

Your Power - Equality and Diversity Programme

"We live in times of great opportunity; but also in times of great challenge. We are, whether you are a believer or not, being put to the test. And our prize could not be greater. Mankind's very survival. So the more we work together the better for all of us".

Trevor Philips - November 2006

We deliver two Equality and Diversity Power programmes.

The one day programme is aimed particularly at frontline staff and has been designed to raise the awareness of delegates regarding issues surrounding equality and diversity and the legal requirement of public service providers.

The two day programme is aimed at middle and higher management and has been designed to encompass the key features of the one day course with additional elements covering issues that affect people from diverse backgrounds accessing services and includes techniques to identify tools that will enable the development and delivery of best practice and a strategy for a continuous reflection and evaluation programme.

One Day Programme

Delegates will have the opportunity to express and explore attitudes in a non threatening environment. Gain knowledge of the definitions of equality and diversity and understanding surrounding the rationale for addressing equality, diversity, user-focus and human rights.

Outcomes

By the time they have completed the training, the delegates will be able to

- Explain the definitions of Equality and Diversity
- Understand the benefits to themselves and the organisation by fully embracing Equality and Diversity in their lives
- Understand the rationale for addressing equality, diversity, user-focus and human rights.
- Understand the importance of the role they play in ensuring that they do not unwittingly discriminate against certain groups.
- Identify and explore the root of their own prejudices and learn techniques to eliminate them.

Draft Programme Content

- This is me and I am unique
- Definitions of Equality and Diversity.
- Identifying and exploring prejudice
- Managing your impact
- Racism is it still happening?

Additional Outcomes Two Day Programme

- Gain a clear understanding of issues that can prevent people from diverse backgrounds accessing services
- Be aware of the impact to the organisation of not catering for people from diverse backgrounds
- Understand the importance of the need to continuously monitor and evaluate the service they are providing and who are accessing the service
- Understand the need for continuous staff training and development
- Understand the need to be aware of current legislation and to ensure its implementation

Additional Draft Programme Contents

- Making our service accessible to all
- Perception is Everything
- Who works for me and are they developing?
- Building Equality into Everyday Practice