



# EQUITY, DIVERSITY & INCLUSION

come on in



## DIGITAL COURSE OVERVIEW

# WHAT ARE THE CHALLENGES?

Our **Equity, Diversity & Inclusion** course is designed to bring the Equality Act 2010 to life. Through our unique drama scenes, based on real conversations, and case studies, we'll showcase examples of discrimination across the 9 Protected Characteristics, the 4 types of discrimination, and explore the impact of language and behaviour (both intended and unintentional). We will see how different lived experiences can impact individuals and how we create a more compassionate and inclusive place to work.



# HOW DOES THIS COURSE HELP?

This course will help you develop awareness of the law and of your own responsibilities. There is also some practical tips on how to ensure an inclusive working environment where diversity is celebrated.

**By the end of this workshop, learners will be able to...**

identify

...the 9 protected characteristics and explain the different types of discrimination at work covered by the Equality Act 2010.

identify

...how other's lived experiences, perhaps different from your own, can impact perceptions, views and behaviours.

identify

...the impact of your own behaviours on others.

develop

...your self-awareness to become more consciously inclusive and be able to explain the steps you can take to support an inclusive environment at work.

# WHAT DOES THIS COURSE LOOK LIKE?

This course is set over 10 fun, interesting & easy to digest modules.

**Here is a bit more information about each one...**

MODULE

1

## INTRODUCTION TO THE PROTECTED CHARACTERISTICS

The first module looks at some of the key terminology related to equity, diversity and inclusion & introduces the nine protected characteristics and 4 types of discrimination covered by the Equality Act 2010.

We will also explore the difference between Equality and Equity.

MODULE

2

## RACE, RELIGION & BELIEF

This module will explore the protected characteristics of Race and the challenges that persons of colour can experience in the workplace as we see through a drama scene how different colleagues were treated based on their race and ethnicity. This module also explores Religion & Belief and explains what is covered under this characteristic.

MODULE

3

## AGE

This module will explore the protected characteristic of Age. We will explore the impact of age discrimination on different people of different ages and the perception sometimes people have about age and the impact it will have on people or how they might behave.

MODULE

4

## DISABILITY

This module will explore the protected characteristic of Disability. We will understand what types of disability might be covered and how to support people more compassionately.

MODULE

5

## BEING ACTIVELY ANTI-DISCRIMINATORY

This module will explore how we can become more supportive and ally with under-represented groups, how we can report behaviours that we feel aren't aligned with your organisations values and could be a breach of the Equality Act.

MODULE

6

## SEXUAL ORIENTATION, MARRIAGE & CIVIL PARTNERSHIP

This module will explore the protected characteristics of Sexual Orientation and Marriage and Civil Partnership. We will see first-hand the assumptions that people can make about someone based on their sexual orientation & how they might be treated less favourably as a result. We will also look at micro-aggressions and the impact these can have on individuals.

MODULE

7

## GENDER REASSIGNMENT

This module will explore the protected characteristic of Gender Reassignment. We will hear first-hand from someone trans & non-binary on their lived experience.

MODULE



## PREGNANCY & MATERNITY / PARENTAL LEAVE

This module will explore the protected characteristics of Pregnancy and Maternity and also cover Parental Leave. We will see first-hand how a woman could be treated during their pregnancy and whilst on maternity leave and gain clarity on how we create a supportive environment. We will also hear from a man wanting to go on parental leave and the comments that have been made to him about this and why so few men take advantage of parental leave.

MODULE



## SEX

This module will explore the protected characteristic of sex. The law is clear that both sexes should be treated equally and fairly, and this module will explore when discrimination happens and the impact, including sexual harassment.

MODULE



## SUMMARY & YOUR COMMITMENT

The final module is a summary of the content covered, a quick quiz to check your understanding and a chance to make your commitment on how you will support a more inclusive place to work.

**WHAT OTHER  
COURSES DO WE DO  
THAT COMPLIMENT  
THIS ONE?**

*tell me! tell me!*



We do lots of other courses that you might find useful if you're looking for professional development for your people... here's a selection of our courses that work well with Equity, Diversity and Inclusion, and there's lots more on our website, including management and leadership specific training.



## ADVANCED EQUITY, DIVERSITY & INCLUSION AWARENESS

For organisations who are already embracing an inclusive & diverse organisational culture, this session takes a deeper dive into the 9 protected characteristics and explores the subject further. Working through subtle examples of discrimination and micro-aggressions, we'll use drama to focus on how we can take a more pro-active approach and be actively anti-discriminatory.

## MENOPAUSE AWARENESS

For all employees, this workshop uses drama to raise awareness of the Menopause journey and the impact it can have on individuals and those around them. We work through the myths and the facts, and encourage open discussion about what is often still considered a taboo topic. We also offer this product digitally, and have a follow-on course for Leaders.

## MENTAL HEALTH AWARENESS

For all employees, this workshop uses drama to raise awareness of the different signs of poor mental health and explores the importance of good mental health and wellbeing. We focus on how to approach conversations about mental health, focusing on boundaries and how to encourage individuals to seek support. We also have a follow-on course for Leaders.

