

OUTLINE PROGRAMME

Discrimination, Equality and Diversity

1. Discrimination

- a. The Law
 - i. Sex
 - ii. Sexual Orientation
 - iii. Age
 - iv. Disability
 - v. Religious Belief
 - vi. Race and Ethnic Origin
 - vii. Marital Status
- b. What statutes are there?
- c. What must I do
- d. Applying the Law
- e. Company Policies
- f. Indirect sex discrimination
- g. Making reasonable adjustments
- h. Discrimination and Tribunals
- i. The detrimental effects of discrimination
- j. How not to discriminate
- k. Rights and The Human Rights Act

2. Equality and Equal Opportunities

- a. What does "equality" mean in the workplace
- b. Dignity at Work
- c. Bullying
- d. Sexual Harassment
- e. The right to fair treatment
- f. The right to the same chance for all
- g. The right to fair pay & the Minimum Wage Act
- h. Data Protection
 - i. The Law
 - ii. The right to view records
 - iii. CCTV

3. Diversity

- a. What is Diversity?
- b. How do I manage diversity?
- c. What does this mean for my organisation?
- d. Individual Differences
- e. Group Differences
- f. Fair treatment and diversity
- g. Advantages of recognising diversity
- h. What does the law require?
- i. Why does it matter?



GHA (Cornwall) Ltd

**Employment Law &
H R Management Advice**

**IT and Business Skills
Training and Consultancy**

Grosvenor House
Fore Street
St Stephen-in-Brannel
St Austell
Cornwall
PL26 7NN

Tel: 01726 824574

Fax: 01726 823247

Mob: 07767 896226

Email:

Training@ghacornwall.co.uk
Employmentlaw@ghacornwall.co.uk

www.ghacornwall.co.uk

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