

Equality and Diversity	
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Title	Equality and Diversity Training
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Summary	<p>The Trust has an innovative approach to delivering equality and diversity training. This includes delivering key learning outcomes at organisational induction, e-learning/e-assessment and staff diversity and engagement events.</p> <p>The Trust developed a Diversity Moments training programme, giving services a toolkit of 10 equality and diversity sessions that can be delivered at a team meeting. This is currently being piloted within Learning Disability Services.</p> <p>The outcomes of our Equality and Diversity training plans are aligned to the Learning Outcomes for Equality, Diversity & Human Rights in the UK Core Skills and Training Framework:</p> <p>Core Skills Framework v1.4 learning outcomes</p> <p>The learner will:</p> <ul style="list-style-type: none"> a) understand the terms of Equality and Diversity and Human Rights and how they are applied within the context of the health sector b) understand how a proactive inclusive approach to equality and diversity and human rights can be promoted c) understand the purpose and benefits of monitoring equalities and health inequalities d) understand the benefits that an effective approach to equality and diversity and human rights can have on society, organisations and individuals e) understand how legislation, organisational policies and processes can empower individuals to act appropriately and understand people's rights f) know how to treat everyone with dignity, courtesy and respect and value people as individuals g) know what to do if there are concerns about equality and diversity practices, including how to use any local whistle blowing policy procedures and other related policies such as Bullying at Work and Dignity at Work