

Equality, diversity and inclusion

eLearning course



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Halborns.

An
Empowering
People Group
company

Equality, diversity and inclusion – eLearning

We all have a role to play in creating and sustaining a respectful, diverse and inclusive workplace.

When we meet and work with those who are different from ourselves, it's important to understand how our actions and the things we say can impact others.

Our eLearning course ensures your employees are clear about what is meant by 'equality', 'diversity' and 'inclusivity', understand what's protected by law, have the confidence to communicate in a way which makes people comfortable, and can address inappropriate behaviour if it arises.

**Annual
licence fee
from...**

£0.75pp

- **Estimated course duration** – 20 minutes
- **Assessment** – end of course (can't be accessed until all content complete)
- **Course pass rate** – 80%

*All fees exc. VAT and subject to contract.

Equality, diversity and inclusion – what we cover



Understanding key terminology

- **What is equality** – providing equal opportunities and protecting people from discrimination
- **Equality vs equity** – understanding the distinction
- **Diversity** – championing individual characteristics so everyone can bring their full selves to work
- **Inclusivity** – ensuring everyone feels like they belong



Identifying what's protected by law

- **Protected characteristics** – what's protected by law under the Equality Act
- **Other characteristics** – just because something isn't protected under the Equality Act, unfavourable treatment may still amount to bullying
- **Types of protection** – understanding the four main types of discrimination and practical examples to bring the legal definitions to life



Inclusive language and communication

- **Considerate communication** – avoiding stereotypes and individuals feeling singled out
- **What's in a name** – personal importance and the impact of mispronunciation
- **Preferred pronouns** – respecting gender identity and individuality
- **Inclusive social events** – accessibility, dietary, timing, and other key considerations



Raising concerns about non-inclusive behaviour

- **Reporting** – raising concerns directly with individuals, informally, and through a formal process
- **Actions against the perpetrator** – what sanctions may occur if non-inclusive behaviour is identified

Book a demo!

**Scan to book a
demo and see
the course for
yourself!**

