



Training that makes business sense
Equality. Diversity. Inclusion.

Training & Consultancy Brochure



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About Us:

Diversiti UK is a multi-award-winning Equality, Diversity and Inclusion (EDI) training and consultancy provider, proudly recognised as Best Equality & Diversity Training Provider since 2021.

Formed in 2014, we have grown from strength to strength. Partnering with organisations across the UK to deliver bespoke, high-impact training and consultancy that achieves measurable results.

We work with clients of all sizes and sectors, including local authorities, NHS Trusts, universities, charities, and leading private-sector employers. Our clients value our flexibility, professionalism, and the way we tailor every programme to their unique culture and workforce needs. Each programme is designed following a specialised needs analysis to ensure relevance and impact. Our highly interactive sessions blend expert trainer input with real-world discussion, media, and case studies. Every participant receives a comprehensive workbook to reinforce learning and support continued development in the workplace.

We believe in building long-term partnerships with our clients. Many return to us year after year; a reflection of the results we deliver and the trust we've earned. With consistently high satisfaction scores and measurable improvements in learner confidence, our programmes drive real change and lasting value.

We offer a **free initial consultation**, either online or face-to-face, to explore how we can best support your goals. Following this, you'll receive a tailored proposal aligned to your objectives and priorities. We are also happy to engage through formal tender processes.

If you would like to learn more please contact us on:

✉ enquiries@diversiti.uk

☎ 0800 612 7479

🌐 www.diversiti.uk

“ I'd recommend the training to other companies looking to achieve similar goals. Steve and Rebecca were excellent trainers and gave us a lot to consider when it comes to how we communicate the importance of collecting diversity data. ”

Sophie Rix,
Prince's Trust

Some of our clients:

THE
NATIONAL
GALLERY



GREAT
ORMOND
STREET
HOSPITAL
CHARITY



prevent
breast
cancer

What We Do:

At Diversiti UK, we help organisations unlock the true power of Equality, Diversity and Inclusion (EDI) not only as a force for good, but as a catalyst for stronger teams, better decision-making, and measurable business success.

We work across all levels of an organisation, from senior leadership to front-line teams; to embed inclusive behaviours, challenge bias, and create workplace cultures where everyone can thrive.

As a multi-award-winning EDI training and consultancy provider, we combine lived experience, sector expertise, and practical tools to deliver meaningful and lasting change. Our approach is collaborative, evidence-based, and focused on measurable outcomes that deliver a genuine return on investment.

We provide training and consultancy across a wide range of themes, including:

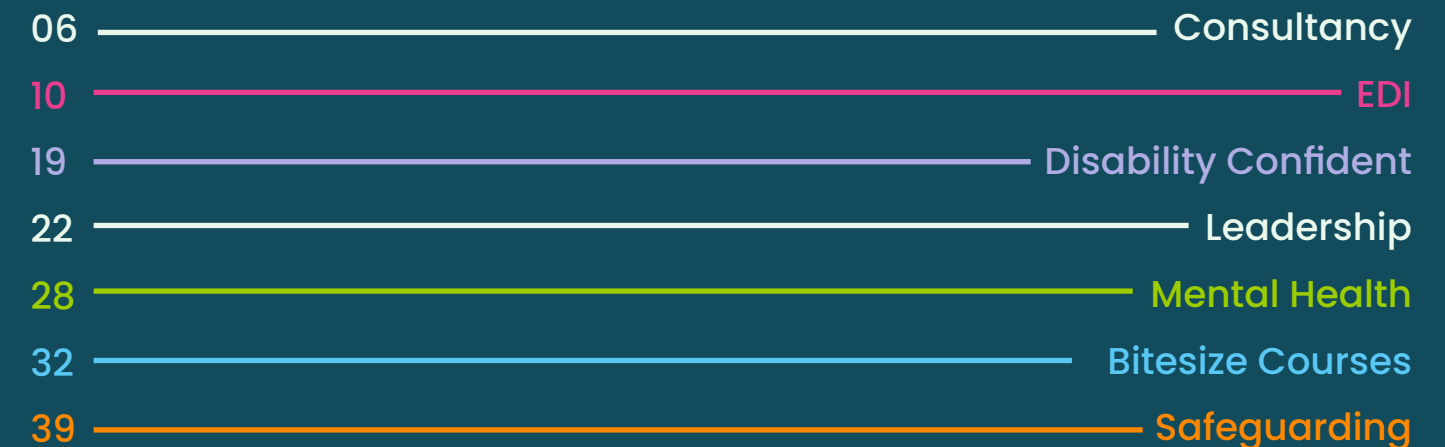
- Equality
- Diversity
- Unconscious Bias
- Cultural Competency
- Mental Health and Wellbeing
- Neurodiversity
- Disability Confident
- Safeguarding

