



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

09:30	<ul style="list-style-type: none">● Welcome, overview of session and introductions
09:40	<ul style="list-style-type: none">● Defining Equality and Diversity● Exploring the links between stereotyping, prejudice and discrimination● The importance of challenging inappropriate behaviour● Responsibilities of all colleagues
10:00	<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)
11:00	<ul style="list-style-type: none">● Break/refreshments
11:15	<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
12:00	<ul style="list-style-type: none">● Real-life scenarios to reinforce learning (group working)
12:30	<ul style="list-style-type: none">● Close (following questions and feedback)