

## Constructing Equality Ltd Online Learning Foundation Equality and Diversity in the UK Construction Industry

### Course Outline

The course is comprised of three modules. Each module contains three 15 minute interactive presentations and a 15 minute test on the material covered. This gives a total course time of 3 hours, broken into manageable sections to fit in around the working day. All subject matter is framed within the context of the UK Construction Industry, with specific statistics, case studies and other examples taken from this sector.

### Module 1 – Legal Matters



**Legal 1** – Covers the concept of Protected Characteristics and how they apply to the UK Construction Industry.

**Legal 2** – Covers Discrimination, Harassment and Victimisation.

**Legal 3** – Covering the Public Sector Equality Duties, and how they apply to companies working for public sector clients.

**Legal Matters Test** – Questions from the content of this module. Learners have the option to print a certificate with their results.

### Module 2 – The Benefits of Equality & Diversity



**The Business Benefits** – Reasons why equality and diversity are good for business when implemented well.

**Social and Wider Economic Benefits** – Why equality and diversity are good things for individuals, communities and the nation in general, with particular emphasis on the UK Construction Industry.

**The Industry Now** – A look at the current challenges facing the UK Construction Industry, and seeing how well-implemented initiatives can help to provide solutions.

**Benefits of Equality & Diversity Test** - Questions from the content of this module. Learners have the option to print a certificate with their results.

### Module 3 – Moving On



**Banter** – Looking at how humour can be used positively in the workplace, and establishing guidelines to avoid conflict.

**Language** – Examining how language changes over time, and how some words have the power to hurt everybody; offering practical, everyday tips as an alternative to political correctness.

**What can I do?** – How any individual can improve their workplace and gain personal benefit as well as benefiting their company.

**Moving On Test** - Questions from the content of this module. Learners have the option to print a certificate with their results.

## Methods and Accessibility

- This course uses a mixture of training styles to cater for all types of learner.
- Each section is very interactive, encouraging greater engagement from the user.
- All text has an audio equivalent for those who have problems with their vision, or difficulty reading.
- Written words are in a clear, rounded font (Arial), and not black on white, to make them more dyslexia-friendly.

## Technical requirements

- The course can be set up on any major Learning Management System (LMS) that is used by a company, and is fully SCORM compatible.
- Access is available through our online system for those companies who either do not have, or do not wish to use, their own LMS. Reports can be generated for these companies showing staff engagement and achievement.
- If using our LMS, the course may be accessed via tablets and smartphones (including those running iOS), as well as on a computer.
- If using our LMS, learners will also have access to discussion groups and shared resources.
- For best results the course should be used whilst connected to the internet, as this allows learners to make use of the web-links under the 'Resources' tab to enhance their experience.

## Price

1 – 50 people	£35 per head (Free access options available)
51 – 100	£30 per head
100+	£25 per head
500+	£20 per head
1000+	£15 per head

(All amounts excluding VAT)

If your company employs less than 50 people (including labour only sub-contractors) then there are free access options available.

If you require the training to conform to your company branding guidelines, this can be done for a fee.

## Contact Details

Full course enquiries can be made to Constructing Equality Ltd on 0151 706 8132 or via [matt@constructingequality.co.uk](mailto:matt@constructingequality.co.uk)

## Additional Information

For any company that is CITB registered and eligible to claim training grants, this course has been structured to comply with the requirements of both a CITB approved Training Plan and for the short-duration course requirements.

In future all video content will be subtitled to aid accessibility.

Website: [www.constructingequality.co.uk](http://www.constructingequality.co.uk)