

Managers' Briefing: Equality, diversity and inclusion training and support



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Background

Our [equality outcomes 2021-25](#) make it clear that we will not tolerate inequality and discrimination in the city. These outcomes reflect the diverse needs of our city, employees and the range of services we deliver.

The Equality Outcomes are intended to provide a focus for our actions over the next four years and enable the Council Family to provide access to our services and support to the greatest diversity of our citizens.

It's important when we're interacting with members of the public and colleagues that we meet the ethos of our equality outcomes and that we recognise and value each other's differences and treat each other with respect.

To support our staff to achieve this, we have developed a suite of equality, diversity, and inclusion training and support which includes face-to-face sessions, online learning and information and resources.

Your role

- Share the details of all the Equality, Diversity and Inclusion Training and Support available with your team members by **24 June**.
- Review what you think the learning requirements are for your team and book staff onto the courses, you could capture this in PCRs.
- Encourage your team to register with the Employer Network for equality and Inclusion (ENEI) to get up to date information.
- Completing the GOLD course on Equality Diversity Awareness and reviewing our Equality Outcomes may assist you to prepare.
- If your staff don't have access to a council device then should make arrangements to ensure they are able to access courses during work time, for example, via a shared device in a council building.

Support from Employer Network for equality and inclusion

Glasgow City Council is a member of ENEI (Employers' Network for Equality and Inclusion), who offer a great selection of training resources, webinars and updates throughout the year.

All staff can access the vast number of members events, free of charge, either at the time or on demand at a time which suits them. There are also factsheets and resources available.

Recent events have included sessions on the menopause, disability awareness and future events coming up soon include Pride Month and dealing with fatigue and long Covid.

To access the information and events simply visit <https://www.enei.org.uk/login> and click register, using your Glasgow City Council email.

Once signed in, you can access the Resources tab and find many equality related reports, articles, and case studies to help increase your knowledge and awareness. Further details are also on connect [here](#).

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What's available face-to-face on MS Teams

Our [Equality, Diversity and Inclusion Training Catalogue](#) 2022 includes 13 courses delivered across 48 events which will support employees across all aspects of equality, diversity and inclusion. The table below outlines the courses and who they are suitable for, the catalogue includes available dates and booking instructions.

Course Name	Protected characteristic(s) covered	Who is it for?
Unconscious Bias in Recruitment and Selection	All	HR colleagues & hiring managers
Working and managing in a diverse team	All	Managers/supervisors
Menopause Awareness for Managers	Sex/Age/Disability	Managers/supervisors
Disability Equality Training for Managers/HR Professionals	Disability	Managers/supervisors & HR colleagues
Disability Equality Training for front line employees	Disability	All employees
Age Inclusion for Managers	Age	Managers/supervisors
Dementia Awareness	Disability/Age	All employees
Women's Confidence Course	Sex	All employees
First Steps to LGBTI inclusion	Sexual Orientation	All employees
Being a better ally to LGBTQ+ people of colour	Sexual Orientation/Ethnicity	All employees
First Steps to Trans inclusion	Gender Reassignment	All employees
Race Awareness for Managers	Ethnicity	Managers/supervisors
Race Awareness for Employees in a Public Facing Role	Ethnicity	All employees

What's available internally

Our equality diversity and inclusion area on connect include lots of guidance and factsheets including our [Equality, Diversity, and Inclusion Calendar](#) which outlines key events and activities throughout the year, visit connect [here](#).

Our Equality, Diversity and Inclusion Networks are also a great place for learning. The networks hold regular events which are open to everyone with the aim of increasing understanding and awareness of the challenges experienced across our diverse workforce.

The networks are Black and Minority Ethnic Employee Network, Carers' Network, Disabled Employee Network, Prism our LGBTQ+ Employee Network and our Women's Network, visit connect for more details [here](#).















What's available as e-learning

There are a variety of equality, diversity, and inclusion training available on [GOLD](#) as detailed in the table below. These courses can be completed at any time and can be accessed on personal devices such as home computers. Full details of how to access are shown at <http://connect.glasgow.gov.uk/GOLD>

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	Equality and Diversity - Race
	Equality and Diversity - Age
	Equality and Diversity - Sexual Orientation
	Equality and Diversity - Disability
	Equality and Diversity Introduction
	Equality and Diversity - Religion or Belief
	Equality and Diversity - Gender Reassignment
	Equality and Diversity - Unconscious Bias
	Equality and Diversity - Sex Discrimination
	Equality and Diversity - Pregnancy & Maternity
	Equality and Diversity - Marriage & Civil Partnerships
	Equality and Diversity Awareness
	Hate Crime Awareness
	People Make Glasgow Fairer Awareness