



## Coaching Equality, Diversity and Inclusion

### Background

The mention of equality and diversity can strike *unnecessary* fear amongst some organisations. With the recent introduction of the new Equality Act 2010, this has only added to an already confused management team.

Executives and managers may have a degree of knowledge of equality and diversity; are committed to equality of opportunity and diversity. They may need to increase their level of *competence* to truly embrace and integrate the elements associated with equality and diversity into their **organisational culture** and also how this affects **people management and development**.

*Do you know how your staff feel about the company they work for or about the senior management team; even their own colleagues? Do they feel included? Do you care?*

### Coaching

Coaching Equality, Diversity and more importantly **Inclusion** can support an organisation in understanding the benefits of a truly diverse and inclusive organisational culture that will perpetuate across all staff, current and new to the organisation. Employees need to feel a sense of belonging, that their values and worth mean something to them and is recognised by their organisation.

Each employee will understand their own **responsibility** and **liabilities** under equality legislation and/or codes of practice.

By confronting and addressing, often hidden or sub conscious, prejudices individuals will become more understanding, accepting and tolerant of others, thus reducing and/or eliminating discrimination, harassment and victimisation in all its forms, and in turn raising **cultural awareness**. They will understand each others' needs, feelings and motivations; recognising values.

### The Coach

Beverley Simms has a wealth of knowledge and experience of Equality and Diversity attained whilst working for Northampton College and the Learning and Skills Council. She has worked at strategic and operational levels supporting creation and delivery of policies, contributing to development of Single Equality Schemes, conducting *Equality Impact Assessments*, supporting the assessment and subsequent award of *Investors in Diversity* to Northampton College, supporting recruitment campaigns to increase minority staff into senior management positions. In recognition for her work in this area Beverley has attained a *Chartered Management Institute Level 6 Award in Leading Equality and Diversity*.