

Training Course

Equality, Diversity, British values and HR Talent not tokenism

What is this training about?

Our working environments are more diverse than ever before and in many ways that is good for us all. But how do we create an environment where staff feel confident to talk about Equality, Diversity and Inclusion (EDI) issues? How do you help staff to deal with the 'fear factor'? How do you genuinely advance equality and tackle issues, tensions or resistance in the workforce? What does it mean to actively promote EDI and British values from an HR perspective?

Why should staff attend?

If we are to reap the genuine benefits of working with a diverse workforce (and there are many – people are happier, more motivated and stay longer at organisations where EDI and British values are at the heart of their core values), then we need to talk about the challenges in a more open and honest way.

This practical and engaging workshop takes a scenario-based approach to explore real-life workforce issues, challenges and solutions. It considers the practice of outstanding providers and reflects on outcomes from inspection. It will help equip you to tackle and resolve tensions and create a work environment that celebrates diversity and allows all to be treated with dignity and respect – staff, students and customers.

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 a culture** where there is a shared commitment to value diversity and respect difference.
- **Recruit and retain** a confident, well-motivated and diverse workforce.
- **Be inspection ready**, from an HR perspective.

**'Dr Rose is the expert in the field,
and the best I have come across'.
Anna Openshaw, Director HR,
College North West London**



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What will delegates learn?

Objectives of a one-day event are to:

- understand what we mean by unconscious bias, the impact on working relationships and what staff can do about it
- explore legal requirements and best practice in staff EDI data gathering, reporting and publishing
- discuss case studies and scenarios dealing with difficult and challenging situations and knotty issues
- consider what it might mean in practice to tackle discrimination, genuinely advance equality, celebrate diversity, foster good relations and promote British values across the organisation
- examine how to successfully integrate and promote EDI and British values within the staff experience, for example recruitment, performance management and induction
- explore sector issues, challenges and case studies and reflect on your own practice
- fully appreciate Ofsted expectations under the 2019 inspection framework from an HR perspective and understand how to contribute to a positive inspection outcome.

'Christine has met with many teams across college to help them understand how Equality and Diversity issues affect how they work. The work she has done has had real impact' Lis Bates, Director, Chichester College

Who should attend?

Human Resource (HR) Directors, HR Managers and all staff working in HR.

Are there any options?

Half-day workshop, as a single event or repeated morning and afternoon.

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 to 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. She 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.

