



PERFORMANCE
LEARNING
GROUP



Series 2 :

Managing Equality, Diversity and Inclusion



Programme 1

Legal & Organisational Approaches

This programme aims to give you, the learner, a deeper understanding of the impact of legislative requirements, justify the business case and approaches to promoting ED&I.

Introduction to Programme

Activity 1:

- Defining equality, diversity and inclusion.
- The concept of equality, diversity and inclusion.

1. The impact of legislative requirements on ED&I:

- Actionable change
- The protected characteristics
- Legal requirements

Activity 2:

- #### 2. The business case for equality:
- Harnessing emotions and cultural movements
 - Overcoming diversity sceptics

Activity 3:

- #### 3. Promoting ED&I to staff and stakeholders

Concluding Summary

Programme 2

Role and Responsibilities of a Manager

This programme is designed to enable you to gain an awareness of what is expected of managers in terms of workplace ED&I.

Introduction to Programme

Activity 1:

- Defining equality, diversity and inclusion.
 - Equality, diversity and inclusion in the workplace.
 - The value of diverse teams
1. The role and responsibilities of a manager
 - Action for leaders

Activity 2:

2. Language and behaviours of a manager:
 - Managing difference
 - Signature traits
 - Challenging exclusion
 - Contingency planning

Activity 3:

3. Leadership styles:
 - Action-centred leadership
 - Situational leadership

Activity 4:

4. Managing individuals and teams commitment:
 - Challenging inappropriate behaviour
 - Unconscious bias

Concluding Summary



Programme 3

Develop and Implement Plans and Reports

This programme aims to outline the practical approaches to develop and implement plans and reports to support ED&I within an organisation.

Introduction to Programme

Activity 1:

- Defining equality, diversity and inclusion
 - Championing equality, diversity and inclusion.
1. Developing a plan:
 - Equality impact assessment
 - Effective action planning

Activity 2:

2. Benchmarking as a technique
 - Data and information

Activity 3:

3. Implementing a plan:
 - Stakeholders - analysing power and interest

Activity 4:

4. Measuring outcomes against targets:
 - Reporting results to staff and stakeholders

Concluding Summary





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