**FREE EQUALITY TRAINING**

**ACAS (acas.org.uk, Training and Business Solutions) – E-learning**

Acas' free [Learning OnLine](https://elearning.acas.org.uk/) modules provide a useful e-learning resource for anyone wanting to refresh their knowledge and improve their approach to employment relations issues. You will have the opportunity to work through the theory, explore practical case studies, and test your knowledge through interactive questions and a test.

[Learning OnLine](https://elearning.acas.org.uk/) packages are particularly useful for managers, supervisors and anyone responsible for improving business or operational performance. The interactive [Learning OnLine](https://elearning.acas.org.uk/) package is free and easy to use and designed to be visited and re-visited at your convenience. You can also share it within your organisation simply by forwarding the link [elearning.acas.org.uk](https://elearning.acas.org.uk/) to colleagues, or if you have an intranet in your workplace you can also use the [Acas Learning Online logo](http://www.acas.org.uk/media/image/0/7/Acas-learning-online-logo1.jpg) (right click on link to download logo) and create a direct link for your managers.

To start one of the courses, you will need to register on Acas’ system. Please note the new modules have replaced the previous Acas e-learning package, so any existing users will need to re-register with the new website.

**Equality and Diversity module**

Do you know what Equality and Diversity means? In this module you will see how we can respect each other and our differences at work, and why it’s so important to do so.

You will also find out what the law says and you will learn what the protected characteristics are within the Equality Act 2010. The course will show you how to adopt the right approach to equality and diversity in the workplace and encourage you to think about your policies and procedures and whether they are working effectively.

Course overview:

What is equality and diversity

* + Why it’s important
	+ The law
	+ Positive Action
	+ Exemptions
	+ What is discrimination?
	+ Types of discrimination
	+ Putting it into practice
	+ Getting it right
	+ Effective polices
	+ Test yourself

<http://www.acas.org.uk/equality>

***This training has been tested by the Sports Council Equality Group***

**VISION2LEARN (vision2learn.net) – E-learning**

**Equality and Diversity Level 2**

Whatever your situation, this FREE online qualification is a great opportunity to find out how to apply best practice in relation to equality and diversity within your community and the workplace.

Each unit contains an assessment to demonstrate your knowledge of each subject area. Once you successfully complete all units you will achieve a **Level 2 Certificate in Equality and Diversity (9 week course / 10 hours per week).**

**Unit 1 - Equality and Diversity in Society**

* What is meant by ‘equality’ and ‘diversity’
* The effects of stereotyping, labelling, prejudice and discrimination
* Different characteristics that make people who they are.

**Unit 2 – Equality and Diversity in the Community**

* The extent and value of diversity in a community
* Potential inequality that occurs in communities
* Support services and groups for equality and diversity.

**Unit 3 – Equality and Diversity in the Workplace**

* The meaning of equality and diversity in the workplace
* Monitoring equality and diversity in the workplace
* Protecting people’s rights in the workplace.

**http://www.vision2learn.net**

***This training has been tested by the Sports Council Equality Group***

# OTHER EQUALITY TRAINING

**ACAS (acas.org.uk, Training and Business Solutions) – Training Course**

# Equality Act - The Essentials

This half day training session covers the essentials of the Equality Act that all businesses, employee representatives and HR professionals should be aware of. From understanding the different types of discrimination and the nine protected characteristics, to sharing good practice that you can adopt and promote within your organisation. The session will include the latest changes brought about by the Equality Act.

## Business need

Legislation has had an enormous impact on the employment relationship in recent years and nowhere has this been more significant than in the area of discrimination. Managers and supervisors need to understand equality issues and the law, to be able to cope effectively with the demands of managing diverse teams.

