

An Overview of Diversity and Discrimination

Course length: 45 mins*

Course Code: 103080BT003

This course explores the benefits of diversity in the workplace and the damage discrimination can cause.

Benefits for the Learner

The workforce and working patterns are changing. The working population is getting older; there are more women and people from ethnic minorities at work; parents of young children often work fewer or more flexible hours; working patterns are becoming more varied as customers demand goods and services twenty-four hours a day, seven days a week.

This course will consider the benefits diversity can bring to any business, assess the damage that direct or indirect discrimination can cause and highlight the need to focus on equal opportunity for all in the workplace.

Benefits for the Business

From April 2006, it will be illegal to discriminate against people at work on the grounds of age, gender, race, religion or belief, disability, sexual orientation or membership or non-membership of a trade union.

Yet to recruit and retain staff in an increasingly diverse and competitive labour market, you need to do more than eliminate discrimination. You must recognize the new skills, attitudes and ideas that diversity can bring to your business, promote an acceptance of diversity among your workforce and put policies in place to ensure all your employees are treated fairly, equally and with respect.

What Does the Course Cover?

- Diversity and equal opportunity – what they are and why they are important
- Equal Opportunities Policy and Culture
- Discrimination, its effects, outcomes and penalties
- Direct and indirect discrimination
- Dealing with discrimination
- Harassment, its forms and effects
- Victimisation
- The contribution of induction and ongoing training to equal opportunity
- Positive action

How Long Does the Course Take?

You can work through this course at your own pace. It should take you around 45 minutes to complete.

*Courses are accessible for six months from the date of purchase.