“Our Mission is simple: Empower organisations to build inclusive cultures, confident leaders, and workplaces where everyone belongs.”

Garry Connor - Director of Services, Diversiti UK

Our Services:

Diversiti UK is a multiple award-winning diversity and inclusion champion. Since 2020, we have proudly held the title of 'Best Equality and Diversity' training provider. We have an excellent track record of providing bespoke learning and training which really 'hits the spot' for our clients and



We currently hold the title of 'Best Equality and Diversity' training provider 2025.

Consultancy:

At Diversiti UK, our consultancy services help organisations turn Equality, Diversity and Inclusion commitments into tangible actions and measurable results.

We partner with clients across the public, private and voluntary sectors to review existing practices, identify barriers, and design practical solutions that create more inclusive, accessible, and compliant workplaces.

Our experienced consultants bring a wealth of knowledge across key areas, including accessibility, policy and process design, inclusive communication, and organisational culture. We work collaboratively to ensure every recommendation is tailored, achievable, and aligned with your strategic goals.

Our consultancy support can include:

Accessibility Audits: Ensuring your premises, products, and services meet legal standards and are fully inclusive for employees and customers alike.

Policy and Process Review: Assessing your existing frameworks to identify gaps and recommend clear, actionable improvements.

Inclusive Product and Service Design: Embedding inclusive principles at every stage of product development or service delivery.

Communication and Information Accessibility: Helping you make written, digital, and verbal communications clear, inclusive, and easy to understand.

Cultural Competency and EDI Strategy Development: Supporting long-term culture change through targeted strategy, consultation, and evaluation.

Our consultancy approach is grounded in evidence, practicality, and partnership ensuring that every solution contributes directly to your organisation's success.

From accessibility audits to strategic EDI frameworks, we help organisations turn good intentions into measurable impact.

“The training was an opportunity to refresh any prior knowledge and expand upon this update. The training was delivered in an engaging manner, using a diverse range of methods and activities. The day was both interesting and enjoyable.”

Tim Dennehy,
Recovery Focus

Strategic EDI Consultancy

Beyond accessibility and inclusive design, Diversiti UK offers a range of strategic consultancy services to help organisations embed equality, diversity, and inclusion at every level.

Our consultants work closely with leadership teams, HR departments, and EDI committees to translate ambition into action; supporting culture change that's measurable, authentic, and sustainable.

We can support you with:

EDI Strategy Development: From discovery and baseline audits to implementation plans and evaluation frameworks.

Policy Review and Development: Ensuring your HR, recruitment, and organisational policies are inclusive, compliant, and aligned to best practice.

Equality Impact Assessments (EIAs): Providing practical guidance and templates to assess and evidence decision-making.

Data Analysis and Reporting: Helping you collect, interpret, and present diversity data meaningfully to drive targeted action.

Leadership and Culture Consultancy: Working with senior teams to build inclusive leadership capability and model positive behaviours.

Turning equality commitments into practical frameworks that deliver measurable change.



Accessibility Audits:

Ensuring your organisation is accessible to everyone is both a legal requirement and a marker of best practice. Our Accessibility Audits help you identify and remove barriers that may prevent staff, customers, or service users from fully engaging with your organisation.

