Equality, Diversity & Human Rights

Overview

Fairness in the workplace is a vital part of a successful business. It is supported by the law (Equality Act 2010) and makes good business sense in running and developing an organisation. A better understanding of equality and diversity helps to improve equal job opportunities and fairness for employees and job applicants.

Having correct policies and procedures in place helps to prevent discrimination, reduces costs associated with complaints, disciplinary action and employment tribunal claims. They are also more appealing to work for and help in the motivation and retention of staff.

This 1 day course helps delegates consider how the Human Rights Act could have an influence on their role and that of the organisation within a legal framework. The course will promote the benefits of equality and diversity and give an overview of legislation and its impact on individuals and the organisation.

This course looks at the results of stereotyping within individuals and teams and its effect, the difference between equality and diversity, the business case for diversity, equality legislation, the human impact and consequences where there is a lack of consideration to Equality and Diversity and action plans to move this forward.

Course Content

- What is meant by 'human rights'
- Outline business case for diversity within an organisation and the benefits
- State some of the causes of behaviours and attitudes that demonstrate inequality
- Recognise employment legislation as well as employer and individual responsibilities
- Initiate an audit of current provisions in an organisation
- Describe methods of moving an organisation's culture to inclusion

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