

Duration

Half day

Suitable For

All employees employed within an organisation that values equality and diversity. This session can be tailored for employees, middle and senior managers.

Objectives

By the end of the course delegates will :

- Be able to describe the current legislative framework around equality.
- Understand how discrimination can occur inadvertently
- Be able to identify the business benefits of a diverse organisation.
- Be able to define bullying & harassment and identify when it may be occurring.
- Understand their role within the employers policy.
- Appreciate the high cost of getting it wrong

Course content

Team quiz and facilitator input on the legislative framework, including :-

- The Equality Act 2010
- Direct & indirect discrimination
- Where discrimination occurs

Discussion on diversity and the business benefits.

Discussion around the organisations policy & procedure

- Organisational responsibilities
- Management responsibilities
- Employee responsibilities
- Bullying & harassment

Case studies worked in small groups to put the learning into action. Feeding back into wider group debate, and then comparing the results from the case studies to real world examples, of where things went wrong.

Course Evaluation and Next Steps