## Suitable For

HR Specialists

Employment Relations Specialists

Employee Representatives

MD’s / CEOs

Owners of small and medium sized businesses

Managers and Supervisory staff

Finance Directors

Company Secretaries

## Programme

The session will cover:

* Discrimination Law
* Types of Discrimination
* Protected Characteristics
* Where the Equality Act does not apply
* When Positive Discrimination can be applied
* What an Equality Policy should include
* Good practice in recruitment processes

Price £95 + VAT

Date 3/12/15 Time 10:00 to 14:00 Venue Glasgow

**ACAS (acas.org.uk, Training and Business Solutions) – Training Course**

# Equality, Diversity and Discrimination: the essentials

This half day training session covers the essentials of Equality and Diversity that all organisations, employee representatives and HR professionals need to be aware of.

It will cover the different types of discrimination – including the nine protected characteristics - and sharing good practice that you can adopt and promote within your organisation.

The session will include the most recent changes brought about by the Equality Act.

## Business need

Make sure you’re getting it right and not making costly mistakes.

By attending this course delegates will gain insight into key areas including:

* equality issues and the law
* the implications of getting it wrong
* top tips to help you get it right
* how to deal with issues should they arise
* best practice in equality and diversity in the workplace

## Suitable For

* HR Specialists
* Employment Relations Specialists
* Employee Representatives
* MD’s / CEOs
* Owners of small and medium sized businesses
* Managers and Supervisory staff
* Finance Directors
* Company Secretaries

## Programme

* Discrimination Law
* Types of Discrimination
* Protected Characteristics
* Where the Equality Act does not apply
* When Positive Discrimination can be applied
* What an Equality Policy should include
* Good practice in recruitment processes

Price £95 + VAT

Date 3/2/16 Time 9:30 to 12:30 Venue Manchester

Date 17/2/16 Time 10:00 to 13:00 Venue Portsmouth

Date 4/3/16 Time 9:30 to 13:00 Venue Cardiff

Date 23/3/16 Time 9:30 to 13:00 Venue Llanelli

Date 30/3/16 Time 9:30 to 13:00 Venue Wrexham

**BRIGHTWAVE (brightwavegroup.co.uk) – Digital learning**

If you would like to request a proposal, simply use the contact details below.

Call: +44 (0)1273 827676
Email: enquiries@brightwavegroup.com

**CYCLIX (cyclix.co.uk) – E-learning**

The courses are priced on a user licence basis, so the price you pay depends on how many people will use them. Each course lasts between 45 and 75 minutes. All courses are CPD certified.

Providing equality of opportunity isn't an option, it's the law. But let's face it, getting people up to speed with all the legislation and keeping them there can be a real headache for any organisation.

Working in collaboration with HR experts and employment law specialists, Cyclix have developed Equality & Diversity in Practice, a groundbreaking package of e-learning courses that enables you to deliver the specific training that's needed, to the people that need it.

**Equality & Diversity in Practice** comprises two courses, which can be deployed individually or together:

**Equality & Diversity Essentials**

Introduces everyone to the concepts of equality and diversity and provides an overview of the main legislation and its practical implications.

**Managing Diversity**

Explores how managers and supervisors can comply with legislation and manage diverse teams effectively.

**DELTANET (delta-net.co.uk) – E-learning**

## Manager’s Guide to Equality and Diversity

## Course duration 90 minutes

Course approved by the Solicitors Regulation Authority

Single user licence £29 + VAT per learner (prices drop with more users)

## About This Course

Ensuring your managers have a sound understanding of equality and diversity is more than just a legal responsibility - there are many benefits businesses can reap. Our Manager's Guide to Equality and Diversity promotes a sound understanding of equality and diversity for managers, using case studies and scenarios to provide practical examples.

The **Manager's Guide to Equality and Diversity** includes 4 modules covering:

The Equality Act 2010 Explained

Types of discrimination covered by the Equality Act 2010

How the Equality Act impacts recruitment and promotion

Managers' Responsibilities under the Equality Act

Dealing with Customers and Contractors

This cross-platform eLearning course has been built with the latest Adapt technology to offer an engaging, immersive learning experience that learners can enjoy wherever they are with smartphones, tablets or personal computers.

All DeltaNet courses have an end of module multiple-choice assessment with a printable certificate on passing.

