

COURSE FACT SHEET:

Race

Creating an inclusive workplace

Combat unlawful discrimination on the grounds of race

Take Darren, for instance. He is the only black member in his team. His performance is as good as, if not better than, anyone else's in the team but his boss has issues with him.

Is his boss in danger of discriminating on the grounds of Darren's race?

The Race Relations Act (RRA) makes it illegal to discriminate against employees, job seekers or trainees on the grounds of race.

Developed in partnership with Cymbiosis, this exclusive training solution from Skill Boosters, available via video, e-learning and trainer-led formats, provides guidance on best practice in the workplace and emphasises the value of an inclusive workplace.



Key learning outcomes

'Race: Creating an inclusive workplace' will enable your staff to have a better understanding of:

- The requirements of the Race Relations Act (RRA)
- Race and culture as being key issues within the workplace
- Appropriate behaviour in relation to creating an inclusive workplace
- The importance of equality of opportunity within the career development processes and how honest, objective appraisals will support this
- The main barriers to career development for many minority or ethnic groups
- The knowledge and skills necessary to work successfully as part of a diverse team

Produced by Skill Boosters
in partnership with:

cYmbiosis

Cymbiosis motivates and supports the development of healthy, sustainable and ethical individuals, organisations and communities.

“ I particularly liked the scenario on honest appraisals. It was particularly powerful through its use of cameo feedback from both the manager and the employees being appraised. This provides credible and valuable learning points, and the use of dramatised scenarios helps generate constructive discussion. ”

People Management Magazine



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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 race-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

This course doesn't just consider organisations' and individuals' responsibilities under the Race Relations Act (RRA) – it looks beyond compliance. The course content and structure will ensure that your staff gain the knowledge and skills necessary to work successfully as part of a diverse team.

Video

Part 1 – Includes The benefits of a diverse workforce

- Tackling stereotypes
- Saying the right thing
- Harassment and victimisation
- Breaking down barriers

Part 2 – Includes A series of 5 dramatised scenarios to trigger discussion and reflection

E-learning

Includes The Race Relations Act and Race Equality Duty

- Tackling stereotypes and preconceptions
- Taking effective action against discrimination, harassment and victimisation
- Dealing with racism from customers and service users
- Exploration of themes through dramatised case studies

LIVE trainer-led

Includes The importance of language and "saying the right thing"

- Developing inclusive practices for recruitment and career progression
- Tackling stereotypes and preconceptions
- The devastating impact of harassment and victimisation on the individual
- Recognising the benefits of having an inclusive workplace

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

“ This training resource will certainly be one product that trainers can add to their diversity toolkit to improve race awareness. ”

Jenny Duncan,
Diversity Manager, DEFRA

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: 67mins.

E-learning: 60mins 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: HEART OF ENGLAND NHS FOUNDATION TRUST WEST MIDLANDS DE MONTFORT UNIVERSITY WALSALL COLLEGE OF ARTS & TECHNOLOGY WOLVERHAMPTON CITY POLICE LEEDS POLICE DAYS AGENCY CITY OF WORCESTER COUNCIL LEEDS NORTH EAST HOMES LTD STRATHCLYDE FIRE & RESCUE ADVANTAGE POLICE THE VICTORIA AND ALBERT MUSEUM BIRMINGHAM CITY COUNCIL SOUTH WALES POLICE SURREY CITY COUNCIL BARNADO'S SANDWELL HOMES THAMES VALLEY HOUSING ASSOCIATION ACAS LONDON BUSINESS SCHOOL CITY OFFICE OF THE ROCHFORD DISTRICT COUNCIL BUCKINGHAMSHIRE COUNTY COUNCIL STRATHCLYDE FIRE & RESCUE LONDON BOROUGH OF