

# EQUALITY AND DIVERSITY

COURSE CONTENT OVERVIEW

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[www.highspeedtraining.co.uk](http://www.highspeedtraining.co.uk)



This Equality and Diversity training course aims to help employers and employees understand their responsibilities towards promoting equality and diversity in the workplace. The course provides an introduction to the Equality Act 2010, raising an awareness of how it can be applied at work, and outlines each of the protected characteristics in detail.

After taking the course learners will feel confident to apply their knowledge, encourage equality and diversity and create a more tolerant and understanding work environment.

#### **Module One: Introduction to Equality and Diversity Law**

This module introduced the Equality Act 2010 and outlines what your responsibilities are in regards to complying with the law. The module also explains where exceptions to the rules apply and raises an awareness of barriers that may prevent certain people from obtaining an opportunity.

- Test your perceptions
- The Equality Act 2010
- Employer responsibilities
- Genuine occupational qualifications
- Positive action
- Hidden barriers

#### **Module Two: The Protected Characteristics**

This module details each of the protected characteristics, explaining what is covered by them and looking at what you can (and cannot) do and say in the workplace.

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

#### **Module Three: Discrimination**

This module defines the notion of 'discrimination', explaining why it is unlawful and providing an overview of the different types of discrimination and how you may be able to recognise them.

- What is discrimination?
- Direct discrimination
- Indirect discrimination
- Associative discrimination
- Perceptive discrimination
- Disability discrimination
- Pregnancy and maternity discrimination

#### **Module Four: Other Prohibited Conduct**

This module looks at harassing and victimising behaviour, explaining how it may present itself in the workplace and raising an awareness of why it is prohibited by the Equality Act.

- Harassment
- Harassment by others
- Victimisation
- Stereotyping
- Prejudice
- Bullying
- How to report bullying or harassment

## Aims of the Training

By taking this course learners will be able to:

- Understand their workplace responsibilities as stated by the Equality Act 2010.
- Have knowledge of the protected characteristics that are covered by the law.
- Understand what is meant by discrimination and be able to recognise the different types.
- Understand what is deemed as prohibited conduct within the Equality Act.
- Be aware of the importance of equality and diversity training so that the workplace can become more tolerant and understanding.