



Train the Trainer: Equality and Diversity

This workshop is designed to be an introduction to equality, diversity and inclusion (EDI) training, providing skills, knowledge or experience to advise, develop and support colleagues/organisation EDI. It is suitable for anyone who has to deliver training, support people on a one-to-one, small group development/talks or large group basis (face to face or via the internet).

Those who already have some theoretical knowledge and practical experience of training and some EDI knowledge will also benefit from attending.

The course gives established trainers the opportunity to:

- draw on core knowledge to develop and enhance existing skills
- refresh their skills by exploring new EDI ideas and sharing best practice
- explore current training techniques and approaches.

It aims to equip participants with the skills to design and deliver equality and diversity training sessions at all levels. You will gain understanding of equality legislation, outlawed behaviours, how to manage conflict, deal with entrenched views, use a range of approaches and techniques. You will be introduced to a wide range of resources to support delivery and delegate activities.

Increase your confidence to become an effective equality, diversity and inclusion trainer.

Pre-Requisites

No previous experience of training but will need an understanding of equality and diversity. Those with previous training delivery experience will also find the course very beneficial and rewarding.

Participants will be expected to contribute to discussions and practical activities within a small group setting.

Style of Delivery

The workshop is highly interactive with a structured approach and a lively pace.

Sound educational principles and practical activities are carefully blended with discussion and reflection to provide a stimulating and motivating experience for all participants.

What's Covered?

The course covers

- planning (including session planning)
- delivery (practical tips for delivery to a diverse range of audiences)
- evaluation (self, peer group and course evaluation)
- setting ground rules use of icebreakers
- the respectful learning environment
- training resources
- engagement
- practical approaches, embedding and leadership
- assessment

Resource Pack

At the end of the course, delegates are given a resource pack to take away valued at £850 to enable them to deliver their own training.

Delegates also receive 3 months' membership to the Equality Network where they can download hundreds more resources, and have access to the Train the Trainer Dropbox, where we regularly add relevant resources

Numerous hints and tips are included throughout the course and participants will have the opportunity to discuss individual concerns relevant to their own situations. Participants practise their training delivery in a supportive environment and receive feedback. Hints and tips galore!

The knowledge and practical skills gained on the course will be assessed throughout the day. The idea of the assessment is not to set the participants up to fail, but rather to ensure that they have absorbed the knowledge and developed the skills necessary to be an effective equality and diversity trainer.