Our team includes both technical experts and consultants with lived experience of disability, ensuring every audit is practical, empathetic, and informed by real-world perspectives.

Following a detailed site visit and review, you'll receive a comprehensive report with clear recommendations, prioritised by urgency, cost, and impact; to help you meet your obligations under the Equality Act 2010 and create truly inclusive spaces.

Practical, compliant, and achievable solutions to make accessibility a reality for everyone.



Inclusive Product and Service Design

In today's diverse marketplace, products and services that are accessible and inclusive from the outset not only meet compliance standards, they reach wider audiences and strengthen brand reputation.

Our consultants work alongside your internal teams at every stage of the design and development process to ensure your offer is usable and welcoming for everyone.

Whether adapting existing services or developing something entirely new, we help you anticipate barriers, design inclusively, and future-proof your approach.

Typical support includes:

- Inclusive design audits and usability testing
- Advice on accessible digital and physical interfaces
- Guidance on language, imagery, and marketing inclusivity
- Compliance mapping against relevant legislation and standards

Inclusive design is good design; improving access, reach, and customer loyalty.

Making Information Easy to Understand

Clear communication is at the heart of inclusion. Our consultancy service helps organisations make written, digital, and verbal information clear, accessible, and engaging for everyone including people with disabilities, learning differences, or limited English proficiency.

We can review your documents, policies, websites, and customer communications to ensure they meet Plain English and accessibility standards, and that your staff understand how to communicate inclusively in their day-to-day roles.

Support can include:

- Plain English and Easy-Read document reviews
- Accessible website and content audits
- Staff training in inclusive communication and language
- Development of internal accessibility guidelines

Empowering organisations to communicate with clarity, confidence, and inclusivity.



Community and Workforce Engagement

We also help organisations strengthen relationships with their communities and workforces through targeted engagement activities.

Staff Consultation & Focus Groups: Capturing employee experiences to inform strategy and training.

Stakeholder & Community Engagement: Working with diverse communities to co-design inclusive services.

Employee Network Development: Supporting the creation and growth of staff networks and allyship groups.

EDI Evaluation & Impact Reporting: Demonstrating progress and providing independent analysis for boards and funders.

Insight-led consultancy that empowers voices, informs decisions, and sustains inclusion.

EDI Courses

EDI

11	Introduction to EEDI
12	Advanced EEDI
13	Unconscious Bias
14	Cultural Awareness
15	Cultural Competence
16	Inclusive Communication
17	Equality Impact Assessments
18	EEDI and Social Media

Find out more



EDI

Introduction to Equality, Equity, Diversity and Inclusion (EEDI)

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

This workshop covers the core concepts and issues regarding equality, equity, diversity, and inclusion in the workplace. Participants will develop a better understanding of their rights, responsibilities, and how they can help to create a more inclusive working environment.

By The End Of The Course Delegates Will Be Able To:

- Define equality, equity, diversity and inclusion
- Understand the Equality Act 2010, its protected characteristics, and how it applies in the workplace
- Identify different types of discrimination
- Understand the importance of inclusive language and behaviour, and be able to identify how they can improve
- Develop strategies for handling difficult conversations

Topics Covered:

- ✓ What is Equality, Equity, Diversity and Inclusion?
- ✓ The Equality Act 2010
- ✓ Types of discrimination
- ✓ Inclusive language and behaviours
- ✓ Challenging discriminatory behaviour
- ✓ Case studies



Advanced Equality, Equity, Diversity and Inclusion (EEDI)

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

This class takes a deeper dive into the concepts behind equality, equity, diversity, and inclusion, and is recommended only after you have completed a class or workshop which covers the basics. Participants will explore a number of theories and frameworks to help them understand inequality in today's society and the importance of taking action to change it.

