

Equality and Diversity

Workshop

Duration: 1 Day

Delivery method: 3-hour Online Zoom Session

About this course:

This Equality and Diversity training course helps you understand your responsibilities for promoting equality and diversity in the workplace.

The course provides an introduction to the Equality Act 2010, explains what is meant by discrimination, harassment and victimisation, and outlines each of the protected characteristics in detail, so that you can learn how to encourage equal opportunities and ensure discrimination is prevented.

By the end of the course delegates will be able to:

- Understand lawful and unlawful behaviours as described by the Equality Act 2010.
- Recognise the nine protected characteristics and understand how to promote equality and diversity of the characteristics in the workplace.
- Understand the responsibilities of employers, managers and HR teams in regard to ensuring equality and diversity in both recruitment and day-to-day work practices and procedures.
- Understand what is meant by discrimination, harassment, victimisation and bullying, how to avoid them, and how to report these behaviours.
- Recognise where personal changes to behaviour can be made in order to ensure equality between colleagues.

Module One: Introduction to Equality and Diversity Law

This module explains who the Equality Act applies to, what your employer's responsibilities are, and what actions they should take to ensure equality and diversity are promoted and visible within the workplace.

- The Equality Act 2010
- Who does the Equality Act apply to?
- Employer responsibilities
- Preventing discrimination with an equality policy
- Benefits of equality and diversity
- Positive action to promote diversity
- Removing hidden barriers
- Occupational requirements in recruitment
- Equal pay - sex equality
- Reasonable adjustments - disability equality

Module Two: The Nine Protected Characteristics

This module explains the protected characteristics specified within the Equality Act, including what each of them refers to by law and examples of each in practice.

- Discrimination against a protected characteristic
- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Module Three: Discrimination, Harassment and Victimisation

This module explains the different types of discrimination, as well as what constitutes harassment, sexual harassment, victimisation, bullying, stereotyping and prejudice. The module also outlines how to report these behaviours if they are happening in your workplace.

- What is discrimination?
- Direct discrimination
- Discrimination by association
- Discrimination by perception
- Indirect discrimination
- Pregnancy and maternity - unfavourable treatment
- Disability - failure to make reasonable adjustments
- Disability and discrimination arising from it
- Harassment
- Sexual harassment
- Victimisation
- Bullying
- Stereotyping and prejudice
- How to report discrimination, harassment, victimisation or bullying

Module Four: Overcoming Challenges and Improving Staff equality