



eD&I for managers and board members

Aim:

This course will give managers, directors, board members and elected representatives a good understanding of the practical social housing application of the legislation around equality, diversity and inclusion. It also focuses on your responsibilities and will encourage you to question your own actions and responses in terms of diversity and inclusion.

This eLearning course is similar in content to the other course for staff and contractors but with a slightly higher level of emphasis on the law.

Board members and elected representatives will find it useful in the application of diversity and inclusion in the social housing setting; within the organization and in dealing with customers. Finally, like the course for staff and contractors, it emphasises the value of respect and communication, as opposed to the old “fear factor” sometimes associated with equality.



Content:

Module 1 – Prejudice and Discrimination

- Stereotyping
- Prejudice
- Unconscious bias – signposting to online test to assess your own unconscious bias!
- Discrimination
- Extremism and radicalisation (Prevent Duty)
- Equality, diversity, inclusion

Module 2 – The Law

- Equality Act 2010
- Human Rights Act 1998
- Protected characteristics (including Social Model of Disability)
- Types of discrimination
- Positive action and positive discrimination
- Occupational requirement

Module 3 – Challenging inappropriate comments and action. Hate Crime

- Allport's scale
- Hate crime and serious case reviews
- How to challenge / the role of the manager
- What to do if challenging doesn't work

Module 4 – Bullying and harassment in the workplace

- The difference between bullying and harassment
- What you should do if you think you are being bullied
- "Upward" bullying
- Could you be the bully? (Explore the narrow line between assertiveness and bullying!)

Module 5 – Promoting diversity and inclusion

- Going the extra mile
- Ways of promoting and advancing equality of opportunity
- Recognising the wider aspects of diversity and inclusion
- Recognising safeguarding associated diversity issues including modern slavery and child sexual exploitation (including board and executive responsibilities)