

# Equality on the Frontline

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# What I will cover...

- ✓ The legislative landscape
- ✓ An introduction to our newest course *Equality on the Frontline*
- ✓ A call to action
- ✓ Questions



# Background

- apse The Equality Act 2010
- apse Public Sector Equality Duty 2011
- apse Protected Characteristics

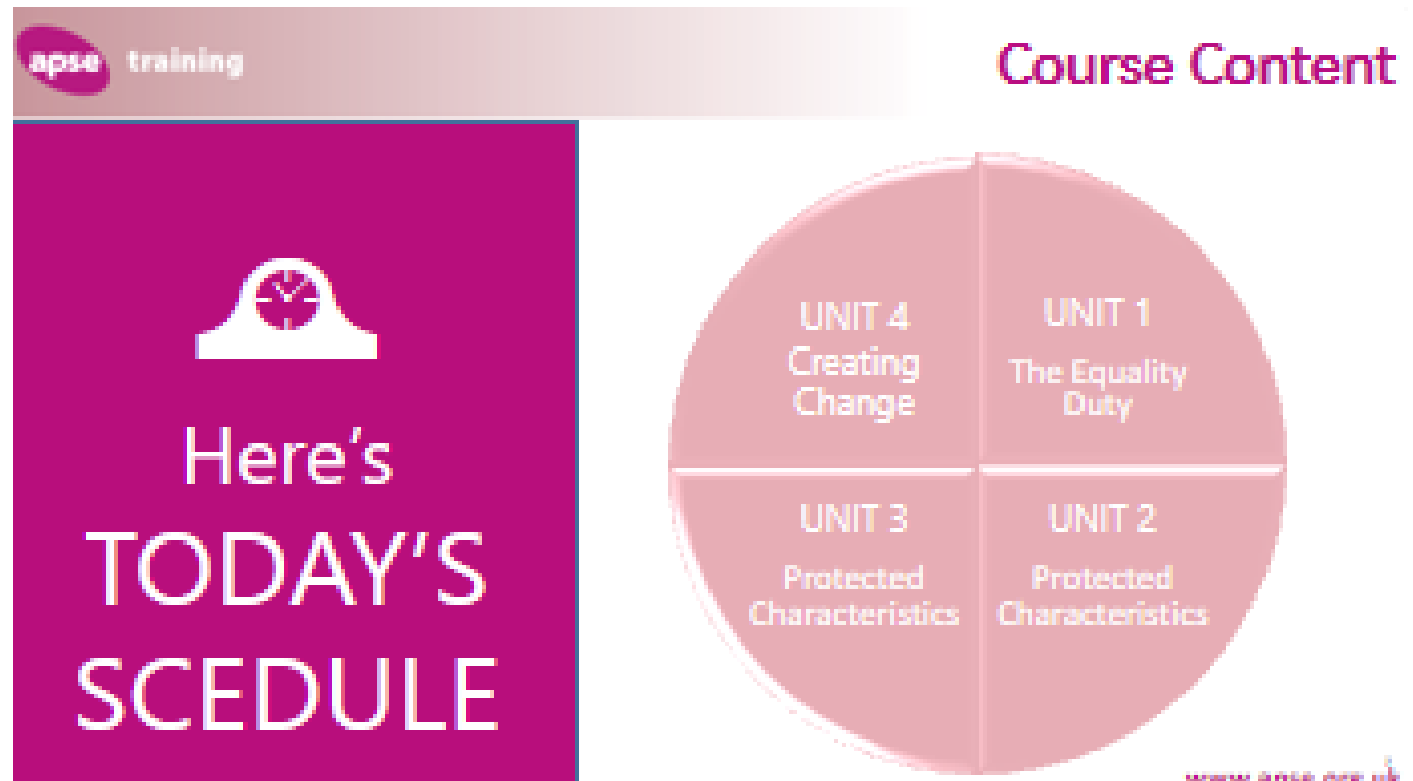


# Tackling discrimination in the workplace

- Over 8.2 million employees feel they have been discriminated against in the UK based on their gender.
- The most commonly **reported** workplace discrimination is age discrimination, reported by more than 1 in 10 adults
- Over half of the adults (54%) living in Greater London – home to over nine million people – report experiencing discrimination at work or when applying for work. That's well above the UK average of 36%.
- One of the most common forms of discrimination – reported by over one in ten people living in Greater London, is Race discrimination in the workplace (12%)

# APSE Training: Equality on the Frontline

- ✓ Recognise the difference between diversity and inclusion
- ✓ Examine The Equality Act (2010) and the local authority duty to treat people fairly
- ✓ Apply understanding of protected characteristics to improve workplace culture
- ✓ Discuss strategies to encourage inclusive workplaces



# APSE Training: Equality on the Frontline

Warm Up: What difference does a name make?

- Repairman
- Manpower
- Housewife
- Sportsmanship
- Man made
- Cleaning lady
- Landlord
- Tomboy



## Group Discussion

Using the chat box, make a note of what you think unconscious bias means.

**Hint:** what behaviour might be considered an example of unconscious bias?



## Activity: Call it Out

Choose one of the microaggressions provided.

- In your groups discuss how you would 'call it out' if you overheard a **peer** making the comment
- How would you address it? What sorts of questions would you ask?
- How would you explain the impact to the person?



# APSE Training: We need you

- On Thursday 30 May we will be hosting the first pilot course over Microsoft Teams
- We need **ten** participants to form a focus group
- These participants will be chosen from across all four regions, and include a variety of service areas
- These participants will have an opportunity to provide feedback on the course and be instrumental in the development of future materials



**Free to Attend:** Thursday 30 May 09:00 – 16:00



Scan the QR Code to register your interest





OVER TO YOU, FIONA....