



Equality and Diversity UK Ltd
Ground Floor Warwick House, 14 Lowes Road, Bury, BL9 6PJ
T: 0161 265 3420 M: 0791 204 3254 W: www.inclusive-learning.co.uk

Train the Trainer: one day training course

Engage in good practice by forward planning and good training - practical advice based on years' of experience

Equalities training is probably the most challenging training of all. It can be a minefield and if you make mistakes it can impact on your organisations' profile, practice and reputation. This can all too easily happen if those who are responsible for planning or delivering equalities training lack expertise in this very complex, often confusing area. However, if you are aware of the pitfalls you can pre-empt them, enabling facilitators to handle even very difficult situations on the day.

You have some big decisions to make at the very start. What are you going to call it? Race awareness or race equality? Diversity management or cultural awareness? How you define something that has a lot to do with how it is perceived, and how do you go about implementing it.

It's important that you decide if equalities training should be mandatory – and if not, what do you do about people who don't wish to attend?

Other key questions include:

- how you encourage staff to believe in and feel committed to important messages you want to send out.
- how do you handle resistance to equalities training and related controversy in the training?
- how to get staff to own the agenda
- How do you ensure a safe learning environment?
- How do you pitch the training at the appropriate level?
- How do you challenge?



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About the Training

The good news is that this training is inclusive, participative, and filled with delegate activities and practical application. There are many fascinating examples and imaginative approaches to embedding equality into everyday practices. This workshop gives you valuable tips for delivery of equalities training which are transferable to other training you may be delivering

During the day you get clear, practical answers to some of the most important and difficult questions:

- How to develop an effective staff development strategy that supports both individual and organisation training needs
- Which approach should you take - race awareness or race equality, diversity management or cultural awareness?
- How to plan for and market equalities training
- How to ensure that key organisational messages are consistent
- How to get staff to attend
- How to create safe learning environments/spaces
- How to handle issues of inappropriate language, discrimination, negative attitudes etc in the training room
- How to support facilitators to deliver effective training
- How to use training to promote good practice in equalities
- How to make sure that training is inclusive, relevant and meaningful.

Who is it for?

The course is suitable for all those with responsibility for training, staff development and professional development

The course is designed to appeal to organisations of all sizes, whether in the private or public sectors.

Attendance at the conference costs £350.00. This includes lunch, refreshments, all conference materials and a CD-ROM of presentations, workshop materials and additional resources.