[[](https://app.knights-absorb.com/)](https://app.knights-absorb.com/)

Equality, Diversity and Inclusion

**COURSE TITLE**

Equality, Diversity and Inclusion

**OVERVIEW OF COURSE AIMS**

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.  
  
Progression Course(s):  
Change Management Lawful and Effective Human Resource Management (with coursework)

**HOW LONG DOES THE COURSE LAST**

*This is the total onsite duration and does not include any pre or post work, if applicable*

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

**WHO SHOULD ATTEND**

All professionals within the health and social care industry.

**DELEGATE NUMBERS**

*This ensures adequate time is allocated for each delegate*  
*Any changes to these numbers must have prior approval from Knights Agency*

Minimum: 5

Maximum: 10 Remote

**COURSE CONTENT**

*This is the standard criteria covered but can be adapted to suit each client*

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...**

*This is the standard criteria covered but can be adapted to suit each client*

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 as a way 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.

CERTIFICATE INFORMATION

**CERTIFICATE VALIDITY**

*Knights recommendation is for a refresher at least every 12 months*

3 years

**CERTIFICATE TITLE**

*This information will be displayed on the delegates certificate*

Equality, Diversity and Inclusion

**CERTIFICATE AIMS**

*This information will be displayed on the delegates certificate*

Able to 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 as a way to raise its awareness.  
Know how to access information, advice and support about diversity, equality, inclusion and discrimination.  
Understand how current key government and local policy can aid best practice for an organisation and its employees.

COURSE TIMINGS

**GLH**

*Guided Learning Hours*

3 or 6 hours