



Equality and Diversity UK
www.equalityanddiversity.co.uk

Meeting the Needs of Protected Groups in Public Bodies, Police, NHS, Children's Services, and Criminal Justice Systems



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Course Aims



This course aims to:

- provide public bodies and professionals working in related sectors with a comprehensive understanding of the Equality Act 2010 and its implications.
- equip professionals with the knowledge and skills to effectively meet the needs of protected groups and provide fair and equitable services.
- promote equality and respect within public services, ensuring equal access and treatment for all individuals.
- develop strategies for addressing discrimination, bias, and inequality within public services.
- enhance the ability of professionals to engage with and support individuals from protected groups effectively.



Outcomes



By the end of the course, professionals in public bodies and related sectors will be able to:

- understand the legal obligations and duties of their respective organisations towards protected groups.
- identify and address potential barriers and challenges faced by protected groups when accessing public services.
- implement practices that promote fair and unbiased service delivery to all individuals.
- develop effective communication strategies to engage and support individuals from protected groups.
- create policies and procedures that address discrimination, bias, and inequality within their organisations.
- foster a culture of equality, diversity, and respect within their organisations.
- enhance their ability to respond effectively to the needs of protected groups and address complaints of discrimination.



Content

- Introduction to the Equality Act 20-0 and its key provisions.
- Understanding the different protected characteristics, including race, gender, disability, age, religion, and sexual orientation.
- Exploring the challenges faced by protected groups in the workplace.
- Identifying and addressing unconscious bias and stereotypes.
- Developing effective policies and procedures to ensure equality and inclusion.
- Promoting reasonable adjustments and accommodations for employees with disabilities.
- Creating an inclusive recruitment and selection process.
- Implementing diversity and inclusion training programmes.
- Resolving conflicts and addressing discrimination complaints.
- Monitoring and evaluating equality initiatives.



Approach



The course for public bodies and related sectors will utilise a combination of interactive discussions, case studies, group activities, and practical exercises to engage participants and enhance their understanding of the subject matter.

The approach will be tailored to the specific challenges faced within each sector to ensure relevance and applicability.

Participants will have the opportunity to share their experiences, ask questions, and collaborate with others to develop solutions and best practices.

Real-life examples and scenarios specific to public service settings will be incorporated to stimulate discussion and learning.

