



Network for  
Practices Ltd

[www.networkforpractices.co.uk](http://www.networkforpractices.co.uk)

### Trainer Information

**Richard Marriot** is a seasoned primary care director/manager, involved in designing, implementing, and delivering NHS operational activities and improvement since 2006. Formally in the military, Richard has a passion for supporting organisations and individuals in their intentions to develop and improve. Currently working in, Greater Manchester, Richard has previously been employed in practice and programme manager positions, delivering programmed change across England and Wales.

In addition to supporting Network for Practices in their delivery of improvement and support across the UK, Richard has also been employed as an Associate Trainer for Thornfield's [FPM] where he delivered the GP Forward View developments as well as Institute for Leadership and Management [ILM] training, conflict and HR training.

### Booking Information

To book a place/s email

[bookings@networkforpractices.co.uk](mailto:bookings@networkforpractices.co.uk)

*Our acceptance of your booking brings into existence a legally binding contract between us on the following Terms & Conditions - If places are booked but cancelled before payment has been made or a candidate DNAs, the fee will remain due. Cancellations will attract a refund if the course is subsequently fully booked. To avoid any confusion, we ask that Cancellations are by email only. We will make every effort to resell the cancelled place. Where places are free a £25 charge will be applied to cancellations/DNAs. Payment is required within 30 days from date of invoice.*

## Equality, Diversity and Inclusion in the Workplace (Including LGBTQ+)

**Date:** 14<sup>th</sup> November 2024  
**Times:** 0930 - 1230  
**Venue:** Microsoft Teams Online Platform  
**Places available:** 12

**Fee/s:** NfP Members £60  
Non Members £105

### **This workshop is suitable for any professionals in Primary Care**

#### **Background**

This course relating to the management of diversity, equality and inclusion within the workplace is unique in it provides opportunity for learning across four key areas of current ED&I risk, those being:

- General understanding of equality, diversity and inclusion in the workplace
- Effective management of these risks within a health and social setting
- The introduction of 'unconscious bias'
- The safe management of ED&I in respect of LGBTQ+ communities

At the conclusion of this workshop, we are confident that practice management and primary care staff, will have better understanding of these key knowledge areas.

#### **Learning Outcomes**

By the end of this course, you will have gained understanding in respect of:

- Recognising lawful and unlawful behaviours as described by the Equality Act 2010.
- Recognising the nine protected characteristics and understand how to promote equality and diversity of the characteristics in a health or social care setting.
- Having awareness of the duties placed on health and social care providers to eliminate discrimination, harassment and victimisation.
- Understanding the responsibilities of employers and managers in regard to ensuring equality and diversity in recruitment and day-to-day work practices.
- Understanding what is meant by discrimination, harassment, victimisation and bullying, how to avoid them, and how to report these behaviours.
- Recognising where personal changes to behaviour can be made in order to ensure equality between colleagues and service users.
- Explaining how LGBTQ+ rights are protected under the Equality Act 2010 and the Gender Recognition Act 2004.
- Defining key LGBTQ+ terminology and use appropriate language in and outside the workplace.
- Explaining the meaning of gender variance and gender diversity.
- Adopting a zero-tolerance approach to bimisia, homomisia and transmisia in and outside of the workplace.
- Establishing the difference between unconscious bias, prejudice and stereotyping to support in recognition