

Duration

Half day

Suitable For

All employees employed within an organisation which values diversity & equality. This session can be tailored for middle and senior managers.

Objectives

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

- Describe the current legislative framework around equality.
- Identify the key characteristics of a diverse organisation..
- Define bullying & harassment.
- Evaluate the impact of individual behaviour.
- Understand their role within the policy.

This workshop is designed around the specific policy and paperwork of each client. Where a client has no existing policy, we will work with them to design a process that fits the needs of each individual organisation.

Course content

Legislative framework

- Current legislation
- Direct & indirect discrimination
- Where discrimination occurs

Policy & procedure

- Organisational responsibilities
- Management responsibilities
- Employee responsibilities
- Bullying & harassment

Taking action

- Understanding individual impact
- Where to turn to
- What to do

Planning how and when to apply new tools/skills

- Action planning

Course Evaluation and Next Steps