Series 2:

MANAGING EQUALITY, DIVERSITY AND INCLUSION

Programme 1:
Legal & Organisational Approaches

This programme aims to give you, the learner, a deeper understanding of the impact of legislative requirements, justify the business case and approaches to promoting ED&I.

INTRODUCTION TO PROGRAMME

Defining equality, diversity and inclusion
The concept of equality, diversity and inclusion
1. The impact of legislative requirements on ED&I
Actionable change
The protected characteristics
Legal requirements

ACTIVITY 1

2. The business case for equality
Harnessing emotions and cultural movements
Overcoming diversity sceptics

ACTIVITY 2

3. Promoting ED&I to staff and stakeholders

ACTIVITY 3

CONCLUDING SUMMARY

Role and Responsibilities of a Manager

This programme is designed to enable you to gain an awareness of what is expected of managers in terms of workplace ED&I.

INTRODUCTION TO PROGRAMME

Defining equality, diversity and inclusion
Equality, diversity and inclusion in the workplace
The value of diverse teams
1. The role and responsibilities of a manager
Action for leaders

ACTIVITY 1

2. Language and behaviours of a manager
Managing difference
Signature traits
Challenging exclusion
Contingency planning

ACTIVITY 2

3. Leadership styles
Action centred leadership
Situational leadership

ACTIVITY 3

4. Managing individuals and teams commitment
Challenging inappropriate behaviour
Unconscious bias

ACTIVITY 4

CONCLUDING SUMMARY

Programme 3:
Develop and Implement Plans and Reports

This programme aims to outline the practical approaches to develop and implement plans and reports to support ED&I within an organisation.

INTRODUCTION TO PROGRAMME

Defining equality, diversity and inclusion
Championing equality, diversity and inclusion
1. Developing a plan
Equality impact assessment
Effective action planning

ACTIVITY 1

2. Benchmarking as a technique
Data and information

ACTIVITY 2

3. Implementing a plan
Stakeholders - analysing power and interest

ACTIVITY 3

4. Measuring outcomes against targets
Reporting results to staff and stakeholders

ACTIVITY 4

CONCLUDING SUMMARY

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