



# EQUALITIES TRAINING BROCHURE



# INTRODUCTION

## ABOUT

### OUR ORGANISATION



EQUIP is the Equality and Inclusion Partnership, a charitable incorporated organisation based in Warwickshire. We have been providing support, advice, and training to all sectors for nearly 50 years.

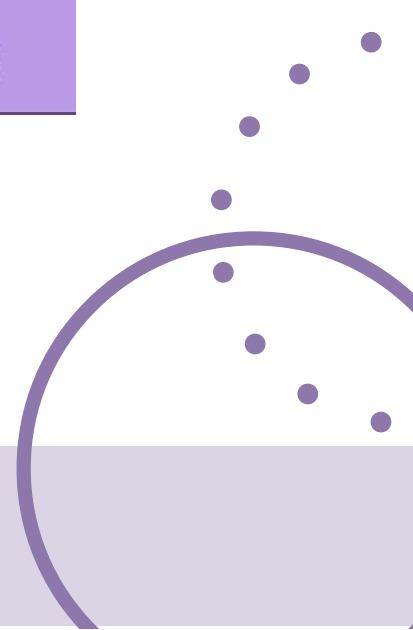
Formerly known as the WREP, the Warwickshire Race Equality Partnership, EQUIP evolved in 2017 where it expanded its services to cover everyone who may have or are going through experiences of discrimination and hate.

EQUIP is working to promote equality, diversity and inclusion, with the vision of creating a place where everyone embraces difference and diversity, ensures opportunity, eradicates inequality of treatment, and operates a fair environment for all.



# 9 PROTECTED GROUPS

EQuIP works towards the elimination of discrimination under the 9 protected groups.



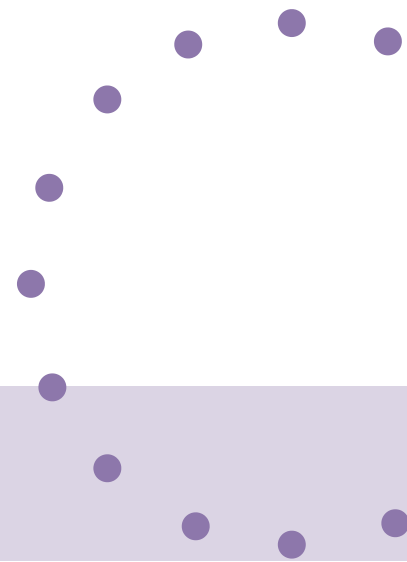
# EQUIP 'S

## SERVICES

EQUIP provides a range of equality services which include, discrimination and casework service, tackling discrimination and specialising in community engagement.

EQUIP's aim is to eliminate discrimination in all of its forms by raising awareness and implementing good equality and diversity practice as well as providing resources. We offer short FREE 1-hour sessions to community groups online and paid services to companies, and organisations.

We provide high-quality training suitable for learners of all levels including managers, employers, supervisors, full/part time workers, community members, as we all have a responsibility to support and promote Equality & Diversity and Inclusion.





BALANCED

**STYLE OF  
LEARNING**

PROMOTING EQUALITY

We value individual learning and the diversity that it brings. EQUiP looks to ensure that no-one is at a disadvantage because of who they are.

We offer a balanced style of learning which includes discussions, case studies, group work, activities that are relevant to you with our experienced trainers. We provide training materials where appropriate, that are useful to keep and refer to afterwards.

All of the sessions are evaluated to refine, improve and stay current. Our range of courses are continually expanding so please be sure to check back with us or visit the website for further updates.

<https://www.equipequality.org.uk/>

All our bespoke Equality & Diversity training is tailored to your organisational needs and requirements and can be delivered at a venue of your choice at a date and time that suits you. A full day's interactive training can cost as little as £99.50 per delegate.

