

Duration

Half day

Suitable For

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

Objectives

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

- Describe the current legislative framework around equality.
- Identify the key characteristics of a diverse organisation.
- Define bullying & harassment.
- Evaluate the impact of individual behaviour.
- Understand their role within the policy.

This workshop is designed around the specific policy and paperwork of each client. Where a client has no existing policy, we will work with them to design a process that fits their needs.

Course content

Legislative framework

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

Policy & procedure

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

Taking action

- Understanding individual impact
- Where to turn to
- What to do

Planning how and when to apply new skills

- Action planning

Course Evaluation and Next Steps