



Shropshire, Telford  
and Wrekin



Integrated  
Care System  
Shropshire, Telford and Wrekin

In collaboration with



The Shrewsbury and  
Telford Hospital  
NHS Trust

equality  
diversity  
**inclusion**

**Training  
offers**



2022/23



# Welcome

We are delighted to share with you our new Equality, Diversity and Inclusion (ED&I) training for colleagues working in health and social care across the Shropshire Telford and Wrekin.

The training offers are being provided to address some of the racial inequalities experienced by both our colleagues and patients/service users locally in Shropshire Telford and Wrekin and, to foster working environments where all staff can bring their best selves to work, and where everyone can be heard and feel they belong.

The training offers are being delivered to provide a basic awareness and understanding of communication barriers to support developing a culturally competent workforce.

All training offers are **free of charge** and are available to **all staff** working in health and social care across Shropshire Telford, and Wrekin.

All sessions will be delivered **virtually** via MS Teams or Zoom.

We look forward to seeing you at the sessions.

The ICB People Team on behalf of the





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# Enact

## S O L U T I O N S

**Enact Solutions** is a drama-based consultancy for training, motivating and informing people in the workplace and also in education. We inspire people to make a positive difference to their lives. Everything we do, we believe in changing the default settings, in thinking differently, and making it count. We do this by designing and delivering highly engaging, immersive learning experiences that blend drama, brain science and technology to bring subjects to life and evoke feelings which open people to new ways of thinking and behaving.

We are leading experts utilising drama-based learning techniques in the workplace. Working in partnership with our clients we turn issues into highly effective learning and developmental outcomes that influence people's attitudes, behaviours and aspirations in a powerful and highly memorable manner. At Enact we unite a wealth of training and learning & development knowledge, educational acumen, and creative expertise to address the specific needs of the individual clients with a range of experiential theatrical techniques. The creativity of our team and associates enables clients to be certain that each solution is exactly matched to their needs.

Enact is vastly experienced in delivering training to a diversity of organisations in the public and private sector for their staff at Board level, Senior Management, Middle Management through to front line employees.

Enact Solutions are providing the following training sessions

- Comfortable being Uncomfortable with Race Workshop
- Microaggressions Workshop
- Unconscious Bias Workshop

## Comfortable being Uncomfortable with Race Workshop

This 2.5hr livestream session is an effective approach that aims to support colleagues in having more open and honest conversations about subject matters such as racism, prejudice and inequality. Our immersive, drama-based training programme brings challenges to life in a unique way that fuels positive action.

The programme for this event blends highly skilled facilitation, dramatised scenes (don't worry, you won't be asked to act), multimedia filmed material, a variety of experiential exercises, and high levels of interaction.

### Learning Outcomes

**As a result of participation, learners will:**

- Experience open and productive conversations about racism and inequality.
- Explore the barriers to having open cultural conversations and the importance of bypassing our internal defence mechanisms or 'fragility'.
- Consider the power that comes with privilege and how that power can be shared through allyship.
- Identify systematic and organisational discrimination.
- Practice challenging inappropriate behaviours in a safe and supportive environment; and
- Identify practical actions to create a healthier, more inclusive working environment.

### Delivery details and booking links:

Date	Session timing:	Session Duration	Booking link
Wednesday 9th November 2022	09.30 - 12.00	2.25hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=318">https://mel-lms.online/stwicb/sig-nup/?id=318</a>
Wednesday 9th November 2022	13.00 - 15.30	2.25hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=319">https://mel-lms.online/stwicb/sig-nup/?id=319</a>
Thursday 17th November 2022	09.30 - 12.00	2.25hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=320">https://mel-lms.online/stwicb/sig-nup/?id=320</a>
Thursday 17th November 2022	13.00 - 15.30	2.25hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=321">https://mel-lms.online/stwicb/sig-nup/?id=321</a>

Delegates numbers are set at a **maximum of 16 delegates** per session  
All sessions will be delivered via **MS Teams**.

Delegates are required to book their place using the link given above.  
Once your place is confirmed, delegates will receive a confirmation email of your place on the session and a unique MS Teams link for you to use on the day.



## Microaggressions Workshop

This 2.5hr livestream session is an effective approach that aims to help companies minimise the harm caused by microaggressions and other incivilities. Realistic, relatable drama-based content is used to raise awareness, increase knowledge, and open learners up to positive behaviour change.

