

# Equality and Diversity

## Introduction

Maintaining an awareness of issues surrounding equality and diversity is essential to any organisation. This course explores the issues involved and their relevance to us all, including protections laid out in the Equality Act 2010.

The course examines inclusion in terms of equality and diversity and the universal benefits of building and maintaining an inclusive workplace.



## Audience

This course can be included in an induction programme for new starters, it is also intended for all people who want to improve their knowledge and continue their professional development.

## Objectives

In this course you will:

- Explore the concepts of equality and diversity and their relevance to wider society
- Recognise inequality and its impact
- Identify challenges relating to equality and diversity faced by organisations
- Know the benefits of a diverse workforce
- Gain an overview of the Equality Act 2010 and the protection it provides
- Explore the role of human rights in achieving equality
- Learn to recognise and tackle discrimination
- Explore ideas surrounding inclusion and their impact
- Define what inclusion means in terms of equality and diversity
- Know the advantages of an inclusive workplace
- Recognise ways you can improve your own behaviour and practice to promote inclusion and challenge prejudice

## Modules

This course contains the following modules:

### Module name

Introduction to equality and diversity  
Protected characteristics and the Equality Act  
Prejudice and discrimination  
Inclusion

## Content

Here are a few topics covered in this course:

Equality | Diversity | Understanding inclusion | Equality and Human Rights Commission | Promoting inclusion | Diversity and equal opportunity | Impact of social exclusion | Benefits of inclusion | Who's responsibility? | Legislation | Reflection | Prejudice or discrimination? | Dealing with prejudice | Promoting anti-discrimination in the workplace | Valuing diversity | What does anti-discrimination mean in practice? | How do you behave? | Dealing with disabilities | The Equality Act 2010 | The difference a view can make | Dealing with race, religion and ethnicity | Minority ethnic groups in organisations | Promoting race equality | The legislation on race equality | Religious discrimination | Types of racial and religious discrimination | Sexuality and gender | Sexual discrimination and sexual orientation discrimination | How can you promote inclusion? | The effects of homophobic bullying | How to promote inclusion

