

Overall Goal

To provide participants with the knowledge and skills necessary to carry out Equality/ Diversity Impact assessments as required by the Race Relations (Amendment) Act (2000) and the Disability Discrimination Act (2005) and the forthcoming Gender Duty.

Objectives

By the end of the session participants should:

- Fully understand the principles of equality and diversity as a basis for the drivers of Impact Assessment;
- Understand how institutional exclusion can occur;
- Understand the importance of considering personal prejudices and stereotypes when carrying out Impact Assessments;
- Understand the affects of discrimination and have an increased awareness of personal prejudices and stereotypes;
- Understand the legislative framework around Impact Assessment;
- Have a detailed understanding of the process of Impact Assessment;
- Understand how Impact Assessment can be utilised as a continuous Improvement process;
- Have practiced carrying out Impact Assessment on policies relevant to their own work.

Example Programme

Time	Syllabus	Activity	Purpose
09.30	Welcome, Domestic arrangements & Introductions Aims & Objectives Introduction to the programme	Pre course reflections	Thawing out. Creating the atmosphere to engage different views: <ul style="list-style-type: none"> • Diversity Tree • The story of my name • One word to describe my role • Expectations and Concerns
10.00	Equality and Diversity meaning and practice. <ul style="list-style-type: none"> • Organisational drivers 	Small group discussion	Understanding the principles of Equality and Diversity and their impact on the clients business
10.45	Break		
11.00	The Context for Impact Assessment: <ul style="list-style-type: none"> • The law • Diversity Strategy and RES • What is Impact Assessment? 	Lecture and Group work Flowchart and Lecture	Setting rationale for Impact Assessment Establishing and explaining impact assessment.
13.00	Lunch		
13.45	Implementing the Client's Impact Assessment Framework/Guidelines	Case study Review Feedback Q&A	Practical Impact Assessment
15.30	Break		
15.45	Continuous improvement	Three stages of Diversity development. Integrating Impact assessment	Seeing Equality and Diversity as drivers for excellence in the delivery of services to customers (internal & external)
16.00	Surgery	Open format	General Review
16.30	Close		