

A close-up photograph of a vibrant green leaf, likely from a grass or similar plant, covered in numerous clear water droplets. The droplets are of various sizes and are scattered across the surface of the leaf, which shows distinct veins. The background is a soft, out-of-focus green, suggesting a natural outdoor setting. The overall image conveys a sense of freshness and natural balance.

*in* equilibrium

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In-house training course details

Equality and Diversity

### Overview

Implementing an Equality and Diversity programme to ensure you are not only managing against legislation, but valuing diversity within your workforce is a primary challenge within today's businesses. Organisations in which diversity is valued and employees feel comfortable in expressing their differences, can benefit in a variety of ways.

This course is aimed at giving managers and employees at all levels an understanding of the key issues and individual responsibilities in promoting a positive approach to equal opportunities and diversity.

### Key benefits of the course

- Creates awareness that diversity includes everyone in the organisation
- Highlights the advantages of Equality & Diversity to an organisation and its impact on the business
- Increases understanding of how Equality & Diversity is essential to reducing any risk of legal challenges
- Raises awareness of individual prejudices and judgements and the impact this can have on others
- Creates confidence in handling diversity issues
- Highlights the importance of recognising and responding to inappropriate behaviour
- Focuses on creating a positive working environment

### Course Content

#### What is Diversity?

Develops a common understanding of the concept of diversity and how it differs from equal opportunities

#### The Value of Diversity in the workplace

Business case for a diverse workforce

#### Diversity Legislation Quiz

Examines roles and responsibilities in relation to the organisation's diversity policy and practices and the key equality legislation.

#### Dignity and Respect

To explore what constitutes inappropriate behaviour and how we can create a positive and inclusive working environment.

#### Workplace Dilemmas!

To explore positive and practical approaches to the prevention and handling of discrimination in the workplace and with service users.

#### Responding to Inappropriate Behaviour

To explore the role of the receiver, perpetrator and witness of inappropriate behaviour.

#### Manager's and Team Self Assessment Questionnaire

To enable participants to assess and reflect on how far their behaviour supports diversity in the workplace.

#### Evaluation

Summarise key learning points and re-visit individual learning objectives.

#### Course Details

**Duration: 1 day**

**Price: £1,075 + Vat for up to 12 delegates**

#### Further details

Please contact Alastair Taylor

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