

Diversity, Equality and Inclusion in the Workplace



Course Overview

Diversity, Equality & Inclusion training is essential for any employee across all sectors. Learn about the protected characteristics, discrimination, human rights and recognise how to treat people fairly and with respect. The Equality Act 2010 is an important piece of legislation that all employees should be aware of and this course provides general awareness and practical advice to contribute to a positive and inclusive workplace.

This training course is designed to ensure that every single person in an organisation has a thorough understanding of the value and importance of equality, diversity and inclusivity in the workplace. This course is not about 'box-ticking' - diverse organisations have been proven to be more creative and productive and are more engaging places to work. Understanding why you might be unconsciously biased and how you can contribute to an environment in which people are valued and supported in an inclusive environment is what this Diversity, Equality and Inclusion course is designed to achieve.



Course Content

The course covers a range of relevant topics including:

1. Building a positive culture through diversity and inclusion

- The Equality Act - an overview
- What happens when you ignore diversity?
- Exploring models relating to organisational culture and using them to build diversity and inclusion in the workplace (e.g. Schein's model of Organisational Behaviour)

2. Features of a positive culture: Integrating diversity and inclusion policies

- Shared beliefs
- Worker engagement
- Worker voice and worker involvement
- Fair processes and policies
- Shared knowledge

3. People Practice and how it can impact organisational culture

- Setting behaviours through policy and role-modelling
- Levels of openness and trust
- Levels of motivation

Suitability - Who should attend?

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020 3907 9029



EMAIL US

info@acudemy.com



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