# TRAINING COSTS

## TRAINING PACKAGES

**FREE 1-HOUR SESSIONS** - Basic overview of the courses offered by EQUiP.

**Online** - via Zoom or Microsoft Teams (max 10 delegates)

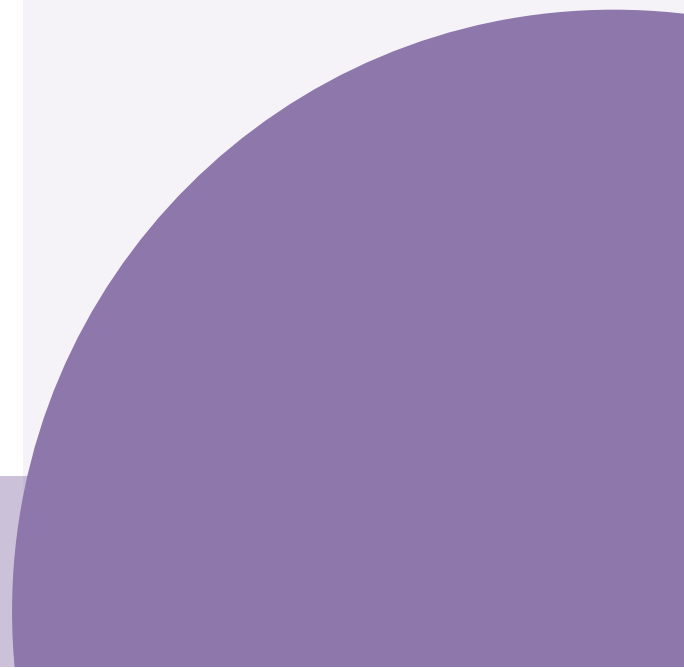
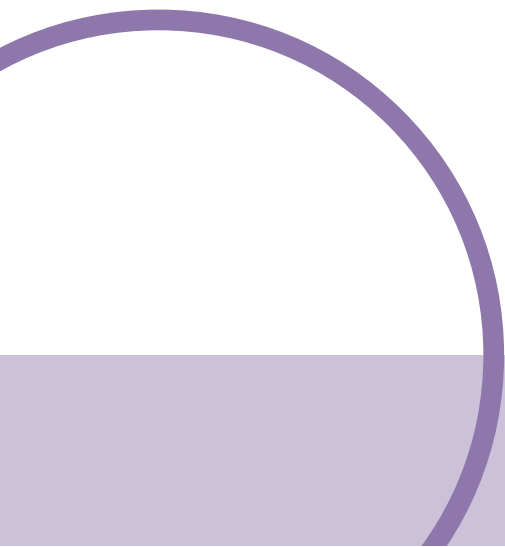
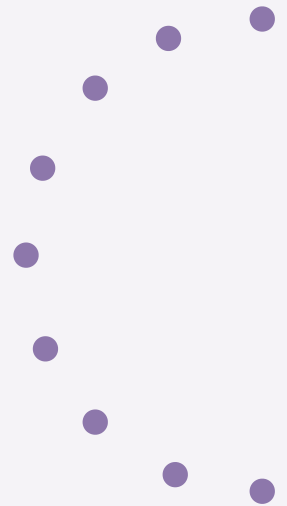
### HALF DAY SESSIONS

Half day (3 hrs) - **£495** (up to 10 delegates, for any additional will be £59.50) per person

Half day (3 hrs) - **£990** (up to 20 delegates max number, for any additional will be £59.50) per person

Full Day (6 hrs) - **£895** (up to 10 delegates, for any additional will be an extra £99.50 per person)

Full Day (6 hrs) - **£1790** (up to 20 delegates, for any additional will be an extra £99.50 per person)



# EXTRAS

## PLEASE NOTE

More than 15 delegates we may need to provide additional Trainer support\*

### Extras

Travel costs are in addition for face-to-face courses (please see our costs and agreement below)

\*Will incur an extra cost for additional trainer

### Travel and subsistence

Rail travel - Standard rail fare

Taxi fares - between train station/venue/hotel

Car mileage - 0.45p per mile

Outside London - max £100 per night

Within London - £190 per night

For further information please contact us on 0330 135 6606 or email us at;-

[advice@equipequality.org.uk](mailto:advice@equipequality.org.uk)



## TRAINING

### INCLUDES

Equality and Diversity (Full/Half Day sessions)

Hate Crime (Full/Half Day sessions)

- Black Lives Matter

Cultural Awareness (Full/Half Day sessions)

- Disability Awareness – A cultural perspective
- Mental health and cultural awareness
- Health Inequalities – A Cultural Perspective

Unconscious Bias (Full/Half Day sessions)

- Privilege, Prejudice and Microaggressions





## TRAINING

### EQUALITY & DIVERSITY

#### OUTLINE

Equality and Diversity affects all of us and it is important to understand how to adhere to the Equality Act 2010 and how it affects you in everyday life and in the workplace.

