

Equality and Diversity Awareness

Introduction

This e-learning course is **mandatory** for all Sefton staff and Councillors.

Maintaining an awareness of issues surrounding equality and diversity is essential to any organisation. This revealing course is split into four modules to thoroughly explore the issues involved and their relevance to us all, including protections laid out in the Equality Act 2010.

With this course you will learn inclusion in terms of equality and diversity and the universal benefits of promoting an inclusive workplace. The course discusses protected characteristics and explains the problems surrounding prejudice and discrimination.

In this course there are four modules, you will need to complete all four modules and the evaluation for the course to be marked as completed. At the end of each module will be a short test of 5 questions, and you will need to score at least 80% to pass each module.

Apart from Schools, this course is free for Sefton Council employees. Charges apply for all other organisations:

- Individual license - £32 per person
- Group license (more than 10) - £27 per person

Please contact us at training.services@sefton.gov.uk if you wish to obtain a group licence.

By enrolling on this course you are agreeing to the terms set in our charging policy which can be found [here](#). Once enrolled on this course, you will be billed accordingly.



Audience

This course is all staff, managers and Councillors.

Objectives

In this course you will:

- Explore the concepts of equality and diversity and their relevance to wider society
- Recognise inequality and its impact
- Identify challenges relating to equality and diversity faced by organisations
- Know the benefits of a diverse workforce
- Gain an overview of the Equality Act 2010 and the protection it provides
- Explore the role of human rights in achieving equality
- Learn to recognise and tackle discrimination
- Explore ideas surrounding inclusion and their impact
- Define what inclusion means in terms of equality and diversity
- Know the advantages of an inclusive workplace
- Recognise ways you can improve your own behaviour and practice to promote inclusion and challenge prejudice

Modules

This course contains the following modules:

Module name

Introduction to equality and diversity
Protected characteristics and the Equality Act
Prejudice and discrimination
Inclusion

Content

Here are a few topics covered in this course:

Equality | Diversity | Understanding inclusion | Equality and Human Rights Commission | Promoting inclusion | Diversity and equal opportunity | Impact of social exclusion | Benefits of inclusion | Who's responsibility? | Legislation | Reflection | Prejudice or discrimination? | Dealing with prejudice | Promoting anti-discrimination in the workplace | Valuing diversity | What does anti-discrimination mean in practice? | How do you behave? | Dealing with disabilities | The Equality Act 2010 | The difference a view can make | Dealing with race, religion and ethnicity | Minority ethnic groups in organisations | Promoting race equality | The legislation on race equality | Religious discrimination | Types of racial and religious discrimination | Sexuality and gender | Sexual discrimination and sexual orientation discrimination | How can you promote inclusion? |

