

Promoting Equality and Valuing Diversity

This course is designed to enable managers and staff to behave in a way that:

- is clearly consistent with the law
- promotes Equality of Opportunity and Diversity across the organisation.

Learning Outcomes

- Be able to display awareness of diversity in managing staff and providing services.
- As a manager, encourage others to develop awareness of, and sensitivity to, human diversity inside and outside of the organisation.
- Be confident in consistently challenging attitudes and behaviours that conflict with the law.
- Be able to give due consideration to issues of equality and diversity when planning, setting objectives, writing policies and making decisions, and know when to seek specialist advice.
- Explain what 'Equality & Diversity' (E&D) means and why it is a key value and objective.
- Describe the ethical and legal responsibilities as employees.
- Demonstrate increased awareness and sensitivity towards recognising potential needs of all clients and colleagues.
- Explain how E&D impacts on all that we are trying to achieve at work

Topics

- What is the difference between Equality and Diversity?

Accepting that we all have differences

- Seeing difference as a strength rather than a weakness.
- Our identities are constantly changing due to our life experiences.
- A concern for everyone – it is about our individual response to every other individual we have contact with.

Continued

Legislation

Equality Act 2010

- Changing Behaviour
- Personal Barriers to Change
- Stereotypes & Prejudice
- Cycle of discrimination
- What is 'unacceptable' behaviour?

Case Studies and exercises

What are the benefits of E&D?

What are the benefits at work?

What can Managers do to promote E&D at the workplace?

What you can do...