The programme for this event blends highly skilled facilitation, dramatised scenes (don't worry, you won't be asked to act), multimedia filmed material, a variety of experiential exercises, and high levels of interaction.

### Learning Outcomes

**As a result of participation, learners will:**

- Experience open and productive conversations about racism and inequality.
- Understand what constitutes a microaggression or everyday act of incivility.
- Appreciate the short and long-term negative impact of microaggressions and incivilities.
- Reflect on their own personal microaggressions and unthinking everyday behaviours with a downside.
- Be introduced to the concept of 'fragility' and its relevance to microaggressions and incivility.
- Explore and establish personal and professional boundaries.
- Practice challenging people perpetrating microaggressions and low-level incivilities in a safe and supportive environment; and
- Identify practical actions to create a healthier, more inclusive working environment.

### Delivery details and booking links:

Date	Session timing:	Session Duration	Booking link
Thursday 9th February 2023	09.30 – 12.00	2.25hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=322">https://mel-lms.online/stwicb/sig-nup/?id=322</a>
Thursday 9th February 2023	13.00 – 15.30	2.25hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=323">https://mel-lms.online/stwicb/sig-nup/?id=323</a>
Thursday 16th February 2023	09.30 – 12.00	2.25hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=324">https://mel-lms.online/stwicb/sig-nup/?id=324</a>
Thursday 9th February 2023	13.00 – 15.30	2.25hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=325">https://mel-lms.online/stwicb/sig-nup/?id=325</a>

Delegates numbers are set at a **maximum of 16 delegates** per session  
All sessions will be delivered via **MS Teams**.

Delegates are required to book their place using the link given above.  
Once your place is confirmed, delegates will receive a confirmation email of your place on the session and a unique MS Teams link for you to use on the day.



## Unconscious Bias Workshop

This 2.5hr livestream session uses immersive, drama-based content to take unconscious bias out of the theoretical realm and make it real for people. We bring the subject to life in a way that evokes feelings and opens learners up to new ways of thinking and behaving.

The programme for this event blends highly skilled facilitation, dramatised scenes (don't worry, you won't be asked to act), multimedia filmed material, a variety of experiential exercises, and high levels of interaction.

### Learning Outcomes

**As a result of participation, learners will:**

- Increase their understanding and awareness of unconscious bias.
- Appreciate the potential adverse impact unconscious bias has on individuals and organisations.
- Know the science behind unconscious bias, common types of bias and potential triggers.
- Receive an introduction to ways to challenge personal bias and minimise its impact on decision-making; and
- Have more confidence to engage in honest conversations about bias at work; and
- Identify specific ways to put their learning into action and continue to develop their knowledge and understanding of bias back at work.

### Delivery details and booking links:

Date	Session timing:	Session Duration	Booking link
Thursday 6th September 2022	09.30 – 12.00	2.25hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=315">https://mel-lms.online/stwicb/sig-nup/?id=315</a>
Thursday 6th September 2022	13.00 – 15.30	2.25hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=316">https://mel-lms.online/stwicb/sig-nup/?id=316</a>

Delegates numbers are set at a **maximum of 16 delegates** per session  
All sessions will be delivered via **MS Teams**.

Delegates are required to book their place using the link given above.  
Once your place is confirmed, delegates will receive a confirmation email of your place on the session and a unique MS Teams link for you to use on the day.





# Purple Infusion

CREATING INNOVATIONS TOGETHER

**Purple Infusion Ltd** is a Leadership and Inclusion Consultancy, set up on the principle of working with organisations to create innovation and learning while ensuring Inclusion is at the heart of everything. We have over 30 years of experience of working in Equality and Inclusion and bring our extensive knowledge, lived experience as well as academic understanding to provide a rich learning environment.

Their main aim is to support organisations to become 'consciously inclusive'

Purple Infusion are providing the following training sessions:

- Introduction to Equality, Diversity & Inclusion
- Courageous Conversations – Let's Talk About Race



**Purple Infusion**

CREATING INNOVATIONS TOGETHER

## Introduction to Equality, Diversity & Inclusion

This workshop is designed to equip people with the confidence and skills to enhance equality, diversity & inclusion in the workplace. It is designed for staff who want to understand the basics around EDI.

### Learning Outcomes

#### The session will:

- Provide definitions for Equality, Diversity & Inclusion explaining what we mean by these terms and how they relate to your roles
- introduce delegates to the Equality Act 2010 to enable delegates to understand our legal obligations including the Public Sector Equality duty
- put forward the case for diversity and the benefits of having diverse teams
- consider discrimination in the workplace, identifying what is unlawful and the impact of this
- provide an opportunity to discuss workplace scenarios to embed the learning
- support delegates to take action following the session to ensure equality, diversity and inclusion principles are embedded into the workplace.

