



Courageous Conversations Training Course

Knowing what to challenge, when to challenge and how to challenge can be difficult

Within your role you will, at times, be required to challenge others' behaviour because you think it is potentially discriminatory.

There are some attitudes, language, behaviours and terminology that are unacceptable: e.g. racist, sexist, homophobic, transphobic, disablist, ageist and unlawful discrimination.

There are also many situations where it discrimination is subtle. In this course we pose and consider questions such as:

- What is unlawful discrimination?
- What are some examples of discrimination?
- How do you identify subtle forms of discrimination in the workplace?
- What constitutes inappropriate banter?
- If harm/offence was not intended, is it still unlawful?
- Do I need to challenge or just report it?

You'll come away with a clear understanding of when and why challenge is necessary.



■ ■ Course Aims

This course aims to:

- Promote an inclusive and positive environment that is free of discrimination and that values difference
- Reinforce the policies and procedures of your organisation
- Ensure you do not breach the equalities legal framework
- Promote strategies to tackle discrimination and foster good relationships between diverse groups of people
- Provide an opportunity to ask questions around courageous conversations about discrimination harassment, victimisation and bullying based on protected characteristics

■ ■ Proposed Outcomes

By the end of the session delegates will:

- Know about the forms of discrimination that are covered by the Equality Act 2010
- Feel confident about promoting equality and inclusion
- Know when it is necessary to challenge discrimination
- Understand the principles of constructive and respectful challenging
- Be able to challenge discrimination using a solution-focused approach

■ ■ Proposed Outcomes

By the end of the session delegates will:

- Equality Act 2010
- Different types of behaviours outlawed (questions/answers)
- Discrimination affecting people with protected characteristics
- Promoting equality and inclusion
- Strategies for challenging discrimination, harassment, victimisation, bullying
- Principles of constructive and respectful challenging
- Challenge discrimination/inappropriate behaviours, language, attitudes using a solution-focused approach

■ ■ Cost

Please see our Costs and Agreement (www.eduk.uk/docs/eduk-costs-and-agreement.pdf)