

Integrating Equality and Diversity into the Workplace



The Equality Bill 2010 seeks to harmonise and strengthen existing discrimination law covering protected characteristics of age, race, religion or belief, disability, gender, gender identity and sexual orientation, whilst making it easier for employers to understand their responsibilities.

Whilst we may have an awareness of equality and diversity issues, it is not enough to simply understand and comply with legislation. Public bodies have legal responsibilities to evidence that they are not only working to eradicate discrimination but actively promoting equality across the organisation.

This course has been designed to provide you with guidance on what the Bill means to you as an education provider. It assumes you will already have an awareness of what is meant by equality and diversity and will therefore focus on the implications of the Bill for you within the scope of your role. Not only will it provide you with an understanding of the changes effected by the Bill, but it will also provide you with the skills to tackle the challenges of increased diversity and promoting good practice.

Our approach reflects the requirements of UK legislation and Codes of Practice and content is regularly updated to reflect changes in the legal framework.

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

- Understand the impact of current legislation on the education sector
- Have an awareness of your duties and obligations
- Develop strategies to enable monitoring and enforcement of duties
- Recognise some of the major inequalities in education and develop approaches to tackle them
- Understand the impact of non-action when discrimination occurs
- Develop strategies and skills to resolve conflicts with individuals and groups

Course Outline

- What's new in the Equality Bill 2010 – the impact on the education sector
- What are 'protected characteristics'?
- Exceptions to the Bill
- Timeframes
- Recognising what constitutes discrimination – a study of real-life examples
- Understanding equality duties
- Key steps to meeting duties
- Embedding the Bill as best practice
- Consideration of the areas of student life that could be affected
- Evidencing approaches to promoting equality
- Focussing on outcomes not bureaucracy
- Understanding the challenges of increased diversity

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- Developing effective communication to build productive relationships
- Conflict resolution – handling challenging conversations
- Using the right resolution approach for the situation
- Techniques for dealing with angry people and groups
- Exploring roles and responsibilities of all staff

Duration

1 Day

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