

COURSE FACT SHEET:

Gender Matters

Creating an inclusive workplace for both women and men

Colleagues should be treated with dignity and respect regardless of gender

Take the case of the large builders merchants who had an excellent delivery driver. The only problem was that she was female amongst an all male workforce, so had to put up with a lot of banter, bordering on harassment. Should they risk losing their best worker just because of her gender?

Provide opportunities for your team to reach their full potential

This course allows organisations to realise the important benefits for employees, customers and stakeholders alike of encouraging a workforce based on ability, not gender.

Developed in partnership with Melanie Allison of Embankment Associates and ACAS, this exclusive training solution from Skill Boosters, available via video, e-learning and trainer-led formats, provides guidance on best practice and emphasises the value of a gender inclusive workplace.



Key learning outcomes

'Gender Matters: Creating an inclusive workplace for both women and men' will enable your staff to have a better understanding of:

- Employers' and employees' obligations under Sex Discrimination and Equal Pay Acts, as well as the Gender Recognition Act 2004
- A variety of real-life factors that support and inhibit gender balance at work
- People's different needs, depending on their gender
- Gender bias in employment, for people undertaking gender reassignment as well as men and women
- Effective working relationships through organisational culture change, to develop insights and build strong teams
- The knowledge and skills necessary to work successfully as part of a diverse team

Produced by Skill Boosters in partnership with:

Melanie Allison of Embankment Associates

Melanie Allison is the first ever Gender Diversity Adviser to the Board of the Foreign & Commonwealth Office, a European Diversity Manager in the world of investment banking.



ACAS promote equality and diversity in the workplace, helping to ensure all your employees feel valued and can give their best in today's workplaces.

“ We purchased a copy of Skill Boosters' 'Age' and 'Gender Matters' for each of our 9 regions. We had already done the same with their previous Diversity titles and all have proved to be an invaluable part of our strategy to raise awareness of equalities and diversity issues. The mix of realistic drama clips and analyses from various HR and expert contributors ensure the content is highly-credible. I would have no hesitation in recommending Skill Boosters to others and I look forward to adding their future titles to our collection. ”

Will Wilson, Learning Manager,
London Region, Commission for
Social Care Inspection



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Course details

Overview

Via a choice of video, e-learning or LIVE trainer-led formats or a blend of all three, this course covers a comprehensive range of gender related topics. Aimed at employees of all levels, it has been developed to suit anybody in your organisation including: foundation level employees, HR managers, diversity specialists, trainers and advisers, senior managers/executives and operational managers/executives.

Course Content

The 'Gender Matters' course enables employees to recognise the processes and behaviours that are consistent with inclusion and equality. The course content covers the requirements of the Sex Discrimination and Equal Pay Acts, and ensures that your staff gain the knowledge and skills necessary to work successfully as part of a gender inclusive team.

Video

Part 1 • Why gender matters • Valuing difference • Discrimination
• Towards a level playing field • Flexible working • Mutual respect

Part 2 – A series of five dramatised scenarios to trigger discussion and reflection

E-learning

All of the above plus interactive exercises and an assessment quiz.

LIVE trainer-led

Includes The provisions of the key legislation and identifies where and why inequalities still exist • The benefits of a mixed gender workforce
• Recognising and challenging prejudices and assumptions about pregnancy, maternity and family care responsibilities, gender reassignment, the basics of the Sex Discrimination Act 1975, the Equal Pay Act 1970, and the Gender Recognition Act 2004

What sets Skill Boosters apart?

- Our courses consist of credible and best practice learning content developed in partnership with leading subject matter experts
- We can blend subject matter and delivery methods in a unique way
- Our training solutions can be tailored to suit the needs of your staff and organisation
- We create innovative learning technologies to deliver inspiring and accessible training solutions
- Our background and expertise in television, multimedia and education enables us to create rich media-based training solutions which engage learners throughout their learning journey
- We offer a no-obligation 'try before you buy' service

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Delivery formats available

Video with trainer notes and self-study guide.

CD-ROM and Intranet with user booklet.

LIVE in-house and public trainer-led workshops.

Duration

Video: 47mins.

E-learning: 120mins approx.

LIVE trainer-led: 1 day.

Please contact us for pricing options, special offers or to discuss a tailored model.



Organisations that have already invested in and reaped the benefits of this course: ACAS DE MONTFORT UNIVERSITY MINGHAM CITY COUNCIL EAST THAMES HOUSING GROUP COMMISSION FOR SOCIAL CARE INSPECTION TESCO PLC EAST RENFREWSHIRE COUNCIL EQUALITY FORWARD HIGHWAYS AGENCY HERIOTT WATT UNIVERSITY HAMPSHIRE COUNCIL GUIDE DOGS FOR THE BLIND ASSOCIATION HM COURT SERVICE IMPERIAL COLLEGE OF SCIENCE TECHNOLOGY KING'S COLLEGE HOSPITAL SHORELINE HOUSING ASSOCIATION NATIONAL PROBATION SERVICE LONDON BUSINESS SCHOOLS EDGEFIELD BOROUGH COUNCIL EAST SUSSEX EDUCATION AND LIBRARIES SOUTH WALES PROBATION AGENCY