

## Training workshop

# Dignity, Respect, Inclusion for all Actively tackling prejudice and discrimination

### What is this training about?

Colleges and training providers are often beacons of inclusion. But that doesn't mean that all are treated with dignity and respect. Under the 2019 Inspection Framework, Ofsted will evaluate the extent to which you:

- 'develop and maintain a positive and respectful culture, where the principles of equality and diversity are nurtured'
- create 'an environment where bullying, peer-on-peer abuse or discrimination are not tolerated'

Creating and maintaining an inclusive culture where all forms of prejudice and discrimination are actively tackled is therefore an essential part of your journey to outstanding and beyond – to be the 'best of the best'.

### Why should staff attend?

Treating colleagues and students with dignity and respect helps get the very best out of everyone. It sounds like common sense, but in practice this can be intensely challenging.

All staff have a responsibility help create and maintain an inclusive and respectful work environment free from prejudice, bullying, harassment and discrimination. But how do we get there? One way is to help staff understand some of the reasons why this is so challenging and what they can do about it personally, and as a team level. Another is to think beyond discrimination and harassment in its extreme forms to help

identify and tackle the subtle things that can take place in an organisation on a daily basis. And a third is to understand practice from the very best, including how outstanding providers have tackled common or thorny issues and challenges.

Our current society faces issues such as #MeToo, #BlackLivesMatter, anti-Semitism, hostility towards immigrants and refugees, and a rise in hate crime. This timely and highly practical workshop will support you to create and maintain an inclusive and respectful culture for the benefit of all who work and learn in your organisation.

### Why should we run this event?

This course will help your organisation to:

- **Establish and maintain an inclusive ethos and culture** where the principles of equality and diversity are nurtured and there is a shared commitment to value diversity and respect difference.
- **Improve the learner experience** and drive up learner success.
- **Improve** inspection outcomes and become the employer and provider of choice in the locality.

**I would have no hesitation in recommending her for any organisation wanting to make a difference'.**

**Greg Wood, Staff Development Manager, Leicester College**



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A wonderful interactive event run by a very friendly and extremely competent trainer'.  
James Levy West Notts College

#### What will delegates learn?

Objectives of a half-day workshop are to:

- understand the legal duties and Ofsted expectations for treating all with dignity and respect
- consider current cultural challenges such as #MeToo, #BlackLivesMatter, White fragility/White privilege and a rise in hate crime
- explore why this can be so challenging in practice and consider how we actively tackle prejudice, discrimination and harassment, personally and as a team
- appreciate that we **all** have a role to play
- explore how we create and maintain an inclusive culture where all are treated with dignity and respect, for the benefit of all who work and learn in this organisation
- appreciate the benefits of this agenda and take learning back to implement the approaches provided

#### Who should attend?

Equality leads, equality champions, senior leaders, managers and all staff.

#### Are there any options?

This workshop can be delivered face-to-face or online, via Microsoft Teams. It can be delivered as a 90-minute, 2-hour, or 3-hour workshop, as a single event or repeated in a day.

**It can be a generic event, or targeted,** for example to team leaders and managers

**Or it can be delivered as an intensive one-day event,** popular with EDI leads, equality champions and those who cascade EDI training to others in the organisation.

#### More questions?

**Contact Christine for indicative content, programmes, amount for delivery of training sessions and anything else you need to know.**

#### Dr Christine Rose

Christine brings up-to-date knowledge of how fully integrate and promote equality, diversity, inclusion and British values.

Nationally recognised as an expert, she has worked with over 300 providers, supporting a significant number to achieve outstanding

status at inspection. Christine has helped thousands of staff and managers improve their practice.

She uniquely combines an ability to inspire with extensive experience and an in-depth knowledge of best practice. Her training events are engaging, interactive and highly practical.