Topics Covered:

- ✓ What is privilege?
- ✓ Confronting power and privilege at work
- ✓ What is intersectionality?
- ✓ Using intersectionality to understand employees
- ✓ What is allyship?
- ✓ Allyship and the workplace
- ✓ Common terminology

By The End Of The Course Delegates Will Be Able To:

- Understand major concepts related to EEDI and social justice
- Relate these concepts to workplace issues and challenges
- Identify how these concepts can be applied for more equitable outcomes, via changes to personal behaviour and growth as well as influencing attitudes and policies at work



Unconscious Bias

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

This workshop explores what unconscious bias is, where it comes from, how it can operate in the workplace, and what changes can be made to mitigate any negative impacts. Participants will be encouraged to understand their own potential biases and create a practical action plan to challenge themselves.

Topics Covered:

- ✓ What is unconscious bias?
- ✓ Types of unconscious bias Stereotypes and the impact of unchallenged biases.
- ✓ Bias in the workplace
- ✓ What are your biases?
- ✓ Mitigating bias
- ✓ Case studies

By The End Of The Course Delegates Will Be Able To:

- Define unconscious bias
- Distinguish between different types of bias
- Understand stereotypes and their impact
- Identify their own biases
- Understand the importance of challenging their own assumptions
- Develop strategies for managing bias in the workplace



Cultural Awareness

Recommended course length:

Full day; but can be condensed into a half day if required.

To find out more visit our website [here](#).

Overview:

The UK is now one of the most diverse places in the world, which means that our customers, clients, and staff are from a wide variety of cultures and backgrounds. This workshop will help participants to develop cross-cultural awareness by understanding what culture is, identifying their own culture and how it may differ from others, and discussing ways to be more inclusive of different cultures. We recommend combining this class with our class on Cultural competence.

By The End Of The Course Delegates Will Be Able To:

- Define what culture is and its different levels
- Identify their own culture and how it relates to others
- Understand cultural differences and why there may be misunderstandings
- Understand how values, beliefs, and prejudices are formed
- Identify practical ways to be more inclusive of other cultures in the workplace

Topics Covered:

- ✓ What is culture?
- ✓ Hidalgo's 3 levels of culture
- ✓ Describing your own cultural identity (personal and social identity)
- ✓ Understanding values, beliefs, and prejudices
- ✓ Common differences and misunderstandings
- ✓ Using cultural awareness to tackle discrimination



Cultural Competence

Recommended course length:

Full day; but can be condensed into a half day if required.

To find out more visit our website [here](#).

Overview:

This workshop will help participants to develop cultural competency through understanding what skills they may need to develop and the importance of inclusive communication at all levels of a business. Participants will be able to reflect on their behaviour, review their own practice, and be more confident in dealing with cultural differences and biases. This class is a natural progression from our Cultural Awareness course, so we strongly recommend attending that first.

By The End Of The Course Delegates Will Be Able To:

- Define cultural competency and understand the relevant skills
- Deal more effectively with cultural differences
- Understand common communication barriers and how to overcome them
- Develop an action plan for how they and their organisation can become culturally competent

Topics Covered:

- ✓ What is cultural competence, & how does it differ from cultural awareness?
- ✓ The six stages of cultural competence
- ✓ Personal skills for cultural competence
- ✓ Filters and self-awareness
- ✓ Effective cross-cultural communication
- ✓ Barriers to and strategies for cross-cultural communication
- ✓ Case studies & Creating an action plan



Inclusive Communication

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

Communication is of utmost importance in any organisation, but there are many barriers that can make it difficult. This course will examine different forms of communication styles, how people's lived experiences can affect their interpretation, and provide practical advice on strategies and resources to aid inclusive communication. It covers issues around neurodivergence, gender, and cultural norms

By The End Of The Course Delegates Will Be Able To:

- Identify their own communication styles and where these styles can be most useful
- Reduce the barriers that can impact understanding and communication
- Listen and speak more effectively with diverse groups

Topics Covered:

- ✓ Communication styles
- ✓ Verbal and non-verbal
- ✓ Common assumptions and barriers
- ✓ Active listening and psychological safety
- ✓ Practical tips and resources
- ✓ Making your action plan



Equality Impact Assessments

Recommended course length:

Full Day

To find out more visit our website [here](#).