This course will give you an insight into which groups are protected under the Act and the different types of discrimination people face. The course will address the Public Sector Equality Duty and undertaking Equality Impact Assessments.

#### LEARNING OUTCOMES

By the end of the session, delegates will:

- Understand the Equality Act 2010, its background and legislation that led to it
- Understand the protected characteristics covered by the Act
- Awareness of the different types of discrimination prohibited by the Act and what to do if you are facing any discrimination
- Recognise the concept of reasonable adjustments and where this is appropriate
- Understand the aims of the Public Sector Equality Duty and the responsibilities of public authorities
- Have an awareness of Equality Impact Assessments.



## TRAINING

### HATE CRIME

#### OUTLINE

Hate crime can have devastating consequences for the victim, their family, witnesses, and the community. However public awareness and perception of hate crime remains low with incidents being significantly under-reported.

This course will raise your awareness of hate crime and give you the knowledge and skills to identify hate crime and hate crime incidents.

#### LEARNING OUTCOMES

By the end of the session, delegates will:

- Be able to distinguish between a Hate Crime and a Hate Crime incident
- Understand the protected characteristics covered by the Act
- Differentiate the types of Hate Crime (and those affected)
- Identify the barriers to reporting Hate Crime
- Outline the different methods of reporting Hate Crime
- Visualise and navigate the [www.reportthatenow.com](http://www.reportthatenow.com) website
- Recognise the importance of partnership working (and the benefits)



## TRAINING

### BLACK LIVES MATTER

#### OUTLINE

The Black Lives Matter Movement started as a hashtag #BlackLivesMatter in social media and became a global network of advocates and protestors against racial discrimination.

The course covers: -

- What is #blacklivesmatter and why should it matter?
- Perceptions of the BLM movement?
- What is your definition of Institutional Racism?
- What is the Public Sector Equality Duty and what difference does it make?

#### LEARNING OUTCOMES

By the end of the session, delegates will have a better understanding:-

- Why it matters to raise awareness of Black Lives Matter movement?
- What Race and racism in contemporary Britain looks like?
- What can you do to make a difference in your every-day practice?



## TRAINING

### CULTURAL AWARENESS

#### OUTLINE

The UK is a culturally diverse place with many different communities living together and it is therefore important to recognise and understand that we all have different values shaped by our diverse cultural backgrounds. By being respectful of others and accepting that their opinions, feelings, and rights matter – even if they are different to our own, it allows us to build on a better personal and professional relationship to be able to live and work in harmony.

We explore the concept of cultural identity and raise awareness about different cultural influences. The course will also increase knowledge of the diverse communities in your area and how to overcome common barriers to community engagement. In the course, we will explore the different terms and concepts used surrounding culture and culture awareness.



## TRAINING

### CULTURAL AWARENESS

#### LEARNING OUTCOMES

By the end of the session, delegates will:

- Understand and distinguish between terms associated with Cultural Awareness
- Identify and explore key influences of Culture
- Identify and explore how these influences impact on people's lives.
- Identify individual responsibilities and one's contribution towards becoming more culturally competent.
- What is culture shock? How can culture shock affect you at work and in everyday life – an interactive session on practical intercultural skills



## TRAINING

### DISABILITY AWARENESS – A CULTURAL PERSPECTIVE

#### OUTLINE

Individuals from diverse backgrounds with a disability not only experience problems encountered by all disabled people, but can also face several other issues, including racism, health inequalities, culturally inappropriate services, and language barriers.

This course identifies some of the reasons behind diverse communities being under-represented in utilising local health and social care services.

#### LEARNING OUTCOMES

By the end of the session, delegates will:

- Understand and distinguish between terms associated with Disability
- Understand the Medical and Social Models of Discrimination
- Understand Culture and Disability together
- Understand Microaggression and Unconscious Bias relating to Disability
- Understand the barriers to accessing Disability services
- Identify individual responsibilities and contribution towards becoming more culturally and Disability competent when considering clients accessing Children's Services

## TRAINING

### MENTAL HEALTH & CULTURAL AWARENESS

#### OUTLINE

Culture within Britain is constantly changing. Cultural competency could help in improving long term mental health outcomes.

Cultural competency is the ability to recognise cultural differences and address them accordingly to improve support to service users. Culture, upbringing, belief systems, and even language could play a part in the treatment of mental health issues.

This course looks at how mental illness is viewed in different communities, how well the treatment process is being understood by the service user and their families, what the person's belief systems are, and how they are affected by treatment.

