

Social Housing Training by Righttrack

Equality & Diversity – Customised Learning Programmes for Managers



Tel: +44 (0) 1527 595955 Email: enquiries@socialhousingtraining.co.uk www.socialhousingtraining.co.uk

Brockhill Court, Brockhill Lane, Redditch, Worcestershire, B97 6RB, UK

Introduction

This one-day, customisable workshop celebrates and explore concepts of equality, diversity and human rights and provides participants with practical knowledge, skills and awareness to support and champion fair, non-discriminatory practice. It helps participants to become confident in dealing with what are invariably sensitive topics.

It is customisable to incorporate social housing organisational issues, policies and strategies and to include selected or specially prepared case studies and scenarios to enhance the learning. The programme can be prepared to be appropriate to first line, middle or senior managers.

The main focus of this programme is on the part the attending managers play in this area and will focus on their responsibilities and actions. It encompasses both legal and moral responsibilities and is conducted in a fun, interactive and welcoming way.

Main Features

- Recognising and building a picture of equality and diversity in a social housing environment and appreciating different attitudes
- An understanding of the importance of management's role in championing equality, diversity and human rights – and why these are different yet inter-related
- The value of excellence in embracing equity in your organisation – 6 preconditions to a successful Diversity Strategy
- Current legislation, the new Equality Act 2010, and the impact it may have for you
- How managers identify discrimination
- How to deal with discrimination issues directly and effectively
- Understanding the different attitudes towards equality
- The leadership role to promote and encourage equality and diversity at work



Key Benefits

- A greater awareness of the role of managers in leading the organisations approach to Equality and Diversity
- A deeper understanding of the entire subject and its importance in any organisation
- Awareness of the current and impending laws
- A significant lowering of the risk of discrimination through lack of awareness and a reduction in the threat of legal challenges
- Wider understanding of new legislation and what social housing organisations' management must do to comply
- A real understanding of discrimination and harassment and what is acceptable or unacceptable and how to deal with unacceptable behaviour at any level
- Management approaches that minimise potential conflict and confrontation leading to higher morale and motivation
- Confidence for managers to identify and deal with situations that could develop into major issues
- A plan for the management team to implement significant changes as a group and in their own areas of responsibility



Further Detail

- **Exploring equality and diversity** – delegates explore that there are more hidden differences between human beings than those in their teams, which are immediately recognisable from sight or sound
- **Organisation benefits** - wider recruitment, diverse teams increasing creativity and innovation, improved responsiveness to markets and communities, enhanced procurement
- **Understanding legal obligations** and the consequences to an organisation and to individuals when failing to comply with them. Case studies examining the consequences when the legal process is brought into play. This covers the impact on individuals and the organisation, in terms of the effect on atmosphere, reputation and time of key management in responding to litigation
- **Exploring the relevant laws** with specific reference to the Equality Act 2010 and the new requirements that require changes in the way that aspects of the seven strands are managed.

Relevant and thought provoking case studies are used to involve delegates to explore issues surrounding the strands of equality:

- Equal opportunities
 - Discrimination:
 - o Age
 - o Disability
 - o Gender
 - o Transgender (Gender identity)
 - o Sexual Orientation
 - o Race and ethnicity
 - o Religion or belief
 - The law at work
 - Organisational obligations
- **Beyond the legislation** – what can we do to identify and prevent discrimination and harassment? What are the signs that someone is discriminatory or is harassing a colleague, how to confront situations and settle them productively? Delegates work on practical scenarios which provide challenges to managers in their work life
 - **Group action planning** - delegates bring together their views and concerns and agree what they can do as a group to take value from this programme back into the organisation



Programme Options

This is an in-company programme with the following options:

Available Packages:	Customised - We tailor our ready-to-go programme to meet your needs, including your case studies, your examples and your specific information. Organisation branded programmes also available Bespoke - We research, design and deliver the programme specifically for your needs
Duration:	1 day
Materials:	Folder, workbook, handouts, pen and certificate of attendance
Support:	Research - Pre-programme research visit or telephone discussion Administration - Printing and packaging of delegate materials and liaison with your chosen venue for programme arrangements. Additional administration options available Evaluation - Post-programme evaluation and a consultant's report providing feedback on the programme Righttrack Membership - Lifetime on-line post-programme support via our dedicated delegate website and access to the training consultant who will answer any questions relating to the programme
Dates & Location:	To suit you
Delegates:	Up to 15 people
Style:	Righttrack programmes are energetic, exciting and highly participative, which create an impact and motivate participants to learn and embrace change
Learning Methods:	We utilise a blend of learning methods: practice sessions, group workshops, scenario-driven learning, assignments, self managed learning, shared group learning, accelerated learning and structured group learning