**Introduction to Equality and Diversity**

## Course duration 45 minutes

Single user licence £29 + VAT per learner (prices drop with more users)

This course carries **CPD Points.**

## About This Course

This Introduction to Equality and Diversity eLearning course introduces the principles of equality and diversity and provides an overview of current equality law. The course explains what is meant by discrimination, harassment, victimisation and bullying, and the negative effects these can have on individuals, customers and the workplace environment, using a range of examples and scenarios of typical situations that could undermine fairness, dignity and respect - or could be against the law.

**The Introduction to Equality and Diversity eLearning course covers:**

Approaching Equality and Diversity - exploring and setting out the main themes and current policy and legal areas that need to be considered in relation to understanding equality and diversity in a workplace context

Fairness and Dignity - challenges or behaviours in situations that can undermine or damage respect, dignity and fairness in your place of work

All DeltaNet courses have an end of module multiple-choice assessment with a printable certificate on passing.

**E-LEARNING CENTRE (e-learningcentre.co.uk) – E-learning**

## ****Equality and Diversity****

This e-learning courses looks at Equality and Diversity and costs £30.00.

Course duration – approximately 2 hours.

The content of this Virtual College course has been independently certified as conforming to universally accepted Continuous Professional Development (CPD) guidelines.

Ask the question ‘What is equality and diversity?’ and you will get a variety of answers. There is much confusion, it is often obscured by myths and most people are wary of dealing with these issues for fear that they may do or say something wrong. This e-learning course is aimed at making things clearer. On completing the course learners will be able to:

Understand what is meant by equality & diversity.

Understand how the law impacts on equality & diversity.

Understand what needs to be done.

This e-learning module is aimed at anybody working or interacting with others to understand the role they should play in equality and diversity. The information is applicable to any workplace environment, including that of the healthcare sector.

This course covers the following subject areas:

* Welcome and learning objectives
* Knowledge Awareness Quiz
* Introduction to Equality and Diversity
* Equality and Diversity Legislation
* Understanding diversity
* You and Promoting Equality and Diversity

**ENGAGE IN LEARNING (engageinlearning.com) – E-learning**

Course duration: 45 minutes

CPD certified.

Single course one off licence £19.95 + vat

Understand the meanings of the terms Equality and Diversity, their difference, and how they are covered by legislation. Ensure your approach and attitude help build a harmonious and diverse working environment for all.

**Key learning points:**

Meaning of Equality and Diversity

Regulations about Equality and Diversity

Avoid behavious that suggest unfair treatment

Consequences of not complying with the regulations

What to do when facing unfair treatment at work

Appreciate diversity and equality in the work place

**Course outcomes:**

Understand the legislation which applies to different aspects of equality and diversity

Understand the meanings of equality and diversity and their differences

Understand the difference between indirect and direct discrimination, victimisation and harassment

Adopt the correct approach to your recruitment and promotion strategy

Appreciate the impact of language and attitude on your working relationships and how to ensure the appropriate approach

**HIGH SPEED TRAINING (highspeedtraining.co.uk) – E-learning**

£30 + VAT Approximate duration 2 hours

This Equality and Diversity training course has been designed to help learners understand more about their responsibilities for promoting equality and diversity in the workplace.

The course provides an introduction to the Equality Act 2010 and details each of the protected characteristics so you can learn more about what they are and how to avoid discrimination through your words and actions. The course looks at which behaviour is prohibited by the Equality Act and aims to help you to promote a fairer, more tolerant and more diverse working environment.

## Who Should Take This Course?

This course is suitable for learners of all levels, including employers, managers, supervisors, full-time and part-time workers, as everyone in the workplace has a responsibility for supporting equality and diversity. The course has been designed as an introductory level and so no prerequisite training is needed.

On successful completion of the course you will be sent a quality assured certificate through the post the next working day. This can be used to provide evidence for compliance and audit.

All of the courses are accredited by the CPD Certification Service as conforming to universally accepted Continuous Professional Development (CPD) guidelines.