### Delivery details and booking links:

Date	Session timing:	Session Duration	Booking link
Thursday 15th September 2022	09.30 – 11.30	2hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=345">https://mel-lms.online/stwicb/sig-nup/?id=345</a>
Monday 21st November	13.00 – 15.00	2hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=346">https://mel-lms.online/stwicb/sig-nup/?id=346</a>

Delegates numbers are set at a **maximum of 15 delegates** per session  
All sessions will be delivered via **Zoom**.

Delegates are required to book their place using the link given above.  
Once your place is confirmed, delegates will receive a confirmation email of your place on the session and a unique Zoom link for you to use on the day.





**Purple Infusion**

CREATING INNOVATIONS TOGETHER

## Courageous Conversations – Let's Talk About Race

An interactive and thought – provoking workshop designed to support colleagues to have courageous conversations about institutional and systemic race inequalities, entrenched in the workplace and society.

### Learning Outcomes

#### The session will:

- Introduce the concept of race equality and help delegates understand why conversations about race are needed.
- explore privilege – what it is and what do we do with it when we have it?
- Support delegates to understand racial inequalities in the workplace and society using data around workforce race inequalities and wider inequalities
- define and explore racial micro-aggressions and support delegates to challenge these
- provide delegates with top tips on being a race ally

### Delivery details and booking links:

Date	Session timing:	Session Duration	Booking link
Friday 7th October 2022	09.30 – 11.30	2hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=343">https://mel-lms.online/stwicb/sig-nup/?id=343</a>
Thursday 26th January 2023	09.30 – 11.30	2hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=344">https://mel-lms.online/stwicb/sig-nup/?id=344</a>
Monday 27th February 2023	09.30 – 11.30	2hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=345">https://mel-lms.online/stwicb/sig-nup/?id=345</a>

Delegates numbers are set at a **maximum of 15 delegates** per session  
All sessions will be delivered via **Zoom**.

Delegates are required to book their place using the link given above.  
Once your place is confirmed, delegates will receive a confirmation email of your place on the session and a unique Zoom link for you to use on the day.





# NHS

## Northern Care Alliance

### NHS Group



**The Northern Care Alliance** is an NHS Foundation Trust created by bringing together two NHS Trusts, Salford Royal NHS Foundation Trust and The Pennine Acute Hospitals NHS Trust. The NCA FT was formally established on 1 October 2021. The NCA has been working together as a group since 2016. Who are we? Our dedicated team of around 20,000 staff – our NCA Family – provide a range of community and hospital services to over one million people across Bury, Oldham, Rochdale and Salford, as well as providing more specialist care to patients across Greater Manchester and beyond.

The Northern Care Alliance (NCA) and their Care Organisations serve a richly diverse population and work hard to ensure all their services are fair and equally accessible to everyone. Their aim is to employ a workforce as representative as possible of this population and their Equality and Inclusion Function, with support from the Equality and Inclusion Committee, exists to make sure they achieve our current equality and human rights objectives.

The NCA has a dedicated Equality and Inclusion Function that works across all the Group's Care Organisations and with external partners. The team provides specialist advice and support covering all aspects of equality, diversity and inclusion.

The Northern Care Alliance are providing the following training sessions:

- Challenging Hate Incidents from patients and visitors
- Challenging Hate Incidents from colleagues within the workplace
- Your steps to be “anti-racist”
- Developing intention and purpose around inclusion

*Courses specifically for HR Professionals, team leaders and managers:*

- Intentionally inclusive HR & Management
- Creating a Proactive Inclusive work and team environment
- Responding to concerns about discrimination
- Conscious Leader



## Northern Care Alliance

NHS Group

### Challenging Hate Incidents from patients and visitors

This one-hour session aims to increase colleagues' confidence in challenging hate incidents and language from patients and visitors. The session will support colleagues to consider practically how to respond to different situations.

