

Equality, Diversity, Inclusion & Unconscious Bias

Aim

Ideal for staff in any sector, this course provides delegates with an understanding of how the values, opinions and prejudices of an individual can influence those around them, and how this can lead to discrimination.

Delegates will gain awareness of the value of equality, diversity and inclusion and will be encouraged to promote equal opportunities in the workplace.

We will also take time to consider how the unconscious biases that we all have can influence our decision making.

Learning Outcomes

Specific learning aims include:

- To raise awareness of the nine protected characteristics within the Equality Act
- To understand the different types of discrimination
- To explore how beliefs, values and attitudes drive behaviour
- Explore and consider issues of empathy and sympathy by exploring stereotypes
- Recognising the benefits of embracing difference

Who Should Attend the Workshop:

All staff, line managers and supervisors.

Workshop Format

The format will be informal and participative – everyone has an important contribution to make to the discussions.

A typical workshop will cover:

- ❖ Management theory and research input from the trainer
- ❖ Learning from our shared experiences
- ❖ Small group work to discuss and share ideas

Zoom joining instructions will be sent as part of the meeting invitations unless the organisation prefers to use its own video conferencing facility. Copies of the slides will be sent out after each workshop.



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Time	2.5 hours
Venue	Zoom or Teams **all participants need access to a laptop or PC
Availability	Up to 12 participants Maximum number of participants on each workshop is 12 people to enable everyone to fully take part; have their questions answered and to gain the maximum learning from the interactive workshops.
Fees	£995.00 plus vat (£83.00 plus vat per participant)

More Information:

For an informal chat about the workshop, please contact:

Tracy Madgwick:

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07899 665506

About the Trainer:

Tracy Madgwick has delivered management development, supervisory, team facilitation, interpersonal skills and HR training for line managers for a wide variety of organisations in the private, public and not for profit sector. She also advises organisations on how to manage challenging staffing situations as well as providing mentoring and coaching for other HR professionals.

For the last 10 years she has run her own HR Consultancy company and works with a small team of Associates.

Tracy is a fully qualified member of the CIPD (Chartered Institute of Personnel and Development) and licensed to deliver MBTI (Myers Briggs Type Indicator), C-me and DiSC.

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