## Content

The course is divided into four accessible, interactive modules and includes an assessment at the end:

* **Introduction to Equality and Diversity Law -** test your perceptions, the Equality Act 2010, employer responsibilities, genuine occupational qualifications, positive action and hidden barriers.
* **The Protected Characteristics -** age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
* **Discrimination -** direct, indirect, associative and perceptive discrimination, disability discrimination and pregnancy and maternity discrimination.
* **Other Prohibited Conduct -** harassment, victimisation, stereotyping, prejudice, bullying and how to report bullying or harassment.

## Aims of the Course

By the end of this course learners will:

* Understand their workplace responsibilities as stated by the Equality Act 2010.
* Have knowledge of the protected characteristics that are covered by the law.
* Understand what is meant by discrimination and be able to recognise the different types.
* Understand what is deemed as prohibited conduct within the Equality Act.
* Be aware of the importance of equality and diversity training so that the workplace can become more tolerant and understanding.

The online assessment is taken on completion of the training material. You will be asked 12 multiple choice questions with a pass mark of 75%. The answers are marked automatically so you will instantly know whether you have passed. If you don't pass don't worry! You can take the test as many times as you need with no extra charge.

**KINEO (kineo.co.uk) – E-learning**

**Equality and Diversity for Employees**

CPD Certified

Cost - 10 day free trial

Equality and Diversity for Employees is a 60 minute training course for employees at all levels, providing them with an understanding of equality and diversity and how this applies to the workplace environment.

After completing this module, your employees will be able to:

* identify key aspects of the Equality Act 2010
* know the difference between equality and diversity
* identify direct and indirect discrimination
* know rights and responsibilities under the Act
* spot discrimination in the workplace.

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**Equality and Diversity for Managers**

CPD Certified

Cost - 10 day free trial

Equality and Diversity for Managers is a 30 minute training course which will give your leaders a greater understanding of equality and diversity, and how this applies to their role as a manager in the workplace.

After successfully completing this module, managers within your organisation will be able to:

* + explain the organisational responsibilities and liabilities under Equality legislation, including the importance of the manager’s role in leading the way on good practice
	+ identify and understand the types of language and behaviour that support commitment to equality and diversity, and those that can lead to unlawful discrimination
	+ understand how equality and diversity can impact on recruitment, retirement and redundancy.

**MARSHALL E-LEARNING CONSULTANCY (marshallelearning.com) – E-learning**

**Diversity in the Workplace**

Course duration: 45 minutes

CPD Certified

Cost: When you break it down to per head, e-learning is a much cheaper than traditional classroom style training. Prices are realistic and affordable, though developing accessible, interactive e-learning always requires an up-front investment it definitely pays off in the long run. Marshalls offer excellent value for money which is why clients commission them to produce more courses once they join the Marshall ACM e-learning family! However, the delivery style means they avoid running over budget, and the price per user is highly competitive. The final price depends on the product, the numbers of users and the number of features you require.

This comprehensive course covers all aspects of The Equality Act 2010.

Your learning outcomes:

Introduction to the concepts of diversity, equality & equal opportunities

Explanation of why diversity is important

Overview of legislation (direct and indirect)

The Equality Act

Stereotyping and Prejudice

Bullying and Harassment

Understanding Bias

Legal Liability

Challenging Unacceptable Behaviour

Evaluation and Conclusion

Users have the option to bookmark progress and complete the course in chunks.

**Stay up-to-date**
If you buy any of our diversity e-learning courses you’ll get all updates we make, so you’ll always be up-to-date with current equality legislation.

**Learning by design**
All of our diversity e-learning courses are highly interactive with rich graphics and audio-visual content, blending a variety of question types to encourage learners to apply concepts to their daily work routine.

An optional end-of-course test assesses learners on the level of knowledge they’ve retained. Pass rates can be set as required.

**Easy to implement & customise**
This e-learning course comes with [Marshall LMS](http://marshallelearning.com/services/learning-management-systems-lms/) (Learning Management System), which allows you to manage your e-learning and track completed training.

