

An effective diversity policy depends on the whole-hearted and informed involvement of everyone within the organisation. There needs to be a diversity management policy that includes formal rules and procedures as well as a positive non-discriminatory working environment. Managers and staff both have their own role to play in achieving this. UK industrial legislation allows employees to bring actions against employers in Industrial Tribunals on a growing range of issues. As this increases, so does the need for a systematic approach to diversity that ensures that best practice is made available to everyone in the workplace.

Our approach reflects the requirements of UK legislation and Codes of Practice and content is regularly updated to reflect changes in the legal framework.

By the end of the course delegates will be able to:

- Understand what diversity is
- Develop 'best practice' diversity systems for the workplace
- Understand the legislation covering diversity

Who Will Benefit?

Those involved in, or preparing to, appraise others

Course Outline

- The Business Case for diversity
- Exploring roles and responsibilities of all staff
- Understanding direct and indirect discrimination, harassment, and victimisation and bullying.
- Understanding and exploring prejudices
- Effective communication to build productive relationships
- Current legislation
- Positive action and positive discrimination
- Discussion on different scenarios
- Feedback and review

Duration

1 Day

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