Overview:

This highly interactive and practical training programme will give participants a full walkthrough of how Equality Impact Assessments (EIAs) relate to the Equality Act 2010, the role of EIAs in ensuring fairness in the workplace, and how to conduct a comprehensive EIA. Participants will gain the knowledge they need to feel confident in conducting a thorough and effective EIA, encouraging them to take ownership and help protect your organisation from potentially damaging claims.

By The End Of The Course Delegates Will Be Able To:

- Define the relationship between the Equality Act and EIA
- Understand the key role that EIA have in a workplace
- Understand the correct process for conducting an effective EIA
- Identify the key issues to consider and key elements for monitoring the process
- Understand how to encourage effective usage of assessments

Topics Covered:

- ✓ The legal context of Equality Impact Assessments (EIAs)
- ✓ Reviewing the Equality Act 2010 and the Public Sector Equality Duty
- ✓ What are Equality Impact Assessments?
- ✓ Identifying who to involve in an EIA and where to find advice
- ✓ Screening for relevance
- ✓ Our 8 point guide to producing an EIA & conducting a full EIA Assessing impact
- ✓ Mainstreaming the EIA process & devising an action plan

EEDI and social media

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

As the importance of social media branding increases, so does the importance of managing your online presence and ensuring that your organisation does not encounter reputational damage due to exclusionary or harmful statements and behaviours. This course explores how you can maintain your principles of EEDI in the online sphere without giving undue weight to individual opinions.

Topics Covered:

- ✓ The benefits and drawbacks of social media for businesses
- ✓ Deciding on values and boundaries
- ✓ Creating a social media policy for staff
- ✓ Responding to online backlash
Creating an action plan

By The End Of The Course Delegates Will Be Able To:

- Understand the importance of online safety for employees
- Communicate and adhere to principles of EEDI in online environments.
- Decide on appropriate responses to online controversies

Disability Confident Courses

- 20 _____ Disability Awareness
- 21 _____ Disability Inclusion
- 22 _____ Neurodiversity Awareness for Employees
- 23 _____ Neurodiversity Awareness for Managers

Find out more



Disability Awareness

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

By the time we reach working age, 23% of people report some form of disability. However, many organisations spend scarce resources on meeting the requirements of disabled people in accordance with the Equality Act 2010, which means that almost a quarter of working-age adults end up excluded from the workplace. This course will examine the barriers that exist for people with different kinds of disabilities, give practical advice on how you can help, and explain disability equality in the context of The Equality Act 2010.

By The End Of The Course Delegates Will Be Able To:

- Define disability and understand its different forms
- Understand the difference between the social and medical models of disability
- Identify ableism and the barriers that exist for disabled people.
- Understand your responsibilities under The Equality Act 2010 and what reasonable adjustments can look like

Topics Covered:

- ✓ What is disability?
- ✓ Different forms of disability (visible and invisible)
- ✓ Social model vs medical model
- ✓ Common barriers and ableism
- ✓ The Equality Act 2010
- ✓ Key ways you can support disabled colleagues and clients
- ✓ Reasonable adjustments
- ✓ Making your action plan

Disability Inclusion

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

We recommend taking this course after our class on Disability Awareness. Inclusion is not just about improving access to services or adding disabled people to your workforce, but also supporting people once they're in the workforce. This course will help you to engage in wider processes to ensure that their rights and needs are recognised, helping you to identify potential issues preventing inclusion for disabled people and the steps you can take to achieve more equitable outcomes.

By The End Of The Course Delegates Will Be Able To:

- Identify ableist beliefs, assumptions, and practices
- Understand the potential needs of disabled people in the workplace
- Identify practical measures to improve inclusion for people with disabilities.

