



# COURSE OUTLINE

COURSE TITLE: Equality and diversity

COURSE LEVEL: 3

DURATION: One day

## Introduction

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A course to develop an awareness of our own belief systems and values and where they come from. It will confirm and explore definitions of the terms equality and diversity and the relevant legislation. The group will look at their organisation's policy and make suggestions for change as appropriate via an Action Plan. There will be opportunities to discuss discrimination at an individual, organisational and societal level and look at what we as individuals can do to address the issues.

## Benefits of Attending

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The workers will be able to apply current knowledge to practice and learn new information and relate this to legislation and policy, making good outcomes achievable. The day will be a combination of taught sessions, creative activities, presentation, discussion and quiz to appeal to a variety of learning styles.

## Programme Highlights

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- Linking legislation and policy to practice
- Looking at a range of diverse groups and situations
- Terminology and language
- Group work
- Practical fun experiences
- Thought provoking
- Exploring values and beliefs
- Constructive challenging of each other's ideas

## Who Should Attend

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Anyone working in social care with young people and children

## Special Notes

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## Equality and diversity

### Learning outcomes

- To enable learners to have an opportunity to understand both the depth of the values of equality and diversity and the legislative requirements
- To give learners some opportunity to think deeply about how they can contribute to increasing equality and diversity in the workplace

### Introductions. (15 mins)

#### Session 1. (1 hour) Our values and beliefs

- What's ok and what's not ok
- Personal and professional views
- Our language and actions

### Coffee (15 mins)

#### Session 2. (1 hour) Legislation, guidance and policy

- Current legislation
- Practical guidance
- Organisational responses, policies and procedures

### Lunch (1 hour)

#### Session 3. (1 hour) Equality in practice

- Discrimination
- Inclusion
- Rights and responsibilities

### Coffee (15 mins)

#### Session 4. (1 hour) Valuing diversity

- Understanding diversity
- Understanding difference
- Promoting diversity

### Any Questions (15 mins)

Close