

Equality, Diversity and Inclusion Training Offer

Booking on sessions

Places on each session can be secured by emailing equality@pat.nhs.uk. You should receive a confirmation email of your place on the session and a unique MS Teams link for you to use on the day. Bookings for each session will close 72 hours in advance of delivery date.

Please make sure any booking emails include your full name and job role and state that you are from Nottinghamshire CCG.

Training Session	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2022	Jun 2022
Disability and the workplace		Yes			Yes	
Neurodiversity and the workplace	Yes				Yes	
Tackling inequalities – Black African and Caribbean communities			Yes			Yes
Tackling inequalities – South Asian communities	Yes					Yes
Tackling inequalities – Eastern European, Gypsy Roma and Irish Traveller communities	Yes		Yes			
Muslim cultural awareness		Yes		Yes		
Jewish cultural awareness		Yes		Yes		
Sikh cultural awareness			Yes		Yes	
Sexual orientation and inequalities		Yes			Yes	
Trans and non-binary inclusion		Yes		Yes		
Challenging hate incidents from colleagues within the workplace	Yes		Yes			
Creative a proactive inclusive work and team environment				Yes		Yes
Intentional inclusion and human resources	Yes		Yes			
Equality Act 2010 and the workplace	Yes					
Responding to concerns raised about discrimination				Yes		Yes
Understanding institutional racism			Yes		Yes	
Your steps to being anti-racist		Yes		Yes		

Training session	Session outline	Session length	Date	Date
Disability and the workplace	This session helps colleagues explore a wide range of experiences of people with different disabilities and the barriers that can exist within the workplace. The aim is to develop an understanding of the social model of disability and how we all have a role to play in removing barriers.	Two hours	8 February 2022, 14:00-16:00	17 May 2022 14:00-16:00

Training session	Session outline	Session length	Date	Date
	Included is support to develop positive reasonable adjustment plans and providing confidence in following the statutory provisions included within the Equality Act 2010.			
Neurodiversity and the workplace	This session introduces neurodiversity and the inequalities experienced by people as a result of the barriers created by society and within the workplace. The session will look at practical advice around intentionally inclusive workplaces, including: Autism, ADHD, Dyslexia and Dyspraxia.	One hour	24 January 2022, 14:00-15:00	24 May 2022, 14:00-15:00
Tackling Inequalities – Black African and Caribbean communities	This session explores the cultural and lived experience of Black African and Caribbean communities and explores the inequalities experienced in society, health and the workplace.	One hour	10 March 2022, 10:00-11:00	14 June 2022 10:00-11:00
Tackling Inequalities – South Asian communities	This session explores the cultural and lived experience of South Asian Communities and explores the inequalities experienced in society, health and the workplace.	One hour	10 January 2022, 10:00-11:00	16 June 2022 10:00-11:00
Tackling Inequalities – Eastern European, Gypsy Roma and Irish Traveller communities	This session explores the cultural and lived experience of Eastern European, Irish Traveller and Gypsy Roma Communities. The session will look at practical barriers that can be experienced across society, health and the workplace.	One hour	25 January 2022, 10:00-11:00	4 March 2022, 10:00-11:00
Muslim cultural awareness	This session explores the religious and cultural aspects of our Muslim communities, exploring the inequalities experienced by many across society, health and the workplace.	One hour	10 February 2022, 10:00-11:00	19 April 2022 10:00-11:00
Jewish cultural awareness	This session explores the religious and cultural aspects of our Jewish communities, exploring the inequalities experienced by many across society, health and the workplace.	One hour	2 February 2022, 11:00-12:00	26 April 2022 11:00-12:00

Training session	Session outline	Session length	Date	Date
Sikh cultural awareness	This session explores the religious and cultural aspects of our Sikh communities, exploring the inequalities experienced by many across society, health and the workplace.	One hour	8 March 2022, 11:00-12:00	17 May 2022, 11:00-12:00
Sexual orientation and inequalities	This session provides an overview of the range of sexual orientations and identities that people have and the inequalities experienced across society. The session provides practical guidance around developing both clinical services and inclusive teams.	Two hours	16 February 2022, 10:00-12:00	5 May 2022, 13:00-15:00
Trans and non-binary inclusion	This session supports colleagues to break down the concept of gender and build empathy towards the inequalities experienced by the trans and non-binary community. The session covers basic communication, legislative duties and discusses best practice across both a clinical and broader workplace setting.	Three hours	3 February 2022, 13:00-16:00	27 April 2022, 13:00-16:00
Challenging hate incidents from colleagues within the workplace	This session aims to increase colleagues' confidence in challenging hate incidents and language they may experience from colleagues in the workplace. The session will support participants to consider practically how to respond in different circumstances and the support available.	One hour	13 January 2022, 10:00-11:00	15 March 2022, 10:00-11:00
Creative a proactive inclusive work and team environment	This session is aimed at managers and leaders to support them in developing positive and inclusive team cultures and working environment. The session is practically focussed and considers best practice and top tips for developing your team's environment and working culture.	One hour	28 April 2022, 10:00-11:00	9 June 2022, 10:00-11:00

Training session	Session outline	Session length	Date	Date
Intentional inclusion and human resources	This session helps to support NHS HR and OD Professionals explore the key statutory and regulatory responsibilities and how they intersect with Equality and Human Rights. The aim of the session is to build a stronger understanding of the role of HR and OD Professionals alongside EDI Practitioners and to consider the impact of our people focused systems on the inequalities we see in our workforce.	Two hours	13 January 2022, 13:00-15:00	2 March 2022, 13:00-15:00
Equality Act 2010 and the workplace	This session provides a practical break down of the key provisions of the Equality Act 2010 and how they relate to employment and the workplace. The session will explore definitions of discrimination, reasonable adjustments and equality related harassment. The aim is to provide practical advice and information to support all managers and HR colleagues engaging in future informal and formal actions relating to equality at work.	One hour	6 January 2022, 10:00-11:00	-
Responding to concerns raised about discrimination	This practical session supports colleagues and managers consider how they should personally respond if someone raises a concern around discrimination or equality related harassment.	30 minutes	28 April 2022, 13:00-13:30	28 June 2022, 13:00-13:30
Understanding institutional racism	This session is an introduction into the concept of institutional racism and helps participants understand how it contributes to many of the inequalities we see across our organisations.	30 minutes	1 March 2022, 13:00-13:30	26 May 2022, 13:00-13:30
Your steps to being anti-racist	This session supports participants to consider their own role within an intentionally anti-racist organisation and what steps they can take to actively contribute to this goal.	30 minutes	21 February 2022, 13:00-13:30	12 April 2022, 13:00-13:30