#### Delivery details and booking links:

Date	Session timing:	Session Duration	Booking link
Tuesday 8th November 2022	10.00 – 11.00	1hr	<a href="https://mel-lms.online/stwicb/sig-nup/?id=309">https://mel-lms.online/stwicb/sig-nup/?id=309</a>
Monday 9th January 2023	11.00 – 12.00	1hr	<a href="https://mel-lms.online/stwicb/sig-nup/?id=310">https://mel-lms.online/stwicb/sig-nup/?id=310</a>
Tuesday 21st March 2023	13.00 – 14.00	1hr	<a href="https://mel-lms.online/stwicb/sig-nup/?id=311">https://mel-lms.online/stwicb/sig-nup/?id=311</a>

Delegates numbers are set at a **maximum of 30 delegates** per session  
All sessions will be delivered via **MS Teams**.

Delegates are required to book their place using the link given above.  
Once your place is confirmed, delegates will receive a confirmation email of your place on the session and a unique MS Teams link for you to use on the day.





## Northern Care Alliance

NHS Group

### Challenging Hate Incidents from colleagues within the workplace

This one-hour session aims to increase colleagues' confidence in challenging hate incidents and language they may experience from colleagues in the workplace. The session will support participants to consider practically how to respond in different circumstances and the support available.

The session will support colleagues to consider practically how to respond to different situations.

#### Delivery details and booking links:

Date	Session timing:	Session Duration	Booking link
Tuesday 11th October 2022	10.00 - 11.00	1hr	<a href="https://mel-lms.online/stwicb/sig-nup/?id=312">https://mel-lms.online/stwicb/sig-nup/?id=312</a>
Tuesday 6th December 2022	13.00 - 14.00	1hr	<a href="https://mel-lms.online/stwicb/sig-nup/?id=313">https://mel-lms.online/stwicb/sig-nup/?id=313</a>
Tuesday 28th February 2023	10.00 - 11.00	1hr	<a href="https://mel-lms.online/stwicb/sig-nup/?id=314">https://mel-lms.online/stwicb/sig-nup/?id=314</a>

Delegates numbers are set at a **maximum of 30 delegates** per session  
All sessions will be delivered via **MS Teams**.

Delegates are required to book their place using the link given above.  
Once your place is confirmed, delegates will receive a confirmation email of your place on the session and a unique MS Teams link for you to use on the day.





## Northern Care Alliance

NHS Group

### Your steps to be “anti-racist”

A 30-minute session that supports participants to consider their own role within an Intentionally Anti-Racist Organisation and what steps they can take to actively contribute to this role.

#### Delivery details and booking links:

Date	Session timing:	Session Duration	Booking link
Thursday 29th September 2022	13.00 – 13.30	30 mins	<a href="https://mel-lms.online/stwicb/sig-nup/?id=332">https://mel-lms.online/stwicb/sig-nup/?id=332</a>
Wednesday 12th October 2022	10.00 – 10.30	30 mins	<a href="https://mel-lms.online/stwicb/sig-nup/?id=333">https://mel-lms.online/stwicb/sig-nup/?id=333</a>
Thursday 10th November 2022	13.00 – 13.30	30 mins	<a href="https://mel-lms.online/stwicb/sig-nup/?id=334">https://mel-lms.online/stwicb/sig-nup/?id=334</a>
Tuesday 7th February 2023	10.00 – 10.30	30 mins	<a href="https://mel-lms.online/stwicb/sig-nup/?id=335">https://mel-lms.online/stwicb/sig-nup/?id=335</a>
Thursday 30th March 2023	13.00 – 13.30	30 mins	<a href="https://mel-lms.online/stwicb/sig-nup/?id=336">https://mel-lms.online/stwicb/sig-nup/?id=336</a>

Delegates numbers are set at a **maximum of 30 delegates** per session  
All sessions will be delivered via **MS Teams**.

Delegates are required to book their place using the link given above.  
Once your place is confirmed, delegates will receive a confirmation email of your place on the session and a unique MS Teams link for you to use on the day.





## Northern Care Alliance

NHS Group

### Developing intention and purpose around inclusion

This session is a 90-minute workshop that aims to support individuals or teams reflect on their own leadership and practice around tackling inequalities and ensuring that activity and practice is aligned to a shared purpose across an organisation or system. The workshop is delivered through facilitated conversations and guided reflection to enable participants to consider the benefits of acting with purpose around tackling the specific and very real inequalities we see across our services and workplaces. The session ends with an opportunity to explore next steps around both personal and organisational development in having a more impactful and meaningful role in tackling inequalities around us. The session put simply covers these four questions:

- Why does intention matter?
- How Important is this work to us all?
- Where is my impact today on tackling inequalities?
- What am I going to do next?