Topics Covered:

- ✓ Inclusion vs integration
- ✓ Identifying ableist biases and assumptions
- ✓ Creating a welcoming environment
- ✓ Inclusive communication
- ✓ Policies, procedures, and work environments
- ✓ Providing support
- ✓ Competing needs
- ✓ Making your action plan

Neurodiversity Awareness for Employees

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

Neurodiversity is a natural variation in how people think, learn, and process information. Many workplaces, however, are designed around a narrow range of working styles.

This course supports employees to develop greater awareness of neurodiversity and inclusion, helping them reflect on their own preferences, reduce assumptions, and work more effectively with colleagues. The focus is on everyday interaction, communication, and inclusion; not diagnosis or intervention.

By The End Of The Course Delegates Will Be Able To:

- Build awareness of neurodiversity and inclusion
- Increase confidence working with different thinking styles
- Reduce misunderstandings and assumptions
- Communicate and collaborate more effectively
- Understand appropriate boundaries and support routes

Topics Covered:

- ✓ What neurodiversity means and why it matters
- ✓ Different thinking and working styles
- ✓ Common workplace challenges and barriers
- ✓ Inclusion, empathy, and reducing assumptions
- ✓ Communication and collaboration Boundaries, support routes, and signposting

Neurodiversity Awareness for Managers

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

Managers play a key role in shaping how inclusive and accessible the workplace feels for neurodivergent employees. While they are not expected to diagnose or act as experts, managers are often the first point of contact when challenges arise. This course supports managers to build understanding of different thinking styles, recognise workplace barriers, and respond consistently and fairly. The focus is on practical management behaviours, reasonable adjustments, and inclusive communication.

By The End Of The Course Delegates Will Be Able To:

- Build understanding of different thinking styles and strengths
- Increase confidence in supporting neurodivergent colleagues
- Identify practical adjustments that improve performance and wellbeing
- Manage consistently and fairly without reliance on assumptions or stereotypes

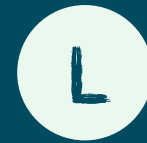
Topics Covered:

- ✓ What neurodiversity is and why it matters
- ✓ Different thinking styles, strengths, and challenges
- ✓ Common workplace barriers for neurodivergent employees
- ✓ Inclusive communication and management approaches
- ✓ Practical and reasonable workplace adjustments
- ✓ Boundaries, consistency, and fairness in management

Leadership Courses

- 25 _____ Inclusive leadership
- 26 _____ Inclusive Recruitment
- 27 _____ Managing Diverse Teams
- 28 _____ Mentoring & Reverse Mentoring
- 29 _____ Intersectionality & Data Evaluation

Find out more



Inclusive Leadership

Recommended course length:

Half Day (full day if including a facilitated discussion on making changes)

To find out more visit our website [here](#).

By The End Of The Course Delegates Will Be Able To:

- Develop their personal understanding of themselves and their relationship to their staff.
- Understand how their biases can affect the organisation and how they can reduce negative impacts.
- Practice active listening and model inclusive leadership for others

Overview:

Change usually happens from the top down. If you want your organisation to be inclusive, diverse, and equitable, then the responsibility for making those changes – or acting on suggestions provided by staff, customers, or even consultants – is on you.

This course will explore how you can build EEDI into your organisation at multiple levels and create a welcoming, inclusive culture for all of your employees.

Topics Covered:

- ✓ Understanding the sociopolitical context
- ✓ Understanding power imbalances
- ✓ Self-awareness and unconscious biases
- ✓ Seeking input and active listening
- ✓ Recruitment and promotion
- ✓ Setting goals





Inclusive Recruitment

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

Recruitment is one of the main areas where bias and discrimination can affect diversity and inclusion at your business. This course will help you understand how to ensure that your processes are inclusive, avoid common hiring biases, and identify changes that you may need to make to your recruitment procedures.

