

actuate Learning & Development Ltd.

Open Course: One Day Equality and Diversity Awareness
Date: Thursday 22nd April, 2010
Venue: To be confirmed – Liverpool City Centre
Price: £130 + vat per person

We are running a One Day course, suitable for everyone, in Equality and Diversity.

Our Equality & Diversity course will include the following aims & objectives:

To equip delegates with the knowledge and skill needed to reduce incidents of unfair treatment in the work place and enhance communication, efficiency and effectiveness in the workplace.

Appreciate 'Human difference'- Explore how different we are as human beings. This is then linked to those differences which are currently covered by employment legislation.

Understand assumptions, prejudice and stereotyping - Demonstrates how negative we can be and that initial assumptions generally mean that we can take a dislike to someone. Wherever we have a dislike there is the possibility to be unfair.

Identifying our own prejudices - Explore our values, opinions and dislikes.

Understand what is meant by discrimination and its relationship with prejudice - Identify the 4 ways in which our personal dislikes can manifest themselves in unfair treatment of others. Understand which of these 4 elements is acceptable.

Identify individual responsibilities under equalities legislation - The 4 main offences and their definitions that exist within employment legislation.

Identify examples of Direct Discrimination, Indirect Discrimination, Victimisation and Harassment - Identify examples of offences within the workplace.

Recognise the importance of communication and feedback - Recognise how important communication is with regard to identifying and challenging inappropriate behaviour. Identify how different cultures, upbringing and background communicate.

Relate the effects of discrimination to 'Allport's scale' - This useful model demonstrates what unfair treatment looks like and feels like. It also shows what happens if unfair treatment is not stopped by utilising effective communication.

Relate the elements of 'Allport's Scale' to the world today, the workplace, schools and relationships with others.

Summary and conclusion - This will include delegates sharing what they will take away from the day and what they will do with what has been learnt.

For more information contact us on 01604 521258,
e-mail us at info@actuatelearning.com or visit www.actuatelearning.com