### Delivery details and booking links:

Date	Session timing:	Session Duration	Booking link
Wednesday 7th September 2022	14.00 – 15.30	1.5hrs	<a href="https://mel-lms.online/stwicb/event/register/339">https://mel-lms.online/stwicb/event/register/339</a>
Wednesday 7th December 2022	13.00 – 14.30	1.5hrs	<a href="https://mel-lms.online/stwicb/event/register/337">https://mel-lms.online/stwicb/event/register/337</a>
Wednesday 8 March 2023	10.00 – 11.30	1.5hrs	<a href="https://mel-lms.online/stwicb/event/register/338">https://mel-lms.online/stwicb/event/register/338</a>

Delegates numbers are set at a **maximum of 30 delegates** per session  
All sessions will be delivered via **MS Teams**.

Delegates are required to book their place using the link given above.  
Once your place is confirmed, delegates will receive a confirmation email of your place on the session and a unique MS Teams link for you to use on the day.





**Northern Care Alliance**  
NHS Group

## Courses specifically for HR Professionals, team leaders and managers:

### Intentionally inclusive HR & Management

This session is designed to support the delivery of inclusive HR services and to build professionals and managers knowledge around equality law and best practice within the workplace.

#### Delivery details and booking links:

Date	Session timing:	Session Duration	Booking link
Wednesday 7th September 2022	10.00 - 12.00	2hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=306">https://mel-lms.online/stwicb/sig-nup/?id=306</a>
Tuesday 14th March 2023	13.00 - 15.00	2hrs	<a href="https://mel-lms.online/stwicb/sig-nup/?id=308">https://mel-lms.online/stwicb/sig-nup/?id=308</a>

Delegates numbers are set at a **maximum of 30 delegates** per session  
All sessions will be delivered via **MS Teams**.

Delegates are required to book their place using the link given above.  
Once your place is confirmed, delegates will receive a confirmation email of your place on the session and a unique MS Teams link for you to use on the day.





## Northern Care Alliance NHS Group

### Creating a Proactive Inclusive work and team environment

This one-hour session aimed at manager and leaders to support them in developing positive and inclusive team cultures and working environment. The session is practically focused to consider best practice and provide top tips for developing your team's environment and working culture.

#### Delivery details and booking links:

Date	Session timing:	Session Duration	Booking link
Monday 12th September 2022	13.00 - 14.00	1hr	<a href="https://mel-lms.online/stwicb/sig-nup/?id=326">https://mel-lms.online/stwicb/sig-nup/?id=326</a>
Monday 21st November 2022	10.00 - 11.00	1hr	<a href="https://mel-lms.online/stwicb/sig-nup/?id=327">https://mel-lms.online/stwicb/sig-nup/?id=327</a>
Wednesday 18th January 2023	13.00 - 14.00	1hr	<a href="https://mel-lms.online/stwicb/sig-nup/?id=328">https://mel-lms.online/stwicb/sig-nup/?id=328</a>

Delegates numbers are set at a **maximum of 30 delegates** per session  
All sessions will be delivered via **MS Teams**.

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Once your place is confirmed, delegates will receive a confirmation email of your place on the session and a unique MS Teams link for you to use on the day.





## Northern Care Alliance

NHS Group

### Responding to concerns about discrimination

A 30-minute practical session to support colleagues and managers to consider how they should personally respond if someone raises a concern around discrimination or equality related harassment.

#### Delivery details and booking links:

Date	Session timing:	Session Duration	Booking link
Thursday 8th September 2022	10.00 – 10.30	30mins	<a href="https://mel-lms.online/stwicb/sig-nup/?id=329">https://mel-lms.online/stwicb/sig-nup/?id=329</a>
Monday 9th January 2023	13.00 – 13.30	30mins	<a href="https://mel-lms.online/stwicb/sig-nup/?id=330">https://mel-lms.online/stwicb/sig-nup/?id=330</a>
Wednesday 15th March 2023	10.00 – 10.30	30mins	<a href="https://mel-lms.online/stwicb/sig-nup/?id=331">https://mel-lms.online/stwicb/sig-nup/?id=331</a>

Delegates numbers are set at a **maximum of 30 delegates** per session  
All sessions will be delivered via **MS Teams**.

