



Employment law training designed for your business

MANAGER'S TOOLKIT: EQUALITY LAW IN THE WORKPLACE

Torque Law's interactive training addresses challenging and topical concerns about discrimination in the workplace which requires pro-active management by organisations to ensure equality, promote cultural inclusion, protect goodwill and minimize the risk of legal claims.

This training will:

- provide managers with a foundation knowledge in equality law
- provide practical guidance on the application of those principles to working situations
- boost the confidence of managers to address sensitive equality law issues proactively in partnership with HR and senior leadership teams

During the sessions, discussion of relevant case law, current topical issues and practical scenarios will be used to bring the sessions alive, encourage discussion and to demonstrate the proper application of internal policies and procedures in common workplace scenarios.

Throughout the sessions the delegates will be able to take advantage of the expertise of the trainers from Torque Law's specialist employment team as there will also be ample opportunity for questions and discussion.

Timing:	Half-day session
Cost:	£950 plus VAT
Details:	Please see reverse for a course breakdown

Delegates will be awarded a certificate of completion

COURSE BREAKDOWN

Equality law concepts

Recognising protected characteristic

- 'Spot the Protected Characteristics' group exercise
- Summary of protected characteristics
- Disability Discrimination
- Introduction to internal equalities policies

Types of discrimination under the Equality Act

- Direct discrimination, indirect discrimination, discriminatory harassment and victimisation

Applying equality law concepts in working life

Recruitment

- Discrimination issues in recruitment
- Adverts
- Interviewing and vetting
- Job offers

Linking unlawful acts and discrimination

- Less favourable treatment *because of* a protected characteristic

Avoiding disability discrimination

- Knowledge of disability
- Reasonable adjustments
- Discrimination arising from a disability

Applying potential defences to discrimination claims

- Statutory defence against discrimination claims
- Justification defence for indirect discrimination claims
- 'Purpose or effect' in harassment claims

"Torque Law's no-nonsense approach builds confidence and has given our team the tools they need to manage the day-to-day challenges in this ever-changing field"

Operations Director, Ellis Patents