



Equality, Diversity and Inclusion (half-day session)

Trainer: Jack Moore FCIH

Aim and objectives:

The overall aim is to raise awareness and knowledge of the Equality Act 2010

By the end of the session delegates should:

- Understand the legal definitions and principles of equality and diversity
- Identify the link between today's training session and organisational Equality, Diversity and Inclusion policies and procedures
- Have explored the importance of appropriate professional language
- Feel confident with colleagues and customers from each of the protected characteristics (with a focus on disability and cultural awareness)

Training style – Training session will include PowerPoint, Flipchart, YouTube clips, disability simulation aids and 'real life' scenarios. Jack will encourage discussion, dialogue and interaction. Participants will form a number of small groups to consider various elements during the day including the real-life scenarios.

Agenda – based on a morning session

0930	<ul style="list-style-type: none">▪ Welcome, overview of session and introductions
0940	<ul style="list-style-type: none">▪ Defining <i>Equality</i> and <i>Diversity</i>▪ Exploring the links between <i>stereotyping</i>, <i>prejudice</i> and <i>discrimination</i>▪ The importance of challenging inappropriate behaviour▪ Responsibilities of all colleagues
1000	<ul style="list-style-type: none">▪ Overview of the Equality Act 2010, the nine protected characteristics and six types of discrimination and harassment▪ Hate Crime▪ Disability and cultural awareness – tips and etiquette for interacting with colleagues and customers▪ Mental illness and learning difficulties (recognising the signs)
1100	<ul style="list-style-type: none">▪ Break/refreshments
1115	<ul style="list-style-type: none">▪ Overview of diversity-related safeguarding; e.g. Prevent agenda on extremism and radicalisation, modern slavery, child sexual exploitation▪ Ensuring policies and practices are inclusive to all – Equality Analysis overview▪ Appropriate (and not so appropriate) language for the housing professional
1200	<ul style="list-style-type: none">▪ Real-life scenarios to reinforce learning (group working)
1230	<ul style="list-style-type: none">▪ Close (following questions and feedback)