

Leading Equality Design and Action

“This course is about fairness, it’s about getting the best out of people, it’s about passion. It was good for my confidence and for my team’s.”

Lesley Adans, Head of Integrated Services for Children & Families, Birmingham City

What is Leading Equality Design and Action?

Over the past ten years, brap has delivered Leading Equality Design and Action (LEDA) to over 230 people from 40 different agencies. The programme is constantly being updated to include the latest ideas in management thinking, legislative updates, and policy changes. LEDA is now more flexible, relevant, and essential than it's ever been.

After you've finished the course you will:

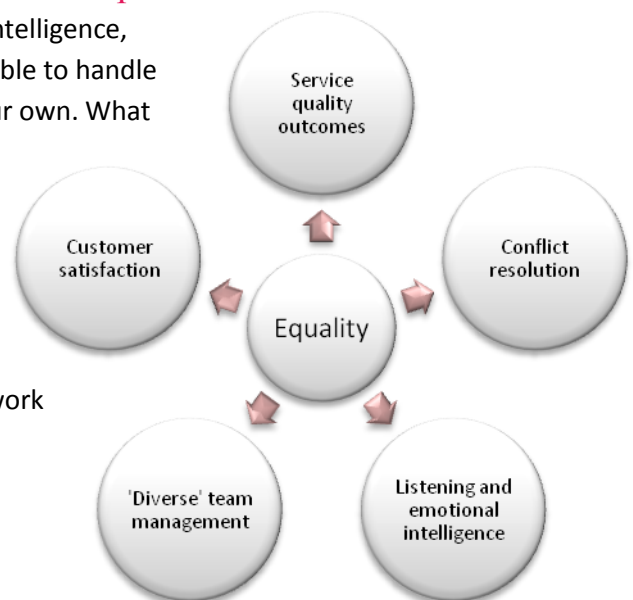
- have a thorough understanding of equalities law – and more importantly, how to apply it!
- understand your organisation's culture and have ideas on how to change it
- be clearer about your own leadership style
- be more confident managing a 'diverse' staff team and designing services for a 'diverse' community
- know how to get the best out your staff

What's the connection between equalities and leadership?

Think about the skills that make a great leader: emotional intelligence, strong listening skills, flexibility in dealing with staff, being able to handle conflict confidently... you can probably think of more of your own. What we've found is that many of these skills are also qualities people pick up while participating on our leadership programmes. It makes sense: developing the understanding and capacity to treat people fairly also makes you more open and responsive to people's needs.

But that's at a personal level. Equality is important for the work your organisation carries out on a day-to-day basis:

- **staff and customer relationships**
get the skills to help your staff uncover and meet clients' needs. Strained relations between staff can hinder communication, decrease productivity, and reduce morale – so learn how to resolve conflict confidently
- **efficiency and value for money**
fairer, more accessible services can increase customer satisfaction. Learning the difference between what people *want* and what they *need* can make the service you deliver more streamlined, effective, and improve quality
- **compliance (inspection and legislation)**
keep on top of your legislative and regulatory duties. Know what's required of a safe, equitable workplace – and keep yourself protected from discrimination claims
- **improving outcomes**
are there particular groups of staff or service users who don't benefit from your organisation in the same way as others? Develop the skills to research, devise, and implement action for change



Sample programme outline

Induction

Getting started

Start off by getting to know your tutor and the course. We'll give you some key facts (specific to your sector) and some perplexing case studies to get you thinking! This will also be a chance to chat about your interests and the issues and challenges your organisation faces and the benefits you want from the programme.

Module 1

Equality in context

Equality – it's all political correctness gone mad, isn't it? This module will give you an historical and political context to equalities practice and why it's relevant. In the one to one coaching sessions, you'll begin to develop actions that address your organisation's challenges.

Module 2

Legislation and regulation

Don't fight the law – find out what the Equality Act (and other legislation) means for you, your organisation, and how you manage staff. Through our progressive teaching methods, you'll learn what's expected of your staff in terms of workplace relationships, service design, and enhancing performance.

This module will also look at your sector's audit and inspection regime.

Module 3

Engaging people

Now, half way through the course, it's time to review your plan for meeting your equalities challenges. We'll also look at developing appropriate approaches to engagement and customer feedback.

Module 4

Value for people

In the final module we tackle the tricky issue of embedding good practice, and how to use equality to ensure quality improvement and value for money when planning and delivering services. Includes thinking about next steps for your organisation.

Outcomes: participants will be able to identify and understand organisational and personal responsibilities and liabilities under equality regulation; understand the application of equality in the context of own organisation; understand the needs of others in the area of equality and diversity and managing processes for mainstreaming and measuring impact; and be better equipped to manage diverse staff groups.

About LEDA

LEDA is a leadership programme for leaders and managers at all levels of public, private, and voluntary sector organisations.

Apart from certain core modules, the content of the course is flexible and responsive to your needs. Recently, organisations have told us they want modules on commissioning and procurement; community engagement; and delivering value for money. LEDA is designed to be practical so whatever the burning issue in your organisation, just let us know. Participants have told us the flexibility is one of the best features of the programme.

LEDA is usually delivered over a six-month period and through a variety of means, including five one-to-one sessions and five action learning sets. About 30 hours private study is also required to attain the ILM qualification.

LEDA is delivered three times throughout the year. Interested organisations should register four weeks before programme start dates. 2011-12 dates are:
June-December 2011 | September-March 2012 | January-July 2012

The programme costs £1,300 per delegate, which includes all course materials and individual support from an experienced and qualified coach.

About brap

brap is a think fair tank, inspiring and leading change to make public, private and third sector organisations fit for the needs of a more diverse society. brap offers tailored, progressive and common sense approaches to equality training, consultancy, and community engagement issues. For more information visit www.brap.org.uk.

Next steps

For more information or to find out how you can register email support@brap.org.uk or call us on 0121 456 7400.