#### LEARNING OUTCOMES

By the end of the session, delegates will:

- Understand and distinguish between terms associated with Cultural Awareness.
- Have an awareness of emotional Wellbeing vs Mental Health
- Understand some cultural and religious myths
- Understand the barriers to accessing mental health services.
- Identify individual responsibilities and contribution towards becoming more culturally competent when considering mental health.



## TRAINING

### HEALTH INEQUALITIES – A CULTURAL PERSPECTIVE

#### OUTLINE

Covid-19 has clearly demonstrated that health inequalities exist, that the pandemic affected different communities in different ways and that disparities clearly exist.

#### LEARNING OUTCOMES

By the end of the session, delegates will

- Understand and distinguish between terms associated with Cultural Awareness
- Have an awareness of the impact of culture on health
- Understand some cultural and religious myths.
- Look at cultural perceptions of health and sickness
- Understand the barriers to accessing health care.
- Identify individual responsibilities and contribution towards becoming more culturally competent when considering access to health.





## TRAINING

### UNCONSCIOUS BIAS

#### OUTLINE

- What is Unconscious Bias?
- Do we all have it? So, what is it?

Unconscious bias is a term that describes the associations we hold, outside our conscious awareness and control. Unconscious bias affects everyone. It is triggered by our brain automatically by making quick judgements and assessments.

We explore some key language in the field of equality and diversity.



## TRAINING

### UNCONSCIOUS BIAS

#### LEARNING OUTCOMES

By the end of the session, delegates will:

- Understand the term unconscious bias and what happens at an unconscious level
- Look at the different types of unconscious bias
- Have a deeper understanding of how our behaviours can reinforce bias and can be overcome
- Understand the term privilege and microaggression
- Explore how unconscious bias can impact on your work



## TRAINING

### PRIVILEGE, PREJUDICE AND MICROAGGRESSION

#### OUTLINE

We explore some key language in the field of Equality and Diversity.

#### LEARNING OUTCOMES

By the end of the session, delegates will:

- Understand the term privilege
- Have a deeper understanding of the different types of privilege
- Understand the terms associated with prejudice and stereotypes
- Understand the term microaggression
- Look at the different types of microaggression
- How we challenge microaggressions?
- Explore how microaggressions can impact on your work



## HOW

### TO BOOK?

Please contact us to discuss your training and development needs. We have a flexible specialist team and are happy to discuss amending our session to fit your needs. We may charge additional travel and subsistence costs.

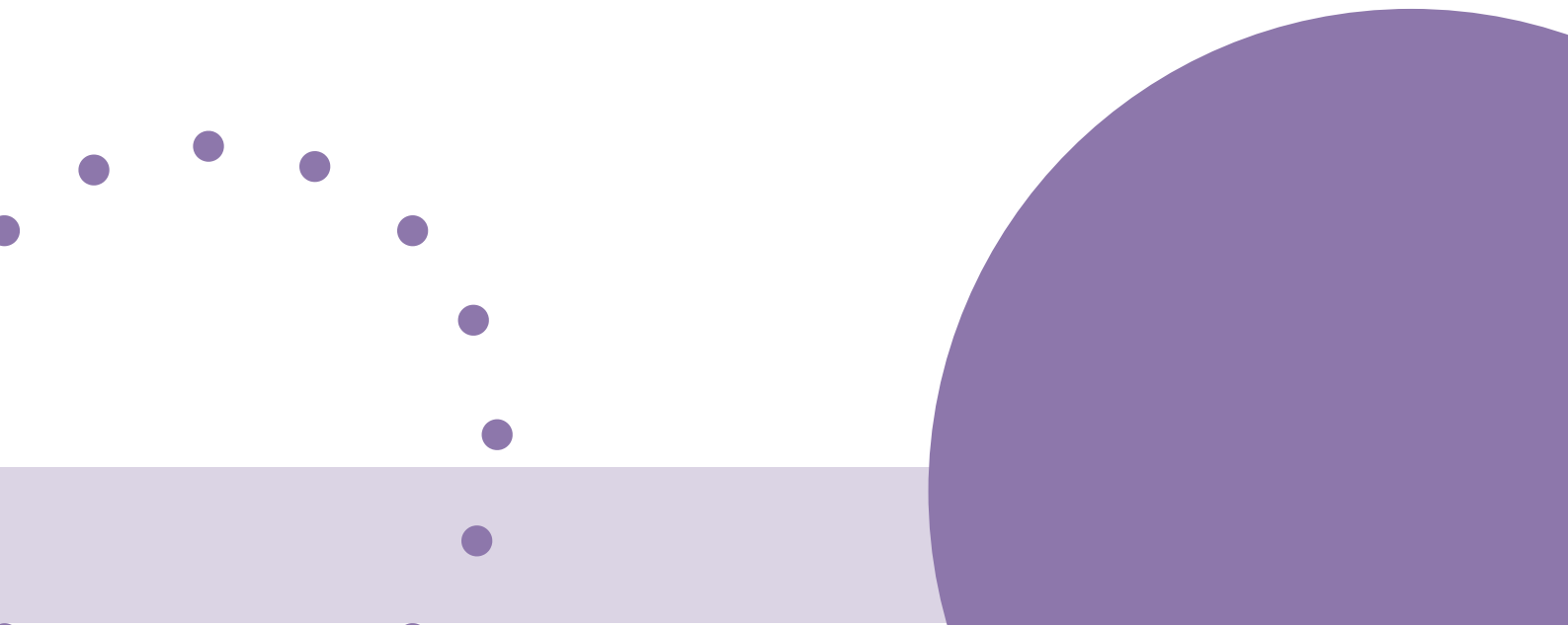
All details in this Guide (and supplementary materials) are correct at time of print. EQulP reserves the right to change or modify any detail after this period.

