



Equality and Diversity UK
www.equalityanddiversity.co.uk

Equality Champions Course

<https://equalityanddiversity.co.uk/equality-champions-training>

Equality/Diversity Champions are recognised as playing a central role in disseminating good practice and encouraging the promotion of equalities within organisations and should be formally represented on the Board of Trustees /Equality and Diversity Committees.

As an Equality Champion, you will be able to demonstrate that the organisation is one where the culture is to embrace core values such as respect, positive attitudes, behaviours and good communications.

The Equality and Diversity Champion Role

- Raise awareness of Equality and Diversity
- Raise awareness of relevant EDI policies
- Encourage individuals to speak up regarding EDI issues and concerns
- Demonstrate positive behaviours to colleagues, partners and service users
- Constructively challenge those who discriminate, harass, speak or behave inappropriately.

Skills Required for a Diversity Champion

- Listening skills
- Communication skills
- The ability to be objective
- Act in a professional manner at all times
- Work within your code of professional conduct, if applicable.

Knowledge to be gained on Equality Champions course

- Understanding of relevant legislation
- Understanding of relevant EDI policies, practices and procedures
- Understanding of your own limitations
- Awareness of the support and guidance available to Champions.

Who is this course aimed at?

This Diversity Champions Training Course is suitable for anyone with responsibility for promoting equality, tackling discrimination and fostering good relationships between diverse groups.

It is aimed at anyone who wants to better understand how to build equality and diversity into their everyday practice and deal more effectively with equality related issues. Ideal for support staff, managers, employees with an interest or brief in equalities.

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Planned Outcomes

- Increased knowledge of legislation
- Increased confidence/skills in offering colleagues advice and guidance on this topic
- Increased knowledge of advising organisations to develop Equality Action Plans
- Acquired a definitive set of skills, knowledge and understanding to undertake the role effectively
- Better able to promote equality, tackle discrimination and foster good relationships amongst diverse groups right across corporate activities

What's Covered?

- Understanding of relevant legislation
- Understanding of relevant EDI policies, practices and procedures
- Understanding of your own limitations
- Awareness of the support and guidance available to Champions
- Equality Act 2010
- Managing diversity at work
- Do's and don'ts

Course Programme

Welcome and introduction to the day

Equality and Diversity needs:

- What is an equality Champion?
- Qualities and skills I have/need to do this role
- My current achievement in this area?
- What does the Equality Act mean for you as a champion?
- Defining discrimination
- Equality Analysis/Developing EA Plans
- Challenges - Dealing with staff that have deep rooted views (racist, sexist, etc.)

Activity

- Sharing good organisational practice
- Developing Equality Action Plan
- Identifying organisational needs

Reflection on session so far- learning and action points

Actions summarised and next steps

Review of Terms of Reference

Challenging Behaviours

Scenarios

Strategies for reporting/referring

Learning and action points highlighted

Session Benefits:

1. You will gain essential knowledge about the Equality Act 2010 and its impact on your role as the Equality Champion
2. Practical hints, tips and techniques for the role of Equality Champion
3. Clear understanding of good interview behaviour/actions and its benefits. We will demystify the EA process, assume little or no prior learning and focus on giving delegates time to debate issues, ask questions and then put into practice what they learn.

Cost

Please see our Costs and Agreement (www.eduk.uk/docs/eduk-costs-and-agreement.pdf)