In-house developers can quickly & effectively adapt this course to your sector and organisation, giving you the option to add your own graphics, photos & video, and amend content to include your policies, procedures and key areas.

**ME LEARNING (melearning.co.uk) – E-learning**

**About this course**

Upon successful completion of this course you will be automatically awarded a certificate containing the course name, completion date, CPD hours and learning objectives.

The course contains additional resource materials, useful links and a refresher guide. The course counts as 60 minutes of CPD. Cost £10 per license.

**Objectives**

In this course you will:

•Explore how you can improve your own practice to promote inclusion

•Define what inclusion means in terms of equality and diversity

•Recognise how to promote an inclusive approach in every aspect of your work

•Identify why it is important to challenge discrimination and prejudice

•Explore the Index for Inclusion

•Know the difference between prejudice and discrimination

•Know why children are discriminated against

•Understand what anti-discriminatory practice is and why it is important

•Recognise ways you can improve your own behaviour and practice to promote inclusion and challenge prejudice

**Content**

Here are a few topics covered in this course:

Equality | Diversity | Understanding inclusion | Equality and Human Rights Commission | Promoting inclusion | Diversity and equal opportunity | Impact of social exclusion | Benefits of inclusion | Index for inclusion | Who’s responsibility? | Legislation | Reflection | No two children are the same | Why are children discriminated against? | Prejudice or discrimination? | Dealing with prejudice | Promoting anti-discrimination in the workplace | Valuing diversity | What does anti-discrimination mean in practice? | How do you behave? | Dealing with disabilities | The Disability Discrimination Act 2005 | The Disability Discrimination Act 2005 and schools | Implementing the DDA in schools and early years settings | Adopting the right model | The difference a view can make | Dealing with race, religion and ethnicity | Minority ethnic groups in schools | Promoting race equality in schools | The legislation on race equality | Religious discrimination | Types of racial and religious discrimination | Sexuality and gender | Sexual discrimination and sexual orientation discrimination | Practitioner’s role | How can you promote inclusion? | The effects of homophobic bullying | How to promote inclusion

**SAFETY MEDIA (safetymedia.co.uk) – E-learning**

CPD Certified.

Course duration 30-35 minutes.

Cost £56.84 + VAT per licence (minimum purchase 5 licences)

Undertaking the Equality & Diversity training course will be a great way for you and your employees to understand more about the meaning and importance of equality and diversity.

**Course Overview**

Users will gain an understanding of the different types of discrimination and identify harassment, victimisation and bullying behaviour in your workplace.

At the end of the course, trainees will be able to:

» Define Equality & Diversity.

» Identify ways of promoting Equality & Diversity.

» Recognise and distinguish between direct and indirect discrimination.

» Identify harassment, victimisation and bullying behaviour.

» Take appropriate action to develop a fairer, more inclusive working environment for all.

**Course Chapters**

1. Defining equality and diversity

Find out what is meant by Equality and Diversity and how they can be promoted within a working environment.

2. Meeting legal requirements

This section will cover The Equality Act 2010 and the nine protected characteristics, including age, disability, gender management, marriage and civil partnership, pregnancy and maternity, race, religion or belief, gender and sexual orientation.

3. Types of discrimination

Find out about direct and indirect discrimination including the definition of victimisation bullying and whistleblowing. Discover how you can personally help to develop a fairer, more inclusive working environment.

**SKILL BOOSTERS (skillboosters.com) – E-learning**

Skill Boosters provide high-quality diversity, equality and workplace e-learning courses to create an inclusive work culture where everyone can achieve their potential. Their online e-learning store makes it easy to browse the full range of courses and select the resources that meet your training needs.

For **only £9.95**, you get access to the course for one person for 1 month. Or, you may wish to take slightly longer and pay a little more to access the course for two or three months. Add a course to your basket and continue shopping by selecting another course from 'E-learning' in the main menu.

If you want to invite colleagues or set up team members to do the same course, simply add the quantity of users when ordering. For each extra user, you will be sent a unique registration code to your dashboard which you can email to them at any time. You will be able to track their progress from your dashboard.