Topics Covered:

- ✓ Common hiring biases
- ✓ Avoiding discrimination and bias
- ✓ Designing inclusive job descriptions and adverts
- ✓ Creating inclusive procedures
- ✓ Applying reasonable adjustments
- ✓ Case studies

By The End Of The Course Delegates Will Be Able To:

- Write job adverts that appeal to multiple areas of the community
- Reduce bias in the recruitment and interviewing process
- Understand the importance of reasonable adjustments and what they might look like
- Identify which relevant procedures may need to change and how



Managing Diverse Teams

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

This is a companion to Cultural Awareness and Cultural Competence, so we strongly recommend that delegates take those classes first. This class is aimed specifically at managers and team leaders to assist them in developing a deeper understanding of different cultural views of authority figures and approaches to work. Delegates will be encouraged to reflect on and review their own practice, helping them to be more confident when dealing with cultural issues.

Topics Covered:

- ✓ Identifying your leadership style
- ✓ Understanding diversity in your team
- ✓ Conflict resolution
- ✓ Understanding work cultures
- ✓ Being culturally sensitive and providing support
- ✓ Case studies
- ✓ Creating your action plan

By The End Of The Course Delegates Will Be Able To:

- Identify different models of working cultures
- Identify their leadership styles and how it may impact their teams
- Understand different communication styles
- Develop support mechanisms for a culturally diverse team



Mentoring and reverse mentoring

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

Creating a standard mentorship programme supports marginalised staff in developing leadership skills and applying for higher positions. Reverse mentoring, where a manager is guided by a junior staff member, helps senior employees learn new skills, understand others' experiences, and recognise workplace barriers. Using both approaches creates a culture that values skills at all levels, encourages learning from everyone, and helps break down hierarchies, making the organisation more inclusive.

By The End Of The Course Delegates Will Be Able To

- Understand the benefits and applications of both mentoring and reverse mentoring
- Develop a programme for either structure
- Build more effective working relationships across their organisation
- Apply mentoring skills and use a range of tools and techniques

Topics Covered:

- ✓ Mentoring vs reverse mentoring: the roles, differences, & challenges
- ✓ Building and maintaining productive mentor or mentee relationships
- ✓ Identifying the right questions & practicing active listening skills
- ✓ Designing a support programme for your mentee
- ✓ Giving developmental feedback and evaluating success



Intersectionality and data evaluation

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

Most organisations collect information on the demographics of their employees, but many do not put this information to good use – for example, to inform EEDI strategies, improve recruitment processes, or identify potential barriers and biases in the workplace. This workshop will explore strategies for gathering, monitoring, and analysing this data; how it can

By The End Of The Course Delegates Will Be Able To:

- Identify gaps in organisational data
- Collect, monitor, and evaluate data with an intersectional lens
- Use employee data to improve EEDI across the business

Topics Covered:

- ✓ What is intersectionality, and how does it apply here?
- ✓ Data capture and analysis
- ✓ How to review and inspect your data
- ✓ Using an intersectional framework to check for barriers and missing information
- ✓ Ensuring that data capture and reporting is "clean" (e.g. anonymity where relevant) and organised
- ✓ Making sure that employee data is used meaningfully

MH

Mental Health Courses

- 31 _____ MH First Aid
- 32 _____ MH First Aid Refresher
- 33 _____ Suicide First Aid Lite
- 34 _____ Mental Health & Wellbeing for Senior Leaders
- 35 _____ Mental Health & Wellbeing for Employees
- 36 _____ Mental Health & Wellbeing for Managers

Find out more



Mental Health First Aid

Recommended course length:

2 Full Days

To find out more visit our website [here](#).

Overview:

One in four people in the UK will experience a mental health challenge, often made worse by workplace pressures. Trained Mental Health First Aiders foster a culture of support, raise awareness, and ensure colleagues get the help they need when it matters most. This course equips you to spot early warning signs, offer reassurance, and guide colleagues toward professional support.

By The End Of The Course Delegates Will Be Able To:

- Recognise the signs of common mental health conditions and understand their impact in the workplace.
- Respond appropriately and confidently to colleagues experiencing mental health challenges.
- Apply active listening and empathetic communication techniques to offer effective support.
- Promote a positive culture of well-being and reduce stigma around mental health at work.

