



# ***Equality and Diversity for Managers***

## **Aims**

This course is specifically designed to provide managers and senior managers with an understanding of and the opportunity to explore their role and responsibilities within valuing diversity in the workplace.

## **Objectives**

*By the end of this course you will be able to*

- Understand the principles & drivers behind the equality & diversity agenda
- Understand the benefits of working with diversity
- Have an improved understanding of the current legal requirements and of recent and emerging legislation
- Understand how discrimination occurs and its impact on individuals, teams and the organisation
- Explore the concept of working with diversity
- Identify and confront unacceptable behaviours
- Understand the principles that underpin working with differences and explore the benefits they can bring
- Examine the competencies of valuing diversity in the workplace
- Devise their own strategic objectives for diversity improvements within their work

## **Course Content**

- What equality and diversity means and their relation
- Added value for good equality and diversity practice
- The psychology of discrimination – prejudice, stereotyping, confirmation bias and discrimination
- The belief circle
- Recognising discrimination in the workplace
- Legal Responsibilities
- Sex Discrimination Act 1975
- Race Relations Act 1976 and amendment 2000
- Disability Discrimination Act 1995
- Recent and emerging legislation
- Defining and tackling harassment and bullying
- Exploring communication
- Working with differences – creating greater awareness and cultural difference
- Equality assurance – equality action planning; impact assessment and consultation
- Developing individual action plans and good practice guide
- Developing commitment

## **Duration**

2 Days