

MOD 7: Diversity & Inclusion

This module focuses on how adapting leadership styles to manage, monitor, and report on equality and diversity is essential for inclusive practice and legislation. It highlights the importance of promoting a diverse and inclusive workforce to drive a positive culture and how celebrating diversity and inclusion increases organisational performance as well as meeting the needs of employees and customers more effectively. (5C007)

a. Topics Covered

1. The value of diversity & inclusion. (1.1)
2. The legal framework for diversity & inclusion. (1.2)
3. Diversity and inclusion in an organisational context. (1.3) (2.1)
4. Equality impact assessments. (2.2)
5. Strengthening diversity & inclusion policies and practice. (2.3)
6. The role of leaders and managers. (3.1)
7. Approaches to promote and monitor diversity & inclusion. (3.2) (3.3)

b. Learning Outcomes

- Assess the value of diversity and inclusion in organisations for employees, customers, and wider stakeholders. (1.1)
- Explain the key elements of the legal framework surrounding diversity and inclusion. (1.2)
- Identify the barriers to achieve diversity and inclusion in organisations. (1.3)
- Conduct an organisational review to improve diversity and inclusion in an organisational context. (2.1)
- Conduct an equality impact assessment (EqIA) to ensure that there are no disproportionate impacts on protected individuals or groups. (2.2)
- Develop approaches to strengthen diversity and inclusion within organisational policies and practices. (2.3)
- Evaluate the role managers and leaders play in creating an organisational culture which fully embraces diversity and inclusion. (3.1)

- Develop approaches that organisations can take to celebrate difference and engender a culture of diversity and inclusion among workers and other stakeholders. (3.2)
- Develop approaches to measure and monitor the impact of a diverse and inclusive organisational culture. (3.3)

c. Assessment

PENDING ASSIGNMENT ADVICE FROM CIPD