

# Equality and Diversity Awareness



## Overview

This one day training session aims to equip participants with the knowledge and skill needed to reduce incidents of unfair treatment in the work place and enhance communication, efficiency and effectiveness in the workplace.

The day is non-threatening, interactive and lively, enabling open discussion of sensitive issues in a non threatening and structured way.

Whilst the legal aspects and implications are covered, there will be even more emphasis on overall respect for each other and our differences – the philosophy being if our behaviours are based on mutual respect and understanding there is less need for 'law enforcement'.

## The training session aims:

- To provide participants with an understanding and increased awareness of Diversity and its implication in the workplace
- To clarify equal opportunity legislation and other relevant legislation and its implications
- To understand our own 'maps of the world' and the impact this has on our relationships at work
- To increase awareness on our own stereotype, prejudice and assumptions about others
- To understand their role in supporting your organisation in the delivery of an equitable quality of service

## Themes

- Diversity in the workplace: what is it?
- The legal bits - current legislation and its implications. *Relevant additional legal aspects can be tailored and included as appropriate*
- What is discrimination in the workplace?
- Stereotype, prejudice and generalisation
- Attitudes, values, beliefs
- 'Maps of the world' concept and its application
- Rapport in any language with anyone; communication being the key to managing diversity
- Perceptual positions
- Action Planning

## Suitable for

Induction for new staff, front line staff, refresher training for all staff after approx 3 years of attendance on similar training.

## The course will help you:

Explore your own diversity, as well as that of others, and learn the skills to apply when engaging with others

Understand cultural behaviours and respect for others

Explain the terms: Values, Attitudes, Beliefs, Prejudice and Discrimination

Understand how personal values and beliefs can affect attitude and behaviour

## How to book

Call the office on 023 9225 5232

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