#### Intellectual Property

For all sessions, the materials provided remain the intellectual property of EQulP, which asserts its right to worldwide copyright unless specifically agreed otherwise in writing.

#### Data Protection

EQulP does not sell, trade, or rent its data to any other organisation. Our detailed Privacy Notice and how we deal with your personal data is included in our booking form.



## PAYMENT

### POLICY

#### PAYMENT TERMS

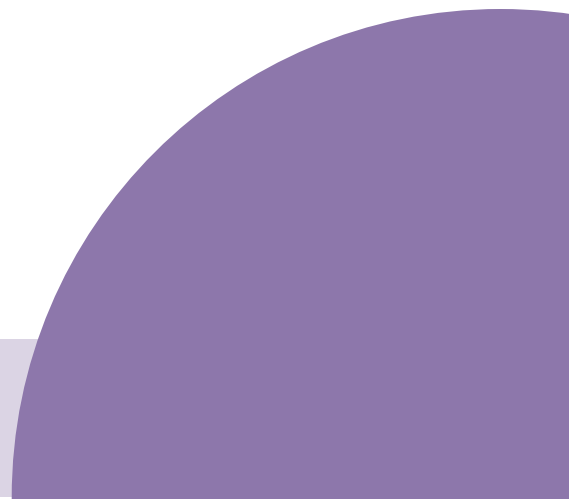
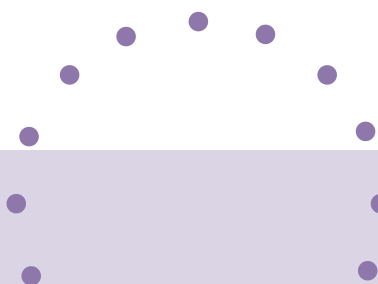
Payment of invoices is due one month after issue of the invoice. If a booking is made within one month of the workshop, payment is required immediately.

#### NO SHOWS

Failure to attend any workshop will be classed as a cancellation and full fees will be due. No refunds or transfers will be granted.

#### CANCELLATIONS

EQuIP reserves the right to amend content, timings, dates, and published prices, or to cancel any event. Changes to prices, times and dates will be advised before the workshop start date. Any event paid in full will not be subject to the increased price. Course cancellations can only be accepted in writing. Once a booking has been confirmed, a 50% cancellation fee is applicable. If the workshop is cancelled within two weeks of the course date, a 100% cancellation fee will apply.



# CONTACT

## DETAILS



**Room 127**  
**Morgan Conference Suite**  
**Warwickshire College**  
**Technology Drive**  
**Rugby**  
**Warwickshire**  
**CV21 1AR**



**[www.equipequality.org.uk](http://www.equipequality.org.uk)**



**0330 135 6606**

**07377 431997**



**[advice@equipequality.org.uk](mailto:advice@equipequality.org.uk)**



**Equip Equality**



**EquipEquality1**



**EQuIP is registered as a Charitable  
Incorporated Organisation Number  
1169436**