

COURSE CONTENT OVERVIEW

# Unconscious Bias



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As individuals, we all have different ways of looking at the world. Our experiences, past, ambitions and interests all contribute towards the way we approach and perceive people and situations. Without realising, we approach situations in a way that is individual to only ourselves, based on the factors mentioned above. Without meaning to, we make judgments and summaries. This is the idea of unconscious bias.

This Unconscious Bias training course teaches you the skills that you need to control your unconscious bias. It explains the types of unconscious bias, how it can present itself in recruitment and workplace contexts, and how to recognise when it's present. It gives you the knowledge and skills you need to overcome your unconscious biases.

#### **Module One: What is Unconscious Bias?**

This module explains what unconscious bias is, where it potentially stems from, and the different common types of bias.

- What is unconscious bias?
- Types of unconscious bias
- Positive bias

#### **Module Two: Unconscious Bias in the Workplace**

This module outlines the effects of unconscious bias in the workplace and how it may present itself in recruitment, performance evaluations and promotions and opportunities.

- The impact of unconscious bias
- Hiring and recruitment
- Performance evaluations
- Promotions and opportunities

#### **Module Three: How to Control Unconscious Bias**

This module emphasises the benefits of having a diverse workforce, and how to identify unconscious bias in the workplace. It also provides guidance on the steps you can take to overcome unconscious bias.

- Benefits of diversity
- Identifying unconscious bias
- Steps to overcome unconscious bias

## Aims of the training

By the end of this course, learners will be able to:

- Outline the differences between unconscious bias, prejudice and stereotyping.
- Explain the different types of bias.
- Recognise unconscious bias in the workplace.
- Apply techniques and develop skills to control their unconscious bias.