

EQUALITY, DIVERSITY, AND INCLUSION



NEURODIVERSITY AWARENESS



Neurodiversity awareness training is crucial for fostering inclusive workplaces.

By educating employees about a range of neurodiverse conditions such as Autism, Asperger's Syndrome, ADHD, Dyslexia, Dyspraxia, Dyscalculia, Dysgraphia and Tics, it dismantles stigma and fosters understanding.

This empowers employers to create supportive environments with adjustments that cater to different needs. Ultimately, neurodiversity awareness training benefits everyone. It allows neurodivergent employees to thrive, while organisations reap the rewards of a diverse and talented workforce.

The aim of this course is to raise awareness of neurodiversity and the challenge that neurodiverse individuals may experience at work.

At the end of this half-day workshop delegates will:

- Have an understanding of a range of neurodiverse conditions.
- Explore some of the challenges that neurodiverse individuals may encounter in the workplace.
- Explore inclusion.
- Identify ways to be an ally for those with neurodiversity.



Duration:

½ Day



Delivery:

- Face to Face
- Virtual

For more information or to
make a booking contact:

enquiries@
premier-partnership.co.uk

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NEURODIVERSITY AWARENESS FOR MANAGERS



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This empowers employers to create supportive environments with adjustments that cater to different needs. Ultimately, neurodiversity awareness training benefits everyone. It allows neurodivergent employees to thrive, while organisations reap the rewards of a diverse and talented workforce.

The aim of this course is to raise awareness of neurodiversity and the challenge that neurodiverse individuals may experience at work.

At the end of this half-day workshop delegates will:

- Develop an understanding of a range of neurodiverse conditions.
- Explore some of the challenges that neurodiverse individuals may encounter in the workplace and how to create a more inclusive environment and reasonable adjustments.
- Develop an awareness of neurodiversity in the context of legislation - obligations.
- Identify ways to be an ally for those with neurodiversity.



Duration:

½ Day



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AN INTRODUCTION TO FAITH



An introduction to faith training can be a valuable foundation for personal growth, regardless of an individual's ultimate beliefs.

It equips individuals to explore the role faith plays in various cultures and societies. This fosters understanding and respect for diverse worldviews. Furthermore, it allows participants to examine their own values and grapple with existential questions, potentially leading to a stronger sense of purpose and meaning in life.

The aim of this course is to raise awareness of different types of faith and why it is important to be respectful at work and support people with their faith in the workplace.

At the end of this half-day workshop delegates will:

- Understand identity in the context of faith.
- Explore the power of language.
- Explore the importance of having a work culture where conversations about faith are normalized.
- Identify ways be a faith ally.



Duration:

½ Day



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AN INTRODUCTION TO FAITH FOR MANAGERS



In today's diverse workplaces, many employees find meaning and purpose through their faith.

An "Introduction to Faith" training for managers equips you to understand and navigate this aspect of your team's lives. This training fosters a more inclusive environment by providing knowledge of different religious practices and observances.

By learning to accommodate these needs, you can boost employee morale, improve team cohesion, and ultimately, enhance your team's productivity and well-being.

The aim of this course is to raise awareness of different types of faith and why it is important to be respectful at work and support people with their faith in the workplace.

At the end of this half-day workshop delegates will:

- Understand identity in the context of faith.
- Explore the power of language - it's use and impact.
- Explore the importance of having a work culture where conversations about faith are normalized - supporting these conversations.
- Practical strategies for a more inclusive working environment.
- Identify ways to be a faith ally.



Duration:

½ Day



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AN INTRODUCTION TO LIFE CHANGES FOR WOMEN



This training offers invaluable support for women navigating the many transitions they encounter throughout life.

By understanding the unique challenges and opportunities of each stage, women can make informed choices about their health, careers, and relationships.

The aim of this course is to provide delegates with a safe space to explore the life changes women experience and how this effects them in the workplace.

This includes the subject of menopause and its impacts both personally and professionally; maternity and pregnancy and how to support women during these times.

The course also looks at how to create a holistic workplace environment where people can communicate openly about menopause, maternity and pregnancy.

At the end of this half-day workshop delegates will:

- Be able to define the menopause and its stages and understand maternity and pregnancy.
- Understand the impact of these life changes on women in their personal lives and professional lives.
- Identify the challenges faced by women whilst in the menopause or whilst pregnant.
- Appreciate the social, psychological and emotional effects of the menopause and of pregnancy.



