**Course Title:** An Introduction to Equal Opportunities and Diversity and Mental Health

**Subject category:** Social care and support

**Course aim:** The aim of this course is to provide delegates with an introduction to the underlying principles of equal opportunities and diversity as well as the legislation, and to consider both in relation to mental health.

**Course overview:** The course begins by looking at discrimination from personal points of view, and identifying the harmful effects it has on people’s mental and physical health. We then define some of the key terms connected to equality, after which some of the significant pioneers who have campaigned for better rights are discussed. In Britain today certain groups are discriminated against the most, so time is spent on these, after which we have a quiz that seeks to show how to challenge inappropriate behaviour and request at work. This involves being assertive which should impact positively on people’s mental wellbeing. After lunch this is developed by a trainer-led presentation on The Equality Act (2010), in which the nine protected characteristics and the different types of discrimination are made clear. We finish with a session on reasonable adjustments at work, looking at examples and definitions and stress management.

**Pre course requirements:** None

**Name of trainer:** Stephen Brogan

**Who should attend:** Anyone who works in the voluntary or statutory sectors and who wishes to know more about this subject.

**Course level:** level one (introductory)
What you will learn:

- Definitions of equal opportunities, diversity, discrimination, harassment and victimisation
- The main contents of The Equality Act (2010)
- What constitutes as a reasonable adjustment at work
- The effects of discrimination on people’s physical and mental health
- How to implement good practice at work in relation to equal opportunities and diversity
- How to challenge breaches of equality at work

Course timings: This one day course will run from 10am to 4.30pm with short comfort breaks in the morning and afternoon and a one hour lunch break.

Programme:

10.00 Welcome, introductions, housekeeping and ground rules
10.20 What is discrimination? An experiential exercise that looks at its effects on people’s mental and physical health
11.00 Definitions: stereotypes, prejudice, discrimination, anti-discriminatory practice (ADP), equal opportunities, diversity
11.20 Milestones in equality from 1900 to 2012
11.30 Break
11.35 Which groups are discriminated against the most in Britain?
11.45 Implementing good practice at work
13.00 Lunch
14.00 The Equality Act (2010): the nine protected characteristics and the different types of discrimination
   Discrimination quiz
15.15 Break
15.30 Reasonable adjustments at work
16.15 Review and evaluation
16.30 Close