
if you would like this information supplied in a different format**