



# Equality and Diversity Training: Course Benefits and Outline

**This Equality and Diversity training course is designed and delivered by specialist employment solicitors at Fox & Partners to help employees understand more about their responsibilities for promoting equality, avoiding discrimination and fostering good relationships between diverse groups of people in the workplace.**

## **Course Benefits**

1. Your staff will come away with an understanding of what is acceptable behaviour in the workplace, and of the potential legal, personal and reputational consequences of not complying with the law and your own policies.
2. Your staff will be trained on your own policies so that they are better equipped to spot, and respond appropriately to, any inappropriate behaviour. If you don't have an up to date equality & diversity policy, we will prepare one, tailored to your organisation.
3. By supporting the development of a more inclusive culture, you will be helping to create a happier workplace in which your staff feel valued and respected, which studies have shown can improve morale and team work and, ultimately, increase efficiency and profitability.
4. By having a diverse and happy workforce you will be in a strong position to attract and retain talent.
5. Our training is interactive, meaning all delegates have the chance to engage and ask questions of three specialist employment lawyers in a confidential forum.
6. Having completed our training you will have a very solid basis to demonstrate that your organisation has taken reasonable steps to prevent discrimination in the workplace – not only should this reduce instances of discrimination or harassment occurring, but this can support a defence to future discrimination claims. We will bring the training to your offices, so your staff can be fully trained in their normal working environment in groups of up to 30 delegates, in a 90 minute session. With no travel time involved, this course makes the most efficient use of your employees' time.

## **Course Outline**

The course will be delivered by three of our specialist employment solicitors, covering:

1. What does Equality and Diversity in the workplace mean to you?
2. What does Equality and Diversity in the workplace mean in law?
3. An interactive session to assess your employees' understanding of acceptable behaviour and bust some myths;
4. Bespoke training on your organisation's internal equality & diversity policy and procedure;
5. Interactive case studies to look at where things can go wrong and what to do; and
6. We will help your employees to understand why this matters to them, and motivate them to comply with their responsibilities and duties.



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## Who Should Attend?

The course is intended for up to 30 participants at a time, from all levels and roles within your organisation. This includes employers, managers, supervisors, full-time and part-time workers, and support/frontline staff: everyone in the workplace has a responsibility for supporting equality and diversity.

Where you have large teams we recommend running the training for your managers in a separate session.

## What Previous Attendees Have Said

*"We found the Equality and Diversity training provided by Fox & Partners Solicitors was excellent. The scenarios used for illustrating the types of issues that staff might encounter in the working environment were very clear and made the issues relatable and understandable by all our staff. The feedback that we received from those that attended was all extremely positive and we found the entire experience educational and enlightening. It has helped the business feel more secure that staff have the information they need to understand and value Equality and Diversity in the workplace."* (Head of HR and Administration in a City recruitment company)

*"Thank you all for such excellent diversity training, I really think it was enormously beneficial for all of us. I certainly learned a great deal."* (Director, City recruitment company)

*"I wasn't aware of the extent of our responsibilities in this area until I attended the course – it has made me much more aware of best practice and the risks of not addressing any issues."* (Partner, City law firm)

*"Thanks to your training, I'm now aware that it's not just managers who are responsible for ensuring equality and diversity. I learnt from your training that even I could face a claim personally for things which happen in the workplace so it's really invaluable. I now feel better equipped to avoid these sorts of claims."* (Recruitment Consultant)

**For more details and to book, please contact Shoshana Bacall or Ivor Adair on 0207 618 2400 or [sbacall@foxlawyers.com](mailto:sbacall@foxlawyers.com) or [iadair@foxlawyers.com](mailto:iadair@foxlawyers.com)**

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