

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 clear vein patterns. The background is a soft, out-of-focus green, suggesting a natural outdoor setting.

in equilibrium

Call us free: 0800 622 6932

In-house training course details

Equality and Diversity

Overview

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

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

- Raises awareness of individual prejudices and judgements and the impact this can have on others
- Looks at how assumptions/stereotypes are made and explores the 'uniqueness' of the individual
- Highlights the advantages of an effective Equality & Diversity policy to the organisation
- Increases understanding of why Equality & Diversity is essential to an organisation in reducing any risk of legal challenges
- Assists in achieving better communication through effective listening and questioning
- Recognises the importance of valuing individuals, handling difficult situations with tact and diplomacy, giving consideration to all views and striving to meet the needs of different people
- Results in fewer misconceptions and reduced conflict and confrontation through improved staff relations
- Creates immediate business impact

Course Content

How Life Events and Other Influences Form our Values

- Prejudices, stereotypes and attitudes and how these may change over time; exploring individual prejudices and their origins

What is Diversity?

- Identifying individuals and /or groups which may be viewed by others as being diverse and the reasons why; exploring identity, understanding diverse cultures, gender and disability issues

Understanding legal obligations and their impact in the workplace

- Equal opportunities; disability, gender, age, race, religious belief, sexual orientation
- Identifying and addressing unacceptable behaviour
- Request for behaviour change, responding assertively to criticism, mediation

Skills for listening and questioning

- Questioning /interactive listening. Closed and open questions; multiple questions; probing questions; reflective questions; framing questions

Evaluating your results

- Create a diversity development plan
- The challenges of changing to new ways

Course Details

Duration: 1 day

Number of participants: 6-12

Price: £1,075 + Vat Per Course

Further details

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