

## Managing Diversity

Duration: 1 day

Private or in-company bookings only

**An effective organisation is one which recognises and maximises the differences that exist within individuals whether they be age, sexual orientation, gender, race or disability.**

**This intensive one day course will explore the issues surrounding diversity in the workplace, the legislation that exists and the benefits that a diverse workforce can bring to your organisation.**

### Course Objectives:

By the end of this course delegates will be able to:

- Achieve a clear understanding of diversity and the different forms it can take.
- Understand the differences between diversity and equal opportunities.
- Recognise the benefits that diversity can bring to your organisation.
- Build a business case for introducing a culture positively embracing diversity into your organisation.
- Understand the key employment legislation and the impact on your business.

### Course Content:

- Defining Diversity in the Workplace
- Understanding the concept of diversity
- Exploring the difference between diversity & equal opportunities
- Identifying the impact of diversity on your business
- Best practice for a diverse working environment
- Identifying how diversity benefits the organisation, both directly and indirectly
- The effect of diversity on organisational behaviour
- Understand the impact of demographic and market changes
- Managing Diversity at Work
- legislation and developments
- Preparing for the introduction of the 'Age discrimination'
- Identify diversity issues in your organisation that need to be addressed
- Action Planning
- Implementing diversity in your work place
- Planning your key next steps

### Course Prerequisites:

- This course is designed for those responsible for ensuring that diversity in the workplace is recognised and positively acted upon.