

Equality & Diversity in Action - 1 Day

Who should attend this one day course

Managers and front line staff working in any care or support setting

Introducing the Trainer

Faiers Associates work exclusively with people who have an excellent reputation and proven track record in their field. The course tutor Nilam Vyas M.A. is a management consultant, trainer, researcher and trained workplace mediator with considerable experience in both the public and private sectors. Clients include central Government departments and their agencies, the BMA, Local Authorities, NHS Trusts & Universities.

The one-day workshop aims to:

- raise awareness of the concept of equality and diversity at work
- improve understanding of anti-discrimination legislation and its implications for employers in employment practices and service delivery
- consider the causes and effects of prejudice and stereotypes, and how discrimination operates in the workplace

Objectives:

By the end of the workshop, participants will:

- be able to understand responsibilities of employers and employees under current legislation
- understand their own responsibilities in relation to the organisation's policy
- be able to identify the potential for discriminatory or exclusionary practices based on prejudice and stereotyping, and strategies to reduce such prejudices

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Equality impact Assessments - One Day

Who should attend this one day course

Chief executives, Policy Development team managers, Human Resources, anyone responsible for implementation of Corporate Equality Action Plans

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COURSE OVERVIEW

You have a positive duty under discrimination legislation to ensure race, gender and disability equality for employees and service users. This requires you to carry out impact assessments on your policies, functions and processes. On completion of the seminar, delegates will:

- Understand the legislative framework and its implications
- Be able to complete equality impact assessments
- Be confident in their ability to communicate the benefits of the process to their colleagues and staff

COURSE CONTENTS

- The legislation and how to decide which functions are subject to the General and Specific Duties
- The process – impact assessing employment, training, procurement, provision of services, monitoring and consultation
- How to prepare evidence for equality audits
- How to ensure compliance with commitments in your equality schemes
- Sharing good practice: How to ensure that diversity and generic equality issues are embedded in your policies and processes, hints and tips to make the best use of your resources
- Recommendations and Next Steps

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