

## **Equality and diversity in practice - Nottingham Trent University**

Nottingham Trent University is making equality and diversity part of the way things are done to support and enhance current work, rather than it being seen as an additional problem adding to the workload. To do this, a training package has been designed, with an aim of giving staff members the confidence to ask for help and the tools to deal with any situation. It centres on two things:

- dignity at work
- communicating with care.

It is offered as a building block of training, a blended learning package of one-hour online learning, and two-hour face to face courses, with lunchtime briefings. This ensures all staff members receive the same messages.

The training asks delegates to think about their legal responsibilities and the University principles and how they both translate into their roles. The core competencies that all line managers should have are outlined. These are:

- Knowledge and understanding
- Awareness and respect for diversity
- Behaviour based on dignity and respect.

Nottingham Trent University's stance is that with these three competencies in place, any situation can be handled. Accordingly, those that value difference and behaviour in a manner informed by dignity and respect can deal with any situation, both legally and principally.

The training is being rolled out to all University staff over three years. 800 members of staff have already been trained, and the feedback so far has been that the training has taken away preconceptions about what equality and diversity is, and has shown staff how to be compliant without adding to their workload. It has given staff members the tools to deal with situations as they arise. For Nottingham Trent University it is about keeping in mind that it isn't about what NOT to do but what TO do. It is much more about doing one's everyday job than about the legislation. The training is designed to support and enhance the work of University staff, and to give all staff the confidence to raise issues and to ask for help. The package is such that it will give everyone the confidence and the tools to deal with any situation, and to feel confident they are able to say the right words, and take the right action, in any given scenario. The training is made specific to the University and to the School by delving into the specifics of who Nottingham Trent University is and the realities of the sector which helps to make it directly relevant to staff.

A plan is in place to monitor the effectiveness of the training by comparing a control group of staff who have not been through the training compared to those who have, to enable the University to measure behavioural changes.

### **Key learning/evaluation points**

- Achieve buy-in to the training as a risk management strategy and a risk free approach to Equality and Diversity