## CONSCIOUSLY INCLUSIVE RECRUITING

For managers with responsibility for recruitment, this workshop uses drama to explore how we can become more aware of both our own biases and those existing in the organisation, and how these impact the interview process. We also focus on practical ways to ensure the end-to-end recruitment process supports the attraction and retention of a diverse workforce. We also have a digital version of this product.

## GENERATION Z: UNDERSTANDING VALUES & IMPACT

For employees in the early stages of their careers, this workshop uses drama to support increased awareness of personal impact and behaviours, and how these align with organisation culture and expectations. We focus on communication skills and preferences to help learners develop their professionalism and ways of working.

*just in case you were wondering*



**WHO ARE  
WE ANYWAY?**

Here at **ted learning** we believe in creating a

# **HIGHLY ENGAGING LEARNING EXPERIENCE**

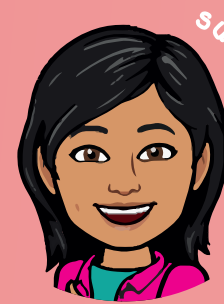
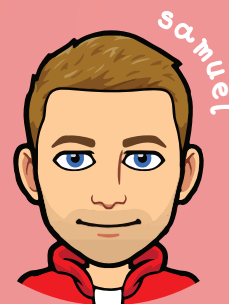
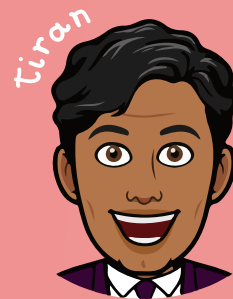
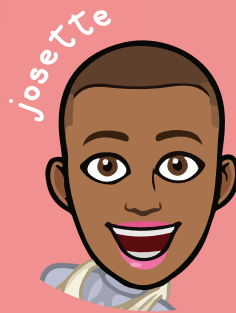
that is **challenging, rewarding** & the catalyst for the

**development of high performance.**

# our team of trainers & actors

reflect the multicultural and diverse society we live in, coming from a mix of different

races, ages, gender, sexual  
orientation, religion & beliefs.



All are able to share their wide breadth of knowledge and experiences, which then helps shape and develop all of our content, to ensure we have

# RELEVANT, RELATABLE & REFLECTIVE PRODUCTS

click here to

MEET  
THE TEAM

We have been designing and delivering our

**DRAMATICALLY  
DIFFERENT,  
ENGAGING & FUN** ← 😊

training for **over 11 years.**

WHAT IS  
*ted* LEARNING  
KNOWN FOR?

*tell me! tell me!*

We're proud to deliver our theatre based learning to some of the best and most admired brands in the UK, Europe and the World. Ted Learning works collaboratively with a wide range of clients from different sectors including the public sector, private sector, retail and local and national government.

Individuals create the culture of your organisation. We work hard to build rapport with learners, establishing a sense of mutual trust and respect. As we engage in the drama, people sometimes see or hear things that make them feel uncomfortable. By holding up the mirror, in a safe and supported learning environment, this enables us to challenge existing behaviours and beliefs, inspiring people to think and act differently.

We demonstrate the skills and behaviours that we advocate.



UNIVERSAL MUSIC GROUP



*seriously tho...*



**ARE WE ANY GOOD?**



Here's what some of our happy learners had to say about this course.....

“

A different approach  
which jolted my thinking.

Angela,  
Government of Jersey

“

It kept me engaged throughout and  
actually made me realise quite a  
few things  
that I do and should not be doing.

Steve,  
Trust Payments

“

They really addressed some  
important topics in a relatable  
and understandable way.

Charlotte,  
Ramsay Healthcare

”

”

”

# A MESSAGE FROM OUR FOUNDER

*our exalted leader!*

**Ted** Learning is **absolutely passionate** about helping our clients be more inclusive places to work so that your people feel safe and comfortable in coming to work each day. It is on these foundations that we built our own business. We want people to understand the value of calling out behaviour that goes against your own culture and values alongside understanding the law that is there to support.

We are committed to delivering highly impactful, engaging, fun and memorable learning and we work hard to ensure any investment you make with us sees a good return with noticeable change in performance and approach.

We consider ourselves to be an extension of your business when you work with us, taking time to understand your culture and people through our DNA call.

We also want to be easy to do business with and to deliver the training your business needs and pays for. We are confident you will love what we do, but if for any reason we don't get it right first time, we will fix it so you are completely happy with the outcome.

We have been delivering our drama based approach for over 11 years and hope our offer is of interest and would be delighted to answer any questions you might have.

Justin



Founder & MD - **Ted** Learning





**WE'VE GOT SOOOOOO MUCH GOOD STUFF ON OUR SOCIAL MEDIA...  
PODCASTS, VIDEOS, SHORT COURSES, WHITE PAPERS... ALL SORTS!**



**HAVE A LOOK & GIVE US A FOLLOW...  
YOU WONT REGRET IT - PROMISE!**



# TALK TO ted



*give us a call...  
we won't bite!*

*scan me  
to book a  
meeting!*



So, we have told you lots about this course, but nothing beats a zoom or teams call (or even face to face!) to walk you through it and answer any questions you might have.

Please scan this QR code to book a meeting with us, email [team@tedlearning.co.uk](mailto:team@tedlearning.co.uk) or call 01732 495925 and one of the team will be in touch!

ted  
Learning

tedlearning.co.uk

in the  
training room



virtual  
classroom



online  
learning



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