

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 is the central focus of the image. The background is a soft, out-of-focus green, suggesting a natural, outdoor setting. The overall tone is fresh and natural.

in equilibrium

Call us free: 0800 622 6932

In-house training course details

Valuing Diversity, Dignity and Respect

Overview

The new Equality Act is the most significant piece of equality legislation for many years. It makes it easier for employers and companies to understand their responsibilities by simplifying and streamlining the law. It also sets a new standard for those who provide public services to treat everyone with dignity and respect.

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 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 diversity to an organisation - its impact on the business, productivity and performance
- Increases understanding of how 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
- Builds confidence in handling diversity issues
- Highlights how to recognise and respond to inappropriate behaviour
- Focuses on how to treat people with dignity and respect and create a positive working environment

Delegate Quotes

NHS Trust

“The training was unanimously well received, and delivered in a fun, interactive but challenging manner. Delegates often commented on seeing the importance of Diversity and on having more confidence in challenging inappropriate behaviour. Delegates were challenged to think about their practices and left with a positive attitude about Diversity - feeling that it was important for everyone to attend this training.

Virginia is very personable, professional and reliable, I could rest assured that she would effectively deal with any issues that arose competently and sensitively, who could get staff to think differently about the agenda without alienating them.”

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

Outlines the business case for diversity

Diversity Legislation Quiz

Examines roles and responsibilities in relation to the organisation's diversity policy and practices and the key equality legislation, including the new Equality Act.

Dignity and Respect

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

Diversity Dilemmas!

Explores 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 staff and managers in responding to and dealing with 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 and assess the next steps for action.

Evaluation

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

Course Format

Research shows that diversity training is most effective when it is based on real life scenarios. Our diversity programmes are highly participative and interactive focusing on practical issues participants encounter in their every day work.

We adopt a supportive, pragmatic yet fun approach – creating an atmosphere where issues can be openly shared, discussed and managed effectively to achieve positive outcomes.

Our diversity workshops include working with diverse teams and customers and cover all the equality strands.

Virginia Donovan

Virginia Donovan, Licentiate CIPD, is a diversity consultant with over 20 years experience of successfully designing and delivering diversity and equality solutions in organisations. She has experience as a senior HR and Diversity manager in the public sector and as a consultant with both the public and private sector. She recognises the need for organisations to minimise the risk of discrimination whilst enabling employees to feel skilled and confident in handling a range of diversity issues.

Virginia understands the impact exclusion and discrimination can have on everyday performance and behaviour in organisations and appreciates the reality of making policies and procedures work on a day to day basis. Her interactive diversity programmes are specifically designed to examine practical dilemmas participants encounter in their every day work and how they can deal with these effectively. She creates an open, supportive yet fun learning environment where participants feel able to discuss diversity issues and focus on positive outcomes.

Virginia's workshops also provide valuable feedback which help organisations to identify and prioritise future action.

Delegate Quotes

A selection of quotes from individual delegates:

"Very well presented and fun - thought provoking"

"Equips you with much needed expertise to carry out your professional role."

"Excellent course - useful, informative and stimulating"

"Well organised informative day with good exercises."

"A worthwhile informative and supportive day – everyone should attend this training"

"I thoroughly enjoyed the course - very proactive and constructive"

"The course was of a very high standard and well put together"

Course Details

Duration: 1 day

Optimum no. of delegates: 12

Further details

Please contact Alastair Taylor
t: 0131 476 5027

e: alastair@in-equilibrium.co.uk