

Equality and Diversity

What is Equality and Diversity?

Although sometimes used interchangeably, the terms **Equality** and **Diversity** are not the same

EQUALITY

'Is about creating a fairer society, where everyone can participate and has the opportunity to fulfill their potential' (Dept of Health 2004)

DIVERSITY

Literally means difference, when it is used as a contrast or addition to equality. It is about recognizing individual as well as group differences, treating people as individuals, and placing positive value on diversity in the community and the workforce.



This half day course covers the following:

- What is Equality and Diversity?
- Why is Equality and Diversity important?
- The correct terminology to use in conjunction with Equality and Diversity
- Discrimination, Types and forms of
- Harassment and Prejudice
- Reasonable adjustment
- Victimisation



Training Methods: Lectures, case studies and group discussions.

Assessment is a thorough observation of practical elements and a written test paper which is marked by the Tutor and then verified by an assessor, for Quality Assurance purposes. To gain a certificate a course mark in excess of 80% is required. On successful completion of the course, students will receive a Certificate which will remain valid for one year from date of issue.

Employers will receive all necessary paperwork to provide an auditable paper trail