**Your e-learning dashboard**

Once you have registered and purchased a course, you can log in to your e-learning dashboard. Access your courses and track your progress, and that of any colleagues or team members you invite. Alternatively, you might like to become a [group administrator.](http://www.skillboosterselearning.com/content/Administrators.aspx)

Courses available:

**Equality essentials**

|  |
| --- |
| **Making sense of equality in practice** Approximately 60 minutes in length |

Equality means different things to different people and is sometimes confused with added business burdens and positive discrimination. Yet at its heart, equality is fundamentally about making sure that everyone has the same opportunities to achieve in life without being held back by factors such as their ethnicity, age or gender or whether they have a disability.

Combining thought-provoking drama with insight from leading equality and diversity experts, Equality Essentials enables your staff to gain quick insight into how to achieve good equality practice. It explains the law on equality and how to identify and respond to discrimination, harassment and bullying and provides guidance on creating an inclusive service and making equality a reality in your organisation.

**E-learning outcomes**

This course will give a better understanding of:

* what we mean by equality and diversity
* the basic provisions of the Equality Act 2010
* the key benefits of good equality practice in the workplace
* how to recognise and challenge inappropriate behaviour at work
* how to provide an inclusive and accessible customer experience
* how to put equality policy into practice.

**Course partners**

* The Employers Forum on Age
* Employer’s Forum on Disability
* Cymbiosis
* Pearn Kandola
* Simmons & Simmons
* Robertson Cooper

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**The inclusive workplace**

**The definitive guide to equality, diversity and inclusion for all managers and staff** Approximately 70 minutes in length

Featuring powerful drama scenarios and documentary video testimonies, The Inclusive Workplace emphasises that, far from being just a matter of legal compliance, equality, diversity and inclusion are all about fostering and valuing an open and transparent culture that encourages high performance in both individuals and entire teams.

Designed in close consultation with some of our largest blue chip clients together with leading UK equality and diversity experts, The Inclusive Workplace enables your staff to gain quick insight into the Equality Act 2010 and how to achieve good equality practice. It sets out how to identify and respond to discrimination, bullying and harassment and provides guidance on creating a truly inclusive workplace where equality is a reality.

**E-learning outcomes**

This course will give a better understanding of:

* the Equality Act 2010
* the protected characteristics
* how to identify and address discrimination, bullying and harassment
* ways of improving policy development and service delivery
* how to ensure that existing policies and services are reality-checked
* what you need to do to ensure compliance with your legal obligations
* promoting trust and confidence in your organisation
* how unconscious bias can affect the decisions we make.

**Course contributors**

* The Employers Forum on Age
* Employers Forum on Disability
* FaithWise
* My Family Care
* Pearn Kandola
* Simmons & Simmons
* Robertson Cooper

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**The Diversity Challenge** Approximately 70 minutes in length

Diversity is all about celebrating difference and valuing and respecting everyone in the workplace – regardless of factors such as their ethnic background, religion, sexuality, age or gender.

Produced in association with leading occupational psychology practice Pearn Kandola, The diversity challenge combines key learning points with original drama and analysis from diversity experts to encourage your employees to challenge long-held misconceptions and prejudices about race, age, disability and all the other ways in which we differ and appreciate the true benefits of a diverse workforce.

**E-learning outcomes**

This course will give a better understanding of:

* what we mean by ‘diversity’ at work
* the benefits of having a diverse workforce
* how to actively support and manage a diverse workplace
* how to develop diverse products and services
* why unwitting discrimination and harassment happens and what we can do to address it
* how to remove unhelpful 'filters' when recruiting and selecting people.

**Course partner**

Pearn Kandola - is one of the leaders in Business Psychology with practices in the UK and Ireland, specialising in assessment, development, diversity and well-being.

