



HCT

Progressive, Innovative & Interactive Training



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Programme Details

Programme Title	Equality and Diversity Training
Duration	1 Day
Accreditation	Certificate of Attendance
Number of Learners on programme	16
Specific Entry/Access and Exemptions Requirements:	No Entry Requirements required for this programme
Who should attend this course:	People involved in the implementation of equality and diversity in there place of work

Equality and Diversity Training

Programme Aim: This programme has been designed to help enable participants to develop the knowledge and skills necessary to understand the equality in Irelands workplace, will enable participants to identify possible barriers and be equipped with the tools necessary to equality proof their workplace.

Participants of this programme will:

- Gain an in-depth understanding on equality and it concepts in Ireland.
- Understand all relevant legislation/ acts and how they impact people.
- Recognize the barriers to equality
- Understand Equality Legislation, Equality Act 2004, Nine Grounds, Employment Equality Acts 1998 and 2004, Equal Status Act 2000 and 2004, Discrimination, Harassment/ Sexual Harassment, Vicarious Liability, Bullying/Equal Pay/Reasonable Accommodation
- Managing Diversity and Benefits, Characteristics of a diverse organisation, Working –Life Balance Arrangements
- Understand how to Equality Proof the place of work

Programme Content

- What does Equality mean and Concepts of Quality in Ireland
- The Equality Authority and IDEI
- Barriers to equality, Behavioural Barriers
- Attitudes/ Stereotyping/ Prejudice, Stages of Prejudice
- Shaping Equality and Diversity, Positive Action, Positive Action Measures
- Forming Policy/ Specific Codes of Practice/ Job Orientation and Induction
- Equality Proofing

Delivery Method	Buzz Groups, Experiential Learning, Self Directed Learning, Leaner Centred
Certification Required	Learners will be required to demonstrate there understanding of the content of the programme through a range of tasks including role play, exams and practical assessments
Certification	On Completion participants will receive a Certificate of Attendance
Progression Route	FETAC Level 6 in Supervisory Management or Human Resources
Specific Support Available	A range of accommodations and supports are possible according to specific needs. This programme comes with a very comprehensive manual as an excellent source of reference after the programme. HCT are committed to providing support to learners where/when it is required. In all cases, participants will have to complete a reasonable accommodation request, for more information.
Trainers	Our trainers that deliver this programme consists of industry professionals with a passion for training, this experience provides them with up to date industry practices, which can be energetically delivered to learners.
Required fluency in generic skills	Generally learners engaging in learning activities are ready to take on a new task in a personal capacity or role. Learners can follow direction and are moving towards independent learning. Learners will have the ability to read basic short text in a non-supported environment and will be able to make sense of quantitative information within a familiar setting or unfamiliar task in a familiar setting.

Equality and Diversity Certificate of Attendance