

# Equality and Diversity in the Curriculum



The Equality Bill 2010 seeks to harmonise and strengthen existing discrimination law covering protected characteristics of age, race, religion or belief, disability, gender, gender identity and sexual orientation, whilst making it easier for employers to understand their responsibilities.

Whilst we may have an awareness of equality and diversity issues, it is not enough to simply understand and comply with legislation. Public bodies have legal responsibilities to evidence that they are not only working to eradicate discrimination but actively promoting equality across the organisation.

This course has been designed to provide you with guidance on what the Bill means to you as an education provider. It assumes you will already have an awareness of what is meant by equality and diversity and will therefore focus on the implications of the Bill for you within the scope of your role. Not only will it provide you with an understanding of the changes effected by the Bill, but it will also provide you with the skills to tackle the challenges of increased diversity and promoting good practice.

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 the impact of current legislation on the education sector
- Have an awareness of your duties and obligations
- Understand and apply best practice to the attraction and selection of students
- Developing an inclusive curriculum
- Apply appropriate mechanisms for making reasonable adjustments to teaching materials and methods
- Align assessment methods with equality and diversity best practice
- Understand the impact of non-action when discrimination occurs

## Course Outline

### Equality and Diversity in Education

- What's new in the Equality Bill 2010?
- What is the impact on the education sector?
- What are 'protected characteristics'?
- Exceptions to the Bill
- Timeframes
- Recognising what constitutes discrimination – a study of real-life examples
- Understanding equality duties and the consequences of inaction
- Consideration of the areas of student life that could be affected

### Equality and Diversity in Recruitment

- Attraction strategies that are compliant with the Equality Bill
- Sense checking the criteria used in selection decisions
- Maintaining an unbiased approach in making selection decisions
- Case studies to promote thinking about the attraction and selection process

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## Advancing Equality and Diversity in the Curriculum

- Further developing teaching materials that embrace equality and diversity
- Identifying the stakeholders in the development of teaching material
- Recognising the advantages and disadvantages of a range of different teaching methods in relation to equality and diversity; and how to benefit from them
- Strategies that engage all students
- The appropriate use of learning technology
- Cases studies
- Developing a non-discriminatory ethos in the learning environment (including placements), to promote supportive interactions between staff and students
- Creating the opportunities of students and assessors to deal with the voicing of cultural and hierarchical differences
- Understanding the challenges of increased diversity
- Developing effective communication to build productive relationships
- Proactively handling challenging conversations
- Case studies
- Action Planning

## Duration

1 Day

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