

Valuing Equality and Diversity

1 day
Course

'Building Awareness of Equality, Diversity & Human Rights'

Business Scenario Equality, diversity and human rights have become important issues for all private as well as public organisations, particularly where customers and staff may come from a wide range of varying backgrounds.

Building awareness of Equality, diversity and human rights might be defined as "maximising the potential of every person so that they have every opportunity to give their best in line with the organisation's goals". Given the diverse clients our companies serve, it is imperative these values are reflected. This is demonstrated by the attitudes and actions of staff when dealing with customers, staff and other members across the board.

Who will Benefit? This course is designed for all staff wishing to meet and understand basic guidelines on Equality & Diversity. This course acts as an excellent introduction and guide to dealing with Equality, Diversity, Human Rights and Discrimination issues.

Course Objectives By the end of this session you will be able to:

- Explore 'what is equality and diversity' and the impact of the human rights act/reg's.
- Identify the 8 primary equality strands and be aware of many secondary strands
- Observe how to challenge the inappropriate behavior linked to prejudice and discrimination
- Help create a culture that protects equality, values diversity and respects individual's rights.
- Understand and implement simple tools and methods to cope with E&D issues at work.

Course Content

Defining diversity in the workplace

- Diversity vs. equal opportunities
- Human rights act and regulations
- Understanding the dimensions and strands of equality

Promoting diversity

- The benefits of diversity
- Current and future Legislation and its implications
- NICE & Resolutions

Taking responsibility

- What is prejudice and discrimination
- Checking your own behaviour
- Developing a strong and fair culture

Course Features Through exercises and open discussion, case study and activities, this participatory workshop allows the participants to analyse their own opinions, ideas and thoughts about the subject, whilst achieving a real understanding of diversity and equal opportunities in the workplace.