

**Equality and Diversity Training**

**Course aim**

This course offers delegates the opportunity to thoroughly explore Equality and Diversity; what it means to them individually within their role and as part of a team or crew at work.

It provides a comprehensive understanding of this sensitive subject, increasing delegates knowledge of the law, legislation and principles that underpin Equality and Diversity.

Delegates will learn to identify hate crimes and develop their skills to challenge with confidence. Equipping them with practical strategies to create and support a positive, healthy culture that respects and promotes diversity in the maritime industry.

This is an essential course for all staff and personnel working within the maritime industry.

**Learning Outcomes and course content**

* Understanding Equality and Diversity – Championing and promoting the rights and dignity of everyone within the maritime world and those whom they support.
* Sharing current expectations within the maritime profession and the opportunity to reflect on personal beliefs.
* Looking at the benefits of Equality and Diversity to the individual worker, crew, and organisation.
* Exploring prejudices, stereotypes and discrimination and how they can be prevented.
* Understanding Legislation and liability, including the Protected characteristics, lawful and unlawful discrimination and its relevance to maritime roles and responsibilities.
* Identifying and defining hate crimes, including discrimination, harassment and bullying and exploring strategies to tackle them.
* Real case studies –disclosures from maritime staff that illustrate areas of concern.
* Developing accountability and best practice, including appropriate use of language in 2018.
* Challenging unacceptable behaviour, using non-confrontational approaches with confidence.
* Creating a culture where everyone feels respected, valued and supported in the maritime world.
* Safeguarding people – legal obligations of reporting issues of concerns.
* Further reading and research.

The course content will be delivered using a range of accessible formats including real case studies, interactive activities, open discussion and a personal workbook with action plan. Delivery style is dynamic, inclusive and engaging and will appeal to all learning styles.