Delegates are required to book their place using the link given above.  
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## Northern Care Alliance

NHS Group

### Conscious Leader

This is a 60-minute session that aims to develop a safe space for the exploration of need for self-reflection and how we take time to see the role of failure in our own leadership development in becoming more inclusive leaders. The workshop will involve the facilitator guiding participants to identify where they have been challenged or got things wrong in the past and how we use those experiences to grow and develop our future practice as inclusive leader. Additionally, the session will explore the need to go beyond good intentions when it comes to equality initiatives and activities and how progress can come from an ownership of actions not achieving their original intentions or desired outcomes. This is a reflective session involving participation of all those attending to shape and lead the conversation with learning coming from shared lived experience and input from the facilitator during the workshop. The session put simply covers these four questions:

1. Why how much you value tackling inequalities matters?
2. How does an intentional approach to reflective practice around equality improve your leadership?
3. What value does tackling about failure and past mistakes have in becoming a more inclusive leader?
4. Are good intentions good enough when it comes to inclusive leadership?

### Delivery details and booking links:

Date	Session timing:	Session Duration	Booking link
Thursday 13th October 2022	13.00 – 14.00	1hr	<a href="https://mel-lms.online/stwicb/sig-nup/?id=340">https://mel-lms.online/stwicb/sig-nup/?id=340</a>
Thursday 15th December 2022	13.00 – 14.00	1hr	<a href="https://mel-lms.online/stwicb/sig-nup/?id=341">https://mel-lms.online/stwicb/sig-nup/?id=341</a>
Tuesday 7th February 2023	14.00 – 15.00	1hr	<a href="https://mel-lms.online/stwicb/sig-nup/?id=342">https://mel-lms.online/stwicb/sig-nup/?id=342</a>

Delegates numbers are set at a **maximum of 30 delegates** per session  
All sessions will be delivered via **MS Teams**.

Delegates are required to book their place using the link given above.  
Once your place is confirmed, delegates will receive a confirmation email of your place on the session and a unique MS Teams link for you to use on the day.





# ametrobe

At **Ametrobe**, we see learning at work differently. We understand how we naturally learn and change and embed them into digital learning design and strategy based on real stories.

Combining the best of different digital learning technologies and media, face-to-face learning, work-based activities, and tasks, we create e-Learning and virtual learning experiences that engage learners and change behaviours.

For almost two decades, we have worked with organisations large and small in the Public and Private sectors designing and developing learning experiences on subjects from equality, diversity and inclusion to product knowledge and leadership development.

Ametrobe is providing the following interventions:

- How to be inclusive at work
- Identity, Privilege, and Power



# ametrope

## How to Be Inclusive at Work

This e-learning course examines the differences between diversity, equality, equity and inclusion. The features and benefits of a modern, inclusive workplace and how individual differences affect people's experience of work or the care or service they receive.

### Delivery details and booking links:

This module will be available to access via the ICS Learning Management System (LMS) from **October 2022**.





# ametrope

## Identity, Privilege, and Power

This two-part training programme explores who we are and how we experience power in society, so we can take meaningful action to play our part in an inclusive workplace.

### Part One–An Introduction (e-learning)

A one-hour e-learning course to explore what makes identity and how intersectionality and power affect us all. By closely examining race and racism in the local area through real stories and identifying personal privilege, we consider how to use one's power to make work better for everyone through allyship.

#### Delivery details and booking links:

This module will be available to access via the ICS Learning Management System (LMS) from **November 2022**.

### Part Two–Let's Talk! (Webinar)

A one-hour webinar on the topics covered in part one. Facilitator-led group discussions and exercises explore identity, privilege and power and how social factors influence health. Through active conversation, we will identify changes we can make in our working practices to put knowledge into practice.

Attendees must have completed Part one: An Introduction to Identity, Privilege, and Power (E-learning) to participate.

#### Delivery details and booking links:

This webinar will be available to book from December 2022 and will be delivered **virtually**.

Delegates numbers are set at a **maximum of 20 delegates** per session.

To register your expression of interest in attending the webinar, please email [jo.bayliss@nhs.net](mailto:jo.bayliss@nhs.net)



# Why is equality, diversity and inclusion a fundamental part of the world and society today?



The NHS was created in 1948 to provide everyone with equal access to health outcomes, irrespective of their background (income levels, sexual orientation, race, disability or gender).

Although the NHS has evolved since then, we recognise there is still work to do to ensure the NHS, working with our social care partners, can provide a compassionate and inclusive culture which provides equal health outcomes.

The historical events and the actions of 2020, all show the continuing presence of discrimination for all 9 of the EDI protected characteristic groups. Consequently, we are now working towards re-setting the inclusion dial to look after and value our health and social care workforce and create a sense of belonging where people will want to stay, and which will attract new talent in the future.

