

Equalities, Diversity & Inclusion

A one-day course

Equalities, diversity and inclusion is about recognising, accepting & valuing differences, rather than being afraid of it. An effective organisation appreciates and recognises the differences that exists amongst its workforce and the community it serves, whether it is age, sexual orientation, gender, religion or belief, race, undergoing gender reassignment, pregnancy & maternity, marriage & civil partnership status or having a disability. This practical workshop will explore the good practice of implementing diversity in the workplace and will identify how it benefits the organisation, both directly and indirectly.

This course focuses on the issues surrounding equalities & diversity, the legislation and the benefits of adopting an inclusive culture. Designed for all staff, at all levels who wish to explore the subject in a safe training environment. The workshop will be interactive and will get the participants to think about their own assumptions, stereotypes, values, behaviour and about embedding equalities & diversity into their practice.

Learning Outcomes

On completion of this course, participants will be able to:

- Understand the benefits of equalities, diversity & inclusion for organisations, for teams and in service delivery
- Recognise their role & responsibility in creating a culture that supports & values diversity
- Recognise how discrimination & disadvantage may occur, both deliberately and inadvertently
- Develop their knowledge of how to challenge discrimination and disadvantage in the workplace in the context of service delivery
- Understand the key equalities legislation and the protected characteristics as defined in the Equality Act 2010

Training Techniques

Interactive workshop style with tutor input, group discussions, case studies, Q&A, quiz

- Session 1** Introduction
Business case for diversity
Benefits to the organisation, for teams and for service delivery
Staff rights & responsibilities
Identifying discriminatory practice
Exercise 1
- Session 2** Overview of key equalities legislation
Equality Act 2010 and Protected Characteristics
Direct, indirect discrimination, victimisation and harassment
Stereotyping, prejudice & assumptions
Challenging discrimination
Exercise 2
- Session 3** How discrimination might occur, both deliberately and inadvertently
Social inclusion, community cohesion, rural isolation
Religion and culture
Gypsies & Travellers
Reviewing practice, own role & responsibilities
Exercise 3
- Session 4** Barriers to service users
Becoming proactive in promoting equalities and diversity
Sharing good practice
Engaging service users & hard to reach groups
Promoting practice that support equality & diversity
Exercise 4