



Equality &
Diversity UK

Training • Resources • Network

Equality, Diversity and Inclusion Training

<https://equalityanddiversity.co.uk/equality-diversity-inclusion-course>

This Equality, Diversity and Inclusion Essentials training course has been designed to help learners understand more about their responsibilities for promoting equality, tackling all forms of discrimination and fostering good relationships between diverse groups of people in the workplace. The learning package covers all areas of equality legislation, policies, processes, procedures and best practice.

Course Overview

Ideal for staff in any sector, this course provides delegates with an understanding of how the values, opinions and prejudices of an individual can influence those around them, and how this can lead to discrimination.

Delegates will gain awareness of the value of equality, diversity and inclusion and will be encouraged to promote equal opportunities in the workplace

Course Outline

- Introduction.
- What is equality, diversity and inclusion?
- Appropriate/inappropriate language, behaviours and actions
- Challenging inappropriate language, behaviours and actions
- Understanding the needs of individuals.
- Respecting others and their needs.
- Equality legislation.
- Strategies for embedding equality, diversity and inclusion.

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.

Who should take this course?

This course is suitable for individuals of all levels, including employers, managers, supervisors, full-time and part-time workers, support/frontline staff as everyone in the workplace has a responsibility for supporting equality and diversity.

The course has been designed as an introductory level and so no prerequisite training is needed.

www.equalityanddiversity.co.uk

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.

Cost

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