

Unit 211

Information Pack

Diversity in the Workplace



INTRODUCTION

Today, top organisations recognise that diversity has a key role to play in helping them succeed in a highly competitive and increasingly global marketplace. Inclusive workplaces, where people feel truly valued and able to bring their whole selves to work, create healthy and productive organisations the world over.

The Equality Act came into force in October 2010, bringing together nine major pieces of equality and discrimination legislation. It is aimed at harmonising, simplifying and strengthening existing discrimination legislation in order to support equality generally.

The Act sets out a common definition of unlawful discrimination and it applies that to the protected characteristics and those characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

The Equality Act replaces all the previous equality legislation such as the Equal Pay Act, Sex Discrimination Act, the Race Relations Act, the Disability Discrimination Act and the Regulations that covered religion or belief, sexual orientation and age.

Managers and senior leaders must be comfortable that their employees are aware of the effect and the implementation of the policy in their day to day working life and so that may mean that managers and senior leaders have to ensure that there is regular training involved in the workplace so as to raise awareness and to address any questions that might arise out of the policy or questions about procedures within a company that may affect the general equality and diversity implementation in the workplace.

SAMPLE

GUIDANCE

This document is prepared to break the unit material down into bite size chunks. You will see the learning outcomes above treated in their own sections. Therein you will encounter the following structures;

Purpose

Explains *why* you need to study the current section of material. Quite often learners are put off by material which does not initially seem to be relevant to a topic or profession. Once you understand the importance of new learning or theory you will embrace the concepts more readily.

Theory

Conveys new material to you in a straightforward fashion. To support the treatments in this section you are strongly advised to follow the given hyperlinks, which may be useful documents or applications on the web.

Example

The examples/worked examples are presented in a knowledge-building order. Make sure you follow them all through. If you are feeling confident then you might like to treat an example as a question, in which case cover it up and have a go yourself. Many of the examples given resemble assignment questions which will come your way, so follow them through diligently.

Question

Questions should not be avoided if you are determined to learn. Please do take the time to tackle each of the given questions, in the order in which they are presented. The order is important, as further knowledge and confidence is built upon previous knowledge and confidence. As an Online Learner it is important that the answers to questions are immediately available to you. Contact your Unit Tutor if you need help.

Challenge

You can really cement your new knowledge by undertaking the challenges. A challenge could be to download software and perform an exercise. An alternative challenge might involve a practical activity or other form of research.

Video

Videos on the web can be very useful supplements to your distance learning efforts. Wherever an online video(s) will help you then it will be hyperlinked at the appropriate point.

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Defining Equality and Diversity

Equality is about making sure people aren't disadvantaged, discriminated against or excluded from full and fair participation. Treating everyone equally doesn't necessarily mean treating everyone in the same way. Some people may need additional help to get the same chances. Evidence, though, shows there is not a "one-size-fits all" approach. Businesses and organisations know their own markets and sectors best and should address equality and diversity with that in mind. That does not mean they can ignore equality and diversity if they think they are not in their business interests, as employers must still comply with the law.

The definition of Equality: 'The state of being equal, especially in status, rights, or opportunities.' (Oxforddictionaries.com 2018)

The definition of Diversity: 'The fact of many different types of things or people being included in something; a range of different things or people.' (Dictionary.cambridge.org 2018)

The definition of inclusion: 'The act of including someone or something as part of a group, list, or a person or thing that is included.' (dictionary.cambridge.org 2018)

Equality and Diversity working practice is governed by Acts of Law, Regulations, Approved Codes of Practice (ACoPs) and Guidance.

Definitions are:

- Act is the Law (overarching rules e.g. Equality Act 2010)
- Regulations are also laws, usually made under the Act. Usually goal setting, though sometimes have an absolute requirement.
- Approved Codes of Practice (ACoPs) are published from time to time containing guidance, examples of good practice and explanations of the law. It holds special legal status and places a burden of proof on duty holder.
- Guidance interprets the law, helps people comply & gives technical advice but is not compulsory.

It is not uncommon for people to use the terms 'diversity' and 'equality' or 'equal opportunities' interchangeably. But it is important to understand that these two definitions are not the same. Neither is diversity the latest name for equal opportunities. So, what is the best way to explain equality, and how it relates to diversity?

Put simply, equality is about treating all workers and job applicants equally.

This means it's unlawful to discriminate against people at work on certain grounds, such as their protected characteristics (we will come to this again later on).

Watch this video of an insight into an organisation.

[Video](#)

Diversity, Equality, Inclusion – Who is Responsibility?

Challenge

Complete the table below by listing in order who is responsible for Equality, Diversity and Inclusion. Rate with 1-10, with 1 being no priority and 10 being highest priority.

Responsibility	Priority (1-10)
Supervisor	
Manager	
Individual	
HR	
Diversity Champions	

