

# EQUALITY AND DIVERSITY – In house

This 3 hour course, designed for Health Centre and General Practice staff will encourage participants to recognize and understand the requirements of The Equality Act (2010), to assess their own responsibilities/opportunities/inclinations to promote equality, celebrate diversity, identify obstacles and determine strategies for future development of services . In a relaxed and informal atmosphere, participants will explore notions of inclusion, exclusion and identity. Through key texts/handouts, group exercises and discussion, the group will be encouraged to recognise prejudice, consider discrimination and its disabling consequences and work towards inclusive practice. There will be the opportunity to explore the historical, political, legal and social context of progress towards greater equality of opportunity.

## Aims

To understand the requirements of The Equality Act (2010) with regard to service provision

To explore attitudes to "difference", consider the history and consequences of institutional oppression and understand how celebrating diversity and extending opportunity are central to our attempts to promote civilisation.

## Learning Outcomes

To promote compliance with the requirements of The Equality Act (2010)

To understand what we mean by 'society'

To establish an understanding of why promoting inclusion is not just about being "politically correct".

To be aware of personal values - where they come from and how they affect behaviour.

To get "taboo" subjects e.g. sex, religion, politics out into the open.

To identify obstacles to more inclusive working practices / lifestyles.

To recognise ways in which we are able to make a difference.

## Programme

Introductions:

Domestics, Aims, Objectives, 'Groundrules' Introductions

Background

Understanding the law – The Equality Act (2010) Section 149

Equality and The Care Act (2014) – A consistently person-centred approach

Anybody here been a child?

'Us' and 'Them'

Real Inequalities:

Who suffers the effects of discrimination?

The great God 'Competition':

Survival of the fittest

Co-operation and survival:

Resilience

The next step:

Identify action points

Summary

## What people say....

'Approached from our perspective....started from where we are'

'Excellent presentation of learning material'

'Engaging.....drawing on real life situations'

'An opportunity to freely discuss from our own individual experiences'

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