AGLC

How to improve diversity and equality in your workforce

Who is the course for?

- Senior managers
- Middle managers

Course objectives

- To explore the legal requirements for employers in respect of diversity
- To reduce the risk of discrimination
- To manage and prevent discrimination issues
- To use diversity to build a more talented workforce

Features

- Based on over thirty years' experience in leadership and management education
- Based on over twenty years' experience in online and blended education
- Can be used with our ASIDE organisational tools as part of an improvement and compliance system
- Cloud based software as service delivery to wide range of platforms

Who are we?

AGLC have been trading for 10 years. We supply learning solutions to a wide range of organisations from local small companies to the UK Dept of BEIS, Universities and the World Bank amongst other global agencies

This course is designed to help you create, manage and develop a diverse workforce. This brings the benefits of recruiting from the widest possible talent pool and minimises the risk of legal action for discrimination

Encouraging equality and diversity, and preventing discrimination in the workplace are a legal obligation. They are also ethically and commercially good practice for both large and small organisations.

The make-up of the UK workforce is under-going considerable change, more people are continuing to work instead of retiring, women now make up around half the workforce, around one in ten of the UK working age population are from an ethnic minority, while, looking to the future, one in four primary school children are from an ethnic minority

A diverse workforce helps to serve a diverse range of customers - economies including China, Brazil and India are among the world's top ten, and offer a major market for British goods

Enhanced innovation and improved problem solving from a variety of views.

Content

1. **The nine protected characteristics**
   - The characteristics
   - The implications for management
2. **Types of discrimination**
   - Direct discrimination
   - Indirect discrimination
   - Harassment
   - Victimisation
3. **When does discrimination happen?**
   - Understanding where discrimination can arise
   - Understanding why this is discrimination
   - How this harms staff and the business
4. **How can you stop discrimination happening?**
   - The need for a policy
   - The need to engage staff
   - Methods for monitoring and reviewing progress towards goals
5. **Monitoring and prevention**
   - Promoting diversity and preventing discrimination
   - Monitoring diversity and discrimination
6. **When can you (legally) discriminate?**
   - Circumstance where you may discriminate
   - The implications and risks
   - Explaining to the workforce
7. **What to do if you are accused of discrimination**
   - How to handle complaints
   - How to investigate cases
   - Planning for managing cases
   - Learning lessons

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