

# enei Diversity & Inclusion Training



enei's Diversity & Inclusion Training builds on our pragmatic approach to supporting and challenging employers to make progress against equality, diversity and inclusion objectives. Our talented team delivers workshops to engage your workforce in key equality, diversity, and inclusion topics.

Designed to work as **face to face sessions** these thought provoking and knowledge sharing sessions enable you to consider legislative, social and workplace perspectives in the "safe" environment of your organisation.

These cost effective workshops can be delivered in-house for £300 per hour for Members (+preparation time if required, +VAT and expenses). Non-Members pay £450 per hour (+preparation time, VAT, and expenses). A minimum of 2 hours are required for an interactive session.

Contact us now by email at [info@enei.org.uk](mailto:info@enei.org.uk) to learn more.

## Benefits

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- ✓ **We come to you**
- ✓ **90 minutes delivery + 30 min discussion**
- ✓ **Fixed Price**
- ✓ **Unlimited number of participants from your organisation**
- ✓ **Access to expert knowledge**

## Menu

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Agile Working

An overview of the Equality Act 2010

Disability in the Workplace

Diversity and Data

Diversity and Inclusion Roadmap

Diversity Champions

Establishing an Effective Employee Network

Harassment and Victimisation at Work

Inclusive Leadership

Inclusive Recruitment

Intergenerational Workplaces

Managing Pregnancy and Maternity in the Workplace

Managing Sensitive Conversations

Mental Health

Mentoring

Microaggressions

Race Equality at Work

Religion or Belief

Sex and Gender – Spot the Difference

Sexual Orientation, Marriage and Civil Partnerships

Supporting Trans Staff

Unconscious Bias

# What to expect

Session	Scope/Description/Aims
<b>Agile Working</b>	Enables you to visualise what the workplace of the future will look like. Assesses the opportunities for agile working in your organisation. Gives you concrete steps to plan a successful agile working project.
<b>An overview of the Equality Act 2010</b>	Outlines the 9 Protected Characteristics and the special provisions within the Act. Provides an overview of discrimination.
<b>Disability in the Workplace</b>	Learn more on The UK and Disability. Clarifies UK legislation and its application to Disability in the workplace. Explore real scenarios and discuss practical solutions.
<b>Diversity and Data</b>	Clarifies what data you could and should be collecting for your organisation. Explains why diversity data is important and how you can improve declaration rates.
<b>Diversity and Inclusion Roadmap</b>	Clarifies the differences between equality, diversity and inclusion and the different steps of the journey. States the building blocks of equality, diversity and inclusion.
<b>Diversity Champions</b>	Clarifies what a Diversity Champion is and why you should have them in your organisation. Gives concrete solutions on how to recruit your Diversity Champions.
<b>Establishing an Effective Employee Network</b>	What to consider when establishing a network. Gives concrete examples on types of employee networks and why they are important
<b>Harassment, and Victimisation at Work</b>	Provides a clear definition of the different types of harassment and victimisation. Shares good practice on data collection.
<b>Inclusive Leadership</b>	Drives you through the journey from equality, to diversity and inclusion. Reflects on leadership in today's world. Enables you to consider the workplace benefits of inclusive leadership.
<b>Inclusive Recruitment</b>	Provides a clear definition of inclusive recruitment and explains why it is important for your business. Explains how to recruit fairly.
<b>Intergenerational Workplaces</b>	Explores what an intergenerational workplace actually looks like. Makes workable sense of what the Law says about Age Discrimination. Will hand you practical ways to successfully manage an intergenerational workforce.
<b>Managing Pregnancy and Maternity in the Workplace</b>	Allows you to comprehend what the law says and the current legislative trends. Proposes practical ways to support women on or returning from maternity leave
<b>Managing Sensitive Conversations</b>	Defines what a 'Sensitive Conversation' is, how to prepare for it and how to have one.
<b>Mental Health</b>	Gives a definition of disability and mental ill-health and defines employer responsibilities. Helps you recognise signs of potential mental ill health and clues on how to cope with mental ill-health in others.
<b>Mentoring</b>	Clarifies the difference between Mentoring and coaching. Will enable you to understand the benefits for both mentors and mentees. Explains the different types of mentoring schemes so that you can choose the best programme for the outcomes you want.
<b>Race Equality at Work</b>	Presents the current Race stats in the UK (census 2011). Gives a summary of UK legislation as it applies to Race in the workplace. Provides you with examples of case law on Race Equality.
<b>Religion or Belief</b>	Explains what the legislation says about religion and belief. Demonstrates how religion and belief issues impact the workplace.
<b>Sex and Gender – Spot the Difference</b>	Gives an insight on what the law says. Will enable you to understand the difference between sex and gender. Discusses how sex and gender relate to work and proposes practical ways to promote gender equality.
<b>Sexual Orientation, Marriage and Civil Partnership</b>	Presents the current landscape and the implications of The Equality Act 2010. Gives examples of inclusive workplaces and organisation's working culture.
<b>Supporting Trans Staff</b>	Describes what 'Trans' means and its demographics. Discusses the implications of The Equality Act 2010. Shares concrete solutions to create an inclusive workplace.
<b>Unconscious Bias</b>	Explains why tackling Unconscious Bias at work is important. Introduces the science of Unconscious Bias and its impact on businesses. Share personal reflections.