



Equality and Diversity

Aims

To give participants an increased awareness of how equal opportunities and diversity issues impact upon their service delivery and to explore the importance of complying with current policies and legislation.

Objectives

By the end of this course you will be able to

- Understand equality and diversity and the benefits to the organisation
- Explore ways in which harassment and bullying can manifest themselves in the workplace and how these behaviours can be positively challenged
- Explore the dis-benefits of discrimination, victimisation, prejudice and stereotypes and discuss the impact on themselves, the organisation and its customers
- Have an enhanced understanding of the main equal opportunities legislation and its impact
- Understand the organisation's policies and procedures in delivering equality and diversity
- Devise your own objectives for equality and diversity improvements

Course Content

- Equality and diversity at work
- Why are they important to individuals and the organisation?
- Exploring the challenges
- The added value of equality and diversity for the organisation
- The psychology of discrimination prejudices and stereotype
- The belief circle – a class divided
- Main equality legislation
- Recent & emergent legislation
- Fair for all - towards a culturally competent service
- Recognising harassment & bullying
- Managing diversity principles
- Action planning and goal setting

Duration

1 Day