



Race, Faith and Diversity Training Course

This training course deals with managing diversity in the workplace. It is targeted at supporting staff and managers to proactively plan to meet the needs of Black, Asian and Minority Ethnic people (BAME).

Race is a protected characteristic that refers to an individual's race, colour, nationality and ethnic or national origins.

- Colour includes, for example, being black or white.
- Nationality includes, for example, being a British, Jamaican or Pakistani citizen.
- Ethnic or national origins include, for example, being from a Roma background or of Chinese heritage.
- A racial group could be, for example, 'Black Britons' which would include people who are both black and British citizens.

Course Outline

- Introduction
- Exploring race, faith and diversity
- Understanding religion and belief, race and diversity
- Providing culturally sensitive services
- Adverse impact of race inequality on individuals and organisations
- Challenging personal bias and minimising its impact on decision-making
- Exploring Unconscious Bias in the workplace
- Techniques for providing culturally sensitive services
- Strategies for managing diversity in the working environment
- Advice for staff and managers on religion, race and managing diversity in the workplace

The Benefits of attending Equality, Diversity and Inclusion training

The course introduces the Equality Act 2010 and details each of the protected characteristics so you can learn more about what they are and how to avoid discrimination through your behaviours, language, attitudes, conscious and unconscious bias and actions.

The course looks at good EDI processes, practices, procedures and policy and aims to help you to manage/promote a fairer, more accepting and more diverse working environment.

What are the aims of the training?

The training helps you to:

- Strive to achieve best practice in race, faith and diversity
- Support the development of good race, faith and diversity practice by collecting and sharing examples of practical activities that contribute to progress.
- Achieve good and exemplar race equality practice over time

Specific learning aims include:

- To raise awareness of the nine protected characteristics with a focus on race, religion and belief
- To understand the different types of discrimination and unlawful behaviour
- To explore how prejudice, stereotypes, unconscious bias, beliefs, values and attitudes drive our behaviour
- Explore and consider issues of culturally sensitive approaches to service delivery
- Recognising the benefits of embracing difference
- To gain an awareness of employer and employee duties in relation to the public sector equality duty (PSED)
- To understand what 'good race, faith and diversity practice' looks like
- To recognise individual and organisational responsibilities around these protected groups

How is the 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.

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