

Equalities and Diversity Training

As part of our ongoing commitment to equality, diversity and inclusion (EDI), all staff are required to undertake EDI training, as follows:

Induction Training:

All staff to complete e-learning module Diversity & Equality, this will ensure staff can:

- Explain the difference between equality and diversity
- Acknowledge the importance of equality and diversity in and out of work
- List the protected characteristics
- List the different types of Prohibited Conduct
- Explain the link between the strands of equality and the benefits of diversity

All staff to complete e-learning module Direct and Indirect Discrimination, this will ensure staff can:

- Explain the difference between direct and indirect discrimination
- Recognise and describe discriminatory behaviour
- Explain how such behaviour may be avoided
- Acknowledge why discriminatory behaviour is legally, morally and professionally unacceptable

Two Tiers

Tier 1	Officers who don't have contact with residents in their roles or have limited contact.
Tier 2	Officers who interact with residents in their roles. This would include most front-facing services e.g. Customer Service, Revenues team, Housing team etc.

Rolling Programme

- Tier 1 – Complete e-learning Diversity & Equality (every 2 years)
 Complete e-learning Direct and Indirect Discrimination (every 2 years)
- Tier 2 – Complete the above Tier 1 courses and attendance at in person
 training session with an external provider (every 2 years)