

# Equality and Diversity Facilitators/Trainers/Advisers Training Programme

## Course Aims:

- To develop an understanding of the different strands of equality and Single Equality, the recent changes.
- To support participants in understanding and developing essential skills to become equality Facilitators, Trainers and Advisers.
- To support participants in developing an effective usage of Equality Training materials.
- To develop an understanding of practically addressing discrimination and inequality issues.
- To support equality practitioners and disadvantaged community individuals with a passion for equality, to use their practical experience in order to develop a career in equality and diversity.

We will be conducting a training course which will run over two days. The course will cover **The Equality Act 2010**, how to put it into practice, essential skills for an equality facilitator and the effective usage of training tools and materials.

## Course Outline:

### The Equality Act 2010

#### Key changes and new concepts

- protected equality characteristics
- prohibited conduct
- discrimination 'arising from disability'
- dual discrimination
- harassment
- association/perception
- pay 'secrecy' clauses
- enforcement

#### Accounting for equality

- reviewing policy and practice
- delivering evidence of 'due regard'
- using EHRC guidance and other tools



### **Discrimination, harassment and victimisation complaints**

- the manager's role
- the importance of evidence
- identifying a case to answer
- using comparators
- the role of Tribunals and other courts

### **Essential skills for an equality facilitator/trainer/adviser (do's and don'ts)**

- The effective involvement of participants
- Skills for teaching
- Characteristics of effective training
- Dealing with difficult participants/clients
- How to develop skills to facilitate trainings

### **The effective usage of training materials and tools**

- PowerPoint presentations
- Real life scenarios and case studies
- discussions
- videos
- practical exercises and other



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