

# Diversity and Cultural Competence Training

## Kiss the Fish Definitions

Diversity – Adding value to an organisation by positively managing individual differences.

Cultural Competence – The ability to work across cultures whilst respecting ‘critical’ traits which differentiate an individual or a group.

## Training Outline

A programme aimed at raising diversity and cultural awareness whilst looking at these areas in relation to leadership, managing staff and individual responsibility.

“1.9 million or 6.9% of employees said they had been unfairly treated at work on the grounds of their personal characteristics”  
( The Gibbons Report 2007 commissioned by the Secretary Of State)

1. What is diversity and cultural competence?
2. How has legislation affected you as an individual?
3. Kiss the Fish Statutory Obligations Audit.
4. Understanding statutory obligations:
  - Disability Discrimination Act 2005
  - Employment Equality Regulations (Sexual Orientation) 2003
  - Employment Equality Regulations (Religion & Belief) 2003
  - Employment Equality Regulations (Age) 2006
  - The Equalities Act 2006
  - The Equal Pay Act 1970
  - Race Relations Act 1976 & 2000 (Amendment)
  - Sex Discrimination Act 1975

Kiss The Fish

“Taking The Pain Out Of People Improvement”

Training@kissthefish.net



# Diversity and Cultural Competence Training

5. Incongruence between policy and practice
  - Possible areas of breakdown
  - Visual Examples
  - Role Play exercises
6. Understanding your personal liability as a manager, in relation to bullying; discrimination and harassment claims.
7. The business argument for implementing diversity.
8. Implementing and promoting early dispute resolution within your organisation- the case for mediation.

“Challenge all employers and employee organisations to commit to implementing and promoting early dispute resolutions.”

(Gibbons Report recommendation to the Home Secretary)

Kiss The Fish

“Taking The Pain Out Of People Improvement”

[Training@kissthefish.net](mailto:Training@kissthefish.net)

