

Legislation and Discrimination Full Day Course

Aims:

1. To raise general awareness of equality and diversity and understand types of discrimination (Direct, Indirect, Victimisation, Positive, Harassment, Individual and Institutional discrimination).
2. To raise awareness in 4 key areas (Sex, Age, Disability and Bullying/Harassment) in relation to the current legislation and your policy. Race/Cultural awareness are not covered in this course.

Objectives:

At the end of the day the group will: -

Disability

1. Understand disability discrimination, see or show examples of it.
2. Understand why it is necessary to stop it.
3. Know the law and legislation particularly Disability Discrimination Act
4. Understand own responsibilities and rights in this area.
5. Apply knowledge to their work.
6. Know where to find further information.

Age

1. Understand age discrimination, see or show examples of both young and old age discrimination.
2. Understand why it is necessary to stop it.
3. Know the law and legislation particularly Employment Equality (Age) Regulations 2006.
4. Understand own responsibilities and rights in this area.
5. Apply knowledge to their work.
6. Know where to find further information.

Gender/Sex

1. Understand Sex and Gender discrimination (Male, Female and Gender reassignment).
2. Understand why it is necessary to stop it.
3. Know the law and legislation particularly the Sex Discrimination Act 1975 (amended 1986 and 1999) and Employment Equality (Sexual Orientation) Regulations 2003.
4. Understand own responsibilities and rights in this area.
5. Apply knowledge to their work.
6. Know where to find further information.

Harassment & Bullying

1. Understand harassment in the workplace.
2. Understand why it is necessary to stop it.
3. Understand own responsibilities and rights to ensure a harassment free workplace.
4. Apply knowledge to real life.
5. Know where to find further information.

