



**Equality and Diversity UK Ltd**  
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## Equality and Diversity- What's that then?

**D**ifference

**I**ndividuality

**V**alues

**E**mpowerment

**R**espect

**S**ensitivity

**I**nformation

**T**rust

**You and me- responsible, accountable, and committed**

### **Aims:**

To develop a better understanding of diversity issues

To raise awareness of rights and responsibilities around this agenda

### **Content:**

The course will focus on issues of inequality, the importance of commitment to the agenda and how to implement equality and diversity. It will cover the six key areas within the field of equality, types of discrimination, values, and prejudice. It will offer an opportunity for frank and open discussions and questioning around equality issues.

It will offer support to staff on an ongoing basis (after the course has finished) and will look at, diversity issues and key elements of legislation, strategies for managing conflict and challenging behaviour.

## Objectives

By the end of the course, participants will be able to:

- State and summarize the six strands of equality
- Recognise actions and behaviours related to harassment, discrimination (direct and indirect) and victimisation.
- Define and recognise language, attitudes and behaviour which can cause upset and lead to complaints
- Have a better understanding of prejudice and discrimination
- Identify the impact of discrimination on people
- Recognise the importance of challenging inappropriate behaviour
- challenge inappropriate behaviour when it arises
- have a better understanding of how to promote good equality and good racial equality between different groups
- will feel much more confident and competent around this agenda

## Course programme

10.00 Introduction and welcome

10.15 Equality Wall Statements

10.30 Discussion and analysis (Case Studies)

10.45. The framework for equality (The 5Cs)

11.00. The diversity challenge- what is prejudice and discrimination? Why does it occur? What are equal opportunities? What is diversity? Why go beyond equal opportunities? (use of DVDs)

11.45 Discussion and questions

12.00 Close

*Please note that this training is interactive and designed for you to be open, ask questions you have always wanted to ask and to support you in your work.*

*It is important that you come to the training with an open mind and be prepared to participate and learn. It is also an opportunity to share ideas and to explore equality and diversity for yourselves*

## Feedback from previous courses

*"Very thought provoking. Excellent guest speaker, related issues to current topics. Probably the best training day I have attended! Correct pace, very interesting and a good variety of exercises to complete made the day very enjoyable"*

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*"Speaker/Trainer was excellent-very knowledgeable and able to put points across in a clear way. She was professional but approachable. She made the session more interesting by use of interactive tasks and video recordings – held groups concentration. Her handout is a very informative reference resource. Her information also gave realistic and practical suggestions – not just legislative solutions. I think everyone in the company should have the opportunity to attend a similar training session."*

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*"I would encourage staff across the company to take the opportunity to attend this training day – very valuable"*

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*"I found the training very useful and interesting. I would like further training in this area"*

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*"The trainer was very professional and dealt well with what could have been a very sensitive issue for the participants – but made everyone feel comfortable enough to discuss their experiences/feelings, etc..."*

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*"The trainer was very knowledgeable about her subject and had lots of signposts if she didn't know the answer"*

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*"Excellent delivery and practical exercises"*

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*"Thought provoking"*

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*"Thank you to Alyson, an excellent facilitator and really offered huge support and wonderful anecdotal stories"*

*"Very interesting - activities were appropriate and inspiring"*

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*"Excellent trainer"*

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*"Great day"*

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*"Interesting, enjoyable. Thank you very much"*

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*"Engaging speaker"*

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*"Excellent trainer who delivered at a good pace and made us think and reflect"*

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*"Alyson was a wealth of information and anecdote"*

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*"Useful resources and knowledgeable trainer"*

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*"Excellent delivery - good use of videos"*

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*"Alyson was a joy to watch and listen to - very passionate and informative. Inspiring but able to keep message simple"*

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*"Alyson delivered the training extremely well... really held the room... no feelings of 'get on with it'"*

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*"A training day which I really enjoyed but was not looking forward to- she changed my attitudes- thank you"*