

The Equality Act 2010 (Manager Module)

4

Learning outcomes:

Apply the Equality Act, discrimination and protected characteristics in the context of the workplace.

What you will need:

- Handout 6 – The Equality Act 2010
- "Am I Protected" activity cards

Content and suggested timings:

Introduction	5 mins
Overview of the Equality Act 2010	35 mins
Card activity	25 mins
Summary	5 mins
Total duration:	70 mins

Introduction

Diversity and Inclusion is a title that may make people groan and roll their eyes! Haven't we heard it all before? Haven't we done enough? Isn't it all just about making people feel good and ticking boxes? Well maybe, but here we are doing it again, because the Employment Tribunal statistics and workplace satisfaction surveys (which record nasty things like grievance statistics) tell us that we are still not getting it right. And failing to get it right is costing UK businesses a huge amount in wasted time, medical bills, settlement figures and legal costs!

Having given the cynics something to ponder, it's time to back track a little and revise the above statements (not the bit about the costs sadly!) Diversity and inclusion shouldn't really be all about making people feel good and ticking boxes, it should be about getting the most out of a diverse and content workforce, listening to their issues, working with them to resolve any problems and challenging them in a way that is appropriate to their skills and the business needs.

There are many reasons that diversity and inclusion should be taken seriously and we will cover those in later sessions, but let's start by dealing with the biggest stick of all – **legislation!**

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