



Diversity & Inclusion: What is Discrimination?

CARDINUS RISK MANAGEMENT LIMITED

tel: 020 7469 0200 fax: 0844 338 8589

web: www.cardinus.com email: info@cardinus.com

Background

The issues surrounding age, disability, gender, race and sexual orientation can be complex and difficult to address. By tackling these subjects employers are recognising the positive benefits that can be achieved in terms of compliancy, morale and productivity.

Diversity & Inclusion: What is Discrimination? is a comprehensive E-learning course written in association with the United Kingdom Council for Access & Equality (UCKAE).

Diversity & Inclusion: What is Discrimination? is modular in format allowing your employees to complete the training at their own pace. This course utilises engaging graphics, interactive sequences with tests and quizzes to help ensure delegates can evidence a good understanding of this subject.

Diversity & Inclusion: What is Discrimination? is available as a standalone module or as part of the official UKCAE pathway. Further details of this pathway can be found at www.ukcae.co.uk

Management features

Diversity & Inclusion: What is Discrimination? is fully supported by PACE, Cardinus' powerful management module. Features include:

- Tools to monitor training records and identify your employees who have successfully completed their training. PACE will also identify your employees who have not started or not completed their training.
- Advanced automated email capability to encourage participation.
- Charting and sophisticated statistical reporting.



OBJECTIVES

On completion of *Diversity & Inclusion: What is Discrimination?* delegates will be able to:

- Understand the legal requirements to eliminate discrimination.
- Recognise the various bases of discrimination, e.g. race, religion, gender, sexual orientation etc.
- Understand the impact which discrimination can have on individuals.
- Recognise behaviour which may indicate discrimination.
- Appreciate the attitudes which lead to discriminatory behaviour.
- Recognise ways in which attitudes may be changed.
- Recognise when disciplinary action is the appropriate response.
- Understand the benefits of counselling and when it is appropriate.

TOPICS COVERED

- Introduction to Diversity & Inclusion – key phrases, how changing demographics are affecting the UK workplace.
- What is a 'Reasonable Adjustment'? – Explanations and examples of how this can be incorporated into the workplace.
- Diversity in the Workplace – how discrimination can arise and how age, sex and culture can affect needs and requirements.
- Age and Disability – some of the specific issues associated with age and the increased incidence of disability that comes with age.
- What does the Law say? – an introduction to current equality legislation, the Equality Bill, Corporate Social Responsibility and the role of the individual and of the organisation.
- People and their stories – some real-life stories from people affected by discrimination.
- Situations and solutions – how obstacles can arise at work and how these can be overcome.

DURATION

This is a 40 minute e-learning course

COST

Diversity & Inclusion: What is Discrimination? represents great value for money. Licences vary from £2 - £20 depending upon the number of delegates. Please call Cardinus for more details.