

EMPLOYMENT AND APPEALS COMMITTEE

15 JUNE 2010

Equality and Diversity – Outline for Evening Training Event – NOH Solutions

This course is designed to engage Elected Members and Board Members. It deals with the strategic issues of equality and diversity management and includes law updates, roles and responsibilities.

An outline of a 2 ½ hour session could be as follows:

1. Introductions

- Who is who
- Purpose of the session
- Expectations

2. Overview of Equality

- Definition and context
- What does equality mean?
- How does it differ from terms such as diversity?

3. Introduction to the law and update on recent legal developments

- Employment
- Service Delivery
- Summary of the key equality legislation

4. Practical implications for Elected Members of employment equality legal requirements

- Exploring examples of possible discrimination relating to employment
- Exploring some case studies based on actual scenarios and 'court or tribunal' findings
- Exploring with Members how they would seek to respond to an allocated case.

5. Equality in service delivery potential issues and how to deal with them

- Exploring examples of possible discrimination
- Again case study approach.

6. Conclusion and any final questions

7. Review and evaluation

End of session

The following is the provider's proposal for a full-day event. It would be possible to switch some of these items into a short session, if desired.

Strategic Management of Equality and Diversity

Equality and diversity features greatly in the performance local authorities, housing associations and third sector organisations with frameworks in place to inspect and evaluate performance. Delivering equality and diversity is now a central feature of employment, service delivery and procurement. This is reflected in the steady stream of UK and European legislation designed to secure improved performance and outcomes.

The course will cover but is not limited to:

- Equality and Diversity concepts
- Strategic and operational skills to implement equality and diversity initiatives in employment and service delivery
- Policy impact assessment
- Community needs assessments to inform service development
- Mainstreaming equality and diversity – linking equality and diversity to key organisational strategies and business planning process
- Use of legislation to support organisation's implementation
- Demonstrating continuous improvement in key areas
- Plan for improvement
- Demonstrate community impact or outcomes
- Measuring performance
- Evaluating equality and diversity initiatives
- Maintaining momentum, staying on track and dealing with resistance