



CERULEAN LTD.

DIGNITY AT WORKTRAINING

Promoting Equality & Diversity

Understanding Bullying & Harassment

Unconscious Bias

Talking Trans

Workplaces which are not inclusive, or which tolerate bullying and harassment can seriously damage staff morale and this may result in stress-related illnesses and high attrition rates in staff turnover.

For the individual affected by bullying and harassment, it can have a devastating effect on their health, confidence, mental state and morale. Their performance can suffer, affecting their career and long term prospects, as well as affecting the colleagues around them.

The amount of time and money spent in investigating and resolving these difficulties can be huge and further add to the impact of not respecting people's dignity at work.

Everyone has the right to be treated with dignity and respect and to work in a safe working environment which is free from all forms of bullying and harassment.

Together with your policies, these training workshops can support your staff in ensuring dignity and respect for everyone at work. They have been designed to be short and relevant, with real life case studies and practical models.



Promoting Equality, Diversity and Inclusion

The aim of this workshop is to help managers to promote equality of opportunity, diversity and inclusion in their area of responsibility and to enable them to create environments and teams which encourage people to fulfil their potential and perform at their best.

With this workshop, we look to go beyond mere compliance with equality legislation to encourage an active commitment creating a truly inclusive environment.

Learning Objectives

By the end of the course you will be able to:

- Describe the difference between equality of opportunity, diversity and inclusion
- Understand what the law says in relation to equality, diversity and inclusion
- consider the business benefits of promoting diversity and inclusion in your area of work
- Identify actions to encourage you and your colleagues to create a team culture where diversity and inclusion is welcomed and performance is improving

Understanding Bullying & Harassment

Workplace bullying has been recognised in all sectors of the UK workforce, and there is strong evidence that bullying and harassment is generally under-reported in most professions and organisations.

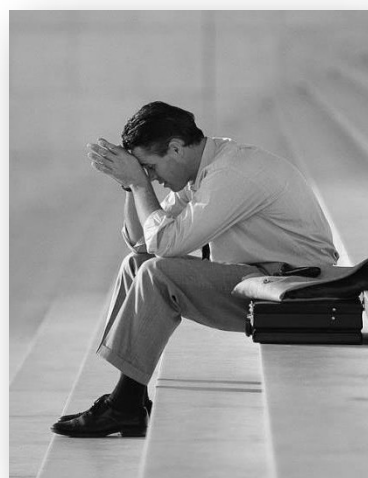
In the past 20 years, organisations have moved from denying the existence of bullying to accepting that it happens and are now making efforts to address the problems through policies and procedures.

Our workshop focuses on how to communicate with colleagues respectfully and refreshes your knowledge of College policy and the legal position on Bullying and Harassment.

Learning Objectives

By the end of the course you will be able to:

- Define bullying and harassment in the workplace
- Understand the legal position on bullying and harassment
- Recognise bullying behaviour
- Consider the effects of bullying and harassment on the individual and the organisation
- Review of your internal policies and procedures
- Prevention and problem solving





Unconscious Bias

Our workshop will challenge you to think again! Unconscious or hidden beliefs, attitudes and biases underlie many of our patterns of behaviour; however objective we may think ourselves, we are all susceptible to the pull of our hidden biases.

Drawing on current concepts and thinking, this 'bite-sized' introduction to the ideas and impact of unconscious bias will quickly acquaint you with the basics and challenge you to consider your own bias.

Our workshop on Unconscious Bias will introduce you to the concept & help you understand how people are not as logical as they would like to think. We look at Unconscious Bias in the workplace and why it really matters.

Learning Objectives

By the end of the course you will be able to describe:

- How unconscious bias affects decision making in activities such as recruitment, people development, performance management, leadership and marketing.
- Types of bias – An exploration of exactly how unconscious bias works, including 'implicit association', 'affinity bias' and 'the unconscious organisation'.
- Understanding bias – What's the difference between bias, prejudice and stereotyping?
- How to override natural bias – Practical ways to challenge our own biases, consciously break habits and to do things differently.

Talking Trans

Trans people are becoming more visible in our communities and workplaces and this workshop helps participants prepare for this, making sure that work environments are truly inclusive and able to accept everyone.

The Talking Trans workshop aims to provide an introduction to the lives of trans people and to enable participants to gain an understanding of how you can improve your services and work more closely with trans communities.

The workshop creates a safe and confidential space for people to think about how to prepare for including trans people at work and gives practical tips that you can apply from day 1.

Learning Objectives

By the end of the course you will be able to describe:

- Some things to be mindful of when working with trans people
- Respectful and inclusive ways to communicate with, to and about trans people
- Trans legislation and what it means for individuals and organisations
- What people can do to help create a trans positive environment
- Sources of support and where to get help, reading and resources

These 4 workshops are interactive learning events in which participants are encouraged to challenge their attitudes and values, and explore ideas of how to demonstrate awareness of all aspects of respect for others at work confidently and positively, without compromising their own personal style. We think about the boundaries between flexibility and fairness and learn to challenge respectfully when dignity at work is compromised. All workshops are supported with slides, reading lists and notes to take away at the end.



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