Meeting the Needs of Protected Groups in the Working Environment

Private Sector and Third Sector Organisations

Equality and Diversity UK

Course Aims

This course aims to:

- to provide participants with a comprehensive understanding of the Equality Act 2010 and its implications in the workplace.

- to equip participants with the knowledge and skills to effectively meet the needs of protected groups in their respective working environments.

- to foster an inclusive and diverse workplace culture that promotes equality and respects the rights of all individuals.

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Outcomes

By the end of the course, delegates will be able to:

- demonstrate a clear understanding of the Equality Act 20-0 and its relevance to the working environment.

- identify and recognise the different protected characteristics outlined in the Act.

- analyse potential challenges and barriers faced by protected groups in the workplace.

- develop strategies to meet the needs and promote inclusion for protected groups.

- implement practical measures to ensure fair treatment and equal opportunities for all employees.

- foster a supportive and inclusive work environment that values diversity

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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.

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Approach

This course 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.

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 the participants' working environments will be incorporated to ensure relevance and applicability.

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