

## Equality and Diversity

All Wales Induction Framework Workbook 1 – Sections 1.3-1.4

### BACKGROUND:

In support work it is important to be committed to promoting equality, valuing diversity and working inclusively.

Stakeholders need to know that you will oppose all forms of discrimination and have a zero-tolerance approach to bullying, harassment and victimisation. Part of your work will involve identifying and removing or reducing any barriers and inequalities.

### TARGET GROUP:

All employees working within housing and health & social care sectors and settings.

### COURSE AIMS:

Develop more knowledge, awareness and understanding of the key ideas relating to discrimination, equality and diversity enabling support workers to continue to promote and enhance anti-discriminatory policy within the organisation.

### LEARNING OUTCOMES:

1. Understand the impact and implications of our own personal attitudes, values, beliefs, prejudices and stereotypes
2. Gain an awareness of workplace responsibilities as stated by the Equality Act 2010
3. Develop a knowledge of the protected characteristics that are covered by the law
4. Recognise what is meant by discrimination and be able to recognise the different types
5. Awareness of cultural sensitivity and celebrating diversity within society
6. Challenge discriminatory attitudes and behaviour effectively
7. Be aware of the importance of equality and diversity training so that the workplace can become more tolerant and understanding.

### ORGANISATIONAL BENEFITS:

When staff are supported and receive training to support them in their role, the impact on their confidence and ability to deliver the service can only be positive, they feel valued and retention is improved along with good practice. **This 1-day training session supports and compliments the new All Wales Induction Framework. We invite delegates to bring along workbook 1, where sections 1.3 - 1.4 will be covered during the session.**

**Costs: £700 + VAT for 12-14 people, at your venue**

(Including all materials)

For further information or to reserve your place contact Steps Training on **02920 095300** or email [info@steps-training.co.uk](mailto:info@steps-training.co.uk) @ St Line House, Mount Stuart Square, Cardiff Bay, CF10 5LR