Duration:
½ Day



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AN INTRODUCTION TO LIFE CHANGES FOR MANAGERS



This training equips managers to support their female employees effectively. By understanding these challenges, managers can offer flexible work arrangements, empathetic communication, and support systems. This not only benefits employee well-being and reduces burnout, but also empowers women to excel in their careers while managing personal commitments.

The aim of this course is to provide managers with a safe space to explore the life changes women experience, how this affects them in the workplace and how they can support women in their team during these times.

This includes the subject of menopause and its impacts both personally and professionally; maternity and pregnancy and supporting women when returning to work.

The course also looks at how to create a holistic workplace environment where people can communicate openly about menopause, maternity and pregnancy.

At the end of this half-day workshop delegates will:

- Be able to define the menopause and its stages and understand maternity and pregnancy.
- Understand the impact of these life changes on women in their professional lives.
- Identify the challenges faced by women whilst in the menopause or whilst pregnant.
- Identify effective solutions to support individuals in managing menopause and pregnancy..



Duration:

½ Day



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LGBTQ+ AWARENESS



LGBTQ+ awareness training plays a vital role in building a respectful and thriving work environment.

The aim of this course is to raise awareness of the challenges faced by lesbian, gay, bisexual, trans and queer (LGBTQ+) people in the workplace and in their personal lives.

The course will provide delegates with an understanding of gender identity, LGBTQ+ terminology, relevant legislation and human rights – to enable them to actively support and promote LGBTQ+ awareness

At the end of this half-day workshop delegates will:

- Understand of key terms such as gender identity and sexual diversity.
- Correctly use LGBTQ+ terminology.
- Understand relevant legislation to support LGBTQ+ people in work and in life – including The Equality Act 2010.
- Take responsibility and work as an Ally to promote an inclusive working environment.



Duration:
½ Day



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- Virtual

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LGBTQ+ AWARENESS FOR MANAGERS



LGBTQ+ awareness training plays a vital role in building a respectful and thriving work environment.

The aim of this course is to raise awareness of the challenges faced by lesbian, gay, bisexual, trans and queer (LGBTQ+) people in the workplace and enable managers to better support their staff in the workplace who are part of the LGBTQ+ community.

The course will provide managers with a good understanding of gender identity, LGBTQ+ terminology, relevant legislation and human rights – to enable them to actively support staff, challenge any discrimination and promote LGBTQ+ awareness to their team.

At the end of this half-day workshop delegates will:

- Understand of key terms such as gender identity and sexual diversity.
- Correctly use LGBTQ+ terminology.
- Understand relevant legislation to support LGBTQ+ people in work and in life – including The Equality Act 2010.
- Take responsibility to promote an inclusive working environment.
- Challenge examples of discrimination, bullying and harassment where possible.



Duration:

½ Day



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RACE, RACISM AND ETHNICITY AWARENESS

Race, Racism and Ethnicity Awareness training is essential for building fair and equitable environments. This training equips individuals to recognise unconscious bias and understand how racism can manifest in subtle ways. It fosters empathy and respect for diverse cultures and backgrounds.

By creating a more aware workforce, organisations can ensure fairer treatment in areas like hiring, promotion, and customer service. Ultimately, this training benefits everyone - it leads to a more inclusive culture, improved employee morale, and a stronger reputation for the organisation.

The aim of this course is to educate individuals giving them a better, in-depth understanding of various forms of racism, racial bias and the issues affecting People of Colour (PoC).

At the end of this half-day workshop delegates will:

- Understand the language of racism.
- Explore the 4 levels of racism.
- Be able to explain the difference between 'race' and 'ethnicity'.
- Identify ways to be a race ally.



Duration:

½ Day



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RACE, RACISM AND ETHNICITY AWARENESS FOR MANAGERS



Race, Racism, and Ethnicity Awareness training equips managers to become champions of inclusion within their teams.

By creating a safe space for open dialogue about race and ethnicity, managers can address issues and build trust with employees from diverse backgrounds. This not only fosters a more positive work environment, but also unlocks the full potential of a varied workforce, leading to increased innovation and productivity.

The aim of this session is to educate managers giving them a better, in-depth understanding of various forms of racism, racial bias and the issues affecting People of Colour (PoC) and to enable managers to support their staff in the workplace and promote an inclusive working environment within their teams.

At the end of this half-day workshop delegates will:

- Understand the language of racism.
- Explore the 4 levels of racism.
- Be able to explain the difference between 'race' and 'ethnicity'.
- Identify ways be a race ally in the workplace.
- Take away an action plan to increase their professional allyship.



Duration:

½ Day



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