Meeting the Needs of Protected Groups
in the Education Sector
(Schools, Colleges, and Universities)

Course Aims

This course aims to:

- provide education providers with a comprehensive understanding of the Equality Act 2010 and its implications in the educational setting.

- equip education providers with the knowledge and skills to effectively meet the needs of protected groups and create inclusive learning environments.

- promote a culture of equality and respect within educational institutions, fostering a positive educational experience for all students.

- develop strategies for addressing discrimination, bullying, and inequality in educational settings.

- enhance the ability of education providers to effectively engage with parents/carers and guardians from protected groups.

Equality and Diversity UK

Outcomes

By the end of the course, education providers will be able to:

- understand the legal obligations and duties of educational institutions towards protected groups.

- identify and address potential barriers and challenges faced by protected groups in the educational setting.

- implement inclusive teaching and learning strategies to meet the diverse needs of students.

- create a safe and inclusive learning environment that promotes equality, diversity, and respect.

- develop effective policies, processes, procedures, practices and people development to address discrimination, bullying, and harassment.

- engage and collaborate effectively with parents/carers and guardians from protected groups.

- foster a positive and supportive educational experience for all students, regardless of their protected characteristics.

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Content

- Introduction to the Equality Act 20-0 and its key provisions.

- Understanding the different protected characteristics, including race, gender, disability, age, religion, and sexual orientation.

- Exploring the challenges faced by protected groups in the workplace.

- Identifying and addressing unconscious bias and stereotypes.

- Developing effective policies and procedures to ensure equality and inclusion.

- Promoting reasonable adjustments and accommodations for employees with disabilities.

- Creating an inclusive recruitment and selection process.

- Implementing diversity and inclusion training programmes.

- Resolving conflicts and addressing discrimination complaints.

- Monitoring and evaluating equality initiatives.

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Approach

The course for education providers will utilise a combination of interactive discussions, case studies, group activities, and practical exercises to engage participants and enhance their understanding of the subject matter.

The approach will be tailored to the specific challenges faced within the education sector.

Participants will have the opportunity to share their experiences, ask questions, and collaborate with others to develop solutions and best practices.

Real-life examples and scenarios specific to educational settings will be incorporated to ensure relevance and applicability.

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