

Course Title: Equality, Diversity and Inclusion

Aim

For learners to explore definitions and examples of equality and diversity and organisational culture. This course will also raise awareness around unconscious bias to help improve management and professional development of self and other colleagues.

Who should attend?

All professionals.

How long does the course last?

This course is delivered over a full day (6 hours) for leaders and managers or a condensed half day (3 hours) for frontline staff.

Progression Course(s):

Change Management
Lawful and Effective Human Resource Management (with coursework)

Course Content

- Definitions of equality and diversity and inclusion
- Principles of assumption and unconscious bias
- Protected characteristics
- Barriers to inclusion
- Case studies
- Best Practice - taking positive action
- Legislation and implications
- Learning assessment

By the end of the course, learners will:

- Establish a common understanding of the importance of equality, diversity and inclusion and consider current mind set.
- Know how to work in an inclusive way and explore principles around unconscious bias to raise its awareness.
- Know how to access information, advice and support about diversity, equality, inclusion and discrimination.
- To understand how current key government and local policy can aid best practice for an organisation and its employees.