

# Equality, Diversity and Inclusion Training Course

This course covers the principles of Equality, Diversity and Inclusion in the workplace including both awareness and responsibilities.

Equality and Diversity can be a sensitive subject therefore this course explores attitudes, values and belief in a safe and fair environment taking it far beyond the legislation. We look at the business, moral and legal case for equality.

## The Benefits of attending Equality, Diversity and Inclusion training

Many employers are unaware that they are liable for the actions of their employees. Their jokes or ill-judged comments could result in a discrimination claim and cost the employer thousands of pounds.

There are things employers can do to both help their employees and protect their business. Ensuring that your organisation is compliant means giving your employees the knowledge and skills to embrace and respect differences. In this sense, Equality and Diversity training can be much more than just compliance; it can be the building blocks of a collaborative unified workforce.

We work in partnership with you to identify the required learning objectives for each course. Typically this includes an online scoping survey with delegates.

## What are the aims of the training?

The training helps you to:

- Strive to achieve best practice in recruitment, retention and career progression practices as employers.
- Support the development of good diversity practice by collecting and sharing examples of practical activities that contribute to progress.
- Achieve good and exemplar practice over time

Specific learning aims include:

- To raise awareness of the nine protected characteristics within the Equality Act
- To understand the different types of discrimination
- To explore how beliefs, values and attitudes drive behaviour
- Explore and consider issues of empathy and sympathy by exploring stereotypes
- Recognising the benefits of embracing difference
- To gain an awareness of employer and employee duties in relation to Equality and Diversity, and inclusion
- To understand what 'good practice' means for your organisation
- To recognise individual and organisational responsibilities

## How is the Equality, Diversity and Inclusion course structured?

The course is run as a 1-day workshop. Delivery is through a mixture of methods and involves delegates in group exercises and discussions. Training is practical and interactive.

## Equality and Diversity UK Contact Details

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