**Course experts**

* Prof. Binna Kandola OBE- Senior Partner, Pearn Kandola
* Michele Deeks- Consultant, Pearn Kandola

**Course contributors**

Sarah Churchman- Director of Diversity, PwC UK

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**Equality Impact Assessment – foundation level**

**Making Sense of Equality in Practice** Approximately 30 minutes in length

An equality impact assessment (EIA) will help you analyse your policies and practices to make sure they do not discriminate against or disadvantage people. EIAs provide an effective means of enabling organisations to measure their progress in matching their policies’ actual equality outcomes to their aims. They can also help to ensure that staff and customers are not discriminated against by the way in which an organisation operates, and can help public authorities ensure that their practices and policies work to promote equality and tackle discrimination.

Produced in partnership with Ionann Management Consultants and combining dramatised scenarios with insight from leading equality experts, this course provides an introduction to EIAs and sets out their importance in promoting equality and diversity.

**E-learning outcomes**

This course will give a better understanding of:

* what an EIA is
* how to plan an EIA;
* the key legal and policy drivers for EIAs
* the importance and key aspects of stakeholder engagement.

**Course experts**

Dianna Yach, Founder, Ionann Management Consultants

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**Equality Impact Assessment – advanced level**

**Making sense of Equality in Practice** Approximately 70 minutes in length

An equality impact assessment (EIA) will help you analyse your policies and practices to make sure they do not discriminate against or disadvantage people. Integrated, cyclical EIAs are a highly effective means of enabling organisations to benchmark progress in matching their policies’ actual equality outcomes to their goals.

Produced in partnership with Ionann Management Consultants, advanced EIA training from Skill Boosters builds on our EIA foundation course to demonstrate how to use EIAs to maximum effect to support your organisation’s equality and diversity objectives.

**E-learning outcomes**

This course will give a better understanding of:

* scoping an EIA
* how to collect quality information
* involving and engaging stakeholders
* analysing equality effects
* planning for action and reporting.

**Course experts**

Dianna Yach, Founder, Ionann Management Consultants

**TRAINING ON RECORD (trainingonrecord.com) – E-learning**

**Training on Record for Equality and Diversity (The Equality Act 2010)**

All firms are at risk under the Equality Act. Employees who believe they have been treated unfairly can bring proceedings before an employment tribunal or a county court. Defending such actions is notoriously time-consuming and unpredicatable, and to protect your firm you need to train your staff on good equality and diversity practice - and to show that training has been provided.

The programme presents a learning module setting out the essentials clearly, and a short awareness test demonstrating that all members of staff understand their responsibilities.

The Training on Record online learning and awareness testing programme on Equality & Diversity is available on annual subscription, priced according to the number of people in your organisation who need to be trained. The subscription cost is on a sliding scale, with the cost per head reducing as numbers increase. For firms large and small, Training on Record is an outstandingly cost-effective means of protecting your firm from equality law risks.

**VIRTUAL COLLEGE (virtualcollege.co.uk) – E-learning**

**Equality and Diversity in the Workplace**

On average this course contributes 2 hours to your CPD. Cost £30 + VAT.

Ask the question 'What is Equality and Diversity' and you will get a variety of answers. There is much confusion, it is often obscured by myths and most people are wary of dealing with Equality and Diversity issues for fear that they may do or say something wrong. This module is aimed at making things clearer.

On completing the module learners will be able to:

Understand what is meant by Equality and Diversity

Understand how the law impacts on Equality and Diversity

The course covers the following subject areas:

Welcome and learning objectives

Knowledge awareness quiz

Introduction to Equality and Diversity

Equality and Diversity Legislation

Understanding diversity

You and promoting Equality and Diversity

**Accreditation**

The content of this course has been independently certified as conforming to universally accepted Continuous Professional Development (CPD) guidelines.

**Certification**

On completion of this course you will be able to download a Virtual College certificate.

**Duration**

Approximately 2 hours. The length of time taken depends entirely on how quickly you can study and absorb the material. You can proceed as quickly or slowly as you like.

**Target Audience**

This module is aimed at anybody working or interacting with others to understand the role they should play in Equality and Diversity.

***Please note the Sports Council Equality Group has not tested the paid course. There may be other providers in the UK outwith this list***