

COURSE CONTENT OVERVIEW

# Equality, Diversity and Inclusion



This Equality, Diversity and Inclusion course is suitable for anyone in any job role, as everyone has a responsibility to support and promote ED&I practices. Equality - treating everyone fairly - diversity - appreciating people's uniqueness - and inclusion - encouraging everyone to retain that uniqueness - are vital components of workplaces and societies everywhere, so understanding how to promote them is essential for everyone.

This course explains what the law expects of you in terms of preventing discrimination and harassment based on the nine protected characteristics, and empowers you to give everyone equal opportunities, treat people fairly - whoever they might be - and instil a sense of belonging amongst the people you work with.

#### **Module One: Introduction to the Protected Characteristics**

This module looks at some of the key terminology related to equality, diversity and inclusion and introduces the nine protected characteristics covered by the Equality Act 2010. The module then looks at the first three of these characteristics in closer detail.

- Key terms and definitions
- The nine protected characteristics
- Age
- Disability
- Gender reassignment

#### **Module Two: Marriage & Civil Partnership, Pregnancy & Maternity and Race**

This module looks at what is meant by the next three protected characteristics, explaining what they are, examples of discrimination for each and ideas for how you can promote ED&I based on them.

- Marriage and civil partnership
- Pregnancy and maternity
- Race

#### **Module Three: Religion & Belief, Sex, Sexual Orientation & Workplace Equality Policies**

This module looks at the final three protected characteristics, including definitions, examples of discrimination and ideas for best practice. The module also explains what should be included in your workplace ED&I policy to ensure your business promotes equality, diversity and inclusion at all times.

- Religion and belief
- Sex
- Sexual orientation
- Workplace equality policies and procedures

## Aims of the training

By the end of this Equality, Diversity and Inclusion course, you will:

- Understand how the Equality Act 2010 protects from discrimination, harassment and victimisation for nine specific protected characteristics.
- Recognise these nine protected characteristics and understand how to promote the equality, diversity and inclusion of them.
- Understand what is meant by discrimination, harassment, victimisation and bullying, how to avoid them and how to report these behaviours.
- Recognise where personal changes to behaviour can be made in order to ensure everyone feels valued and included.
- Understand that equality, diversity and inclusion are essential values to uphold both in and outside of the workplace.
- Understand the responsibilities of all employees, employers, managers and HR teams in regards to ensuring equality and diversity in work practices and procedures.