Topics Covered:

- ✓ Understanding mental health and wellbeing
- ✓ Common mental health conditions
- ✓ Recognising early warning signs and crisis situations
- ✓ Maintaining boundaries and confidentiality
- ✓ Reducing stigma and promoting awareness
- ✓ Strategies to support wellbeing in the workplace
- ✓ Q&A



Mental Health First Aid Refresher

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

Just like physical first aid, refreshing your team’s MHFAider skills is vital as it ensures they can offer the right support when it matters most. This refresher course, recommended at least every three years, reinforces their ability to recognise and assist those in crisis, strengthening workplace resilience and keeping MHFAiders confident in providing life changing support.



Suicide First Aid Lite

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

The SFA Lite course provides essential knowledge and practical skills to confidently support someone who may be struggling with suicidal thoughts. In just three hours, you’ll learn how to recognise warning signs, offer reassurance, and take crucial steps to help keep them safe.

By The End Of The Course Delegates Will Be Able To:

- Refresh and reinforce core MHFA skills.
- Recognise signs of poor mental health with confidence.
- Respond appropriately in crisis situations.
- Use active listening and non-judgemental communication.
- Promote wellbeing and challenge stigma at work

Topics Covered:

- ✓ Latest mental health updates
- ✓ Self-care and wellbeing tools
- ✓ Challenging stigma
- ✓ Confident communication
- ✓ Suicide prevention guidance
- ✓ Ongoing support strategies
- ✓ Q&A

By The End Of The Course Delegates Will Be Able To:

- Recognise warning signs of suicide.
- Start compassionate, safe conversations.
- Provide immediate support and reassurance.
- Create safety plans and guide towards help.
- Manage their own wellbeing when supporting others.

Topics Covered:

- ✓ Understanding suicide & stigma
- ✓ Recognising risk factors
- ✓ Intent and motivation
- ✓ Safe, effective communication
- ✓ Self-care and support strategies
- ✓ Q&A



Mental Health and Wellbeing for Senior Leaders

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

While managers support individuals day-to-day, senior leaders influence mental wellbeing at scale. Their decisions shape organisational expectations, psychological safety, workload pressures, and leadership culture. This programme supports senior leaders to deepen their understanding of mental health and stress, while moving decisively beyond awareness into ownership, influence, and system-level impact. It creates space for reflection, challenge, and practical action in the context of real leadership pressures.

By The End Of The Course Delegates Will Be Able To:

- Understand how leadership behaviour shapes wellbeing and culture
- Recognise organisational risk factors linked to stress and burnout
- Reflect on the difference between intent and impact at senior level
- Role-model healthy, sustainable leadership practices

Topics Covered:

- ✓ Mental wellbeing as a strategic leadership issue
- ✓ The mental health continuum and organisational risk factors
- ✓ The impact of senior leadership behaviour on culture and trust
- ✓ Organisational systems, pressure points, and decision-making
- ✓ Psychological safety and leadership accountability
- ✓ Balancing performance, compassion, and sustainable leadership



Mental Health and Wellbeing for Employees

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

This mental health training for employees course supports employees to develop a shared understanding of mental health and wellbeing in everyday working life.

It creates space for open discussion, reflection, and learning, without placing responsibility on employees to diagnose, manage, or intervene in mental health concerns. Instead, the focus is on awareness, empathy, confidence, and knowing when and how to seek further support.

By The End Of The Course Delegates Will Be Able To:

- Better understand mental wellbeing and stress
- Recognise early signs of poor mental wellbeing
- Respond to colleagues in supportive, appropriate ways
- Understand personal boundaries and responsibilities
- Know how and when to seek support or signpost concerns

Topics Covered:

- ✓ Mental health, mental wellbeing, and stress
- ✓ Common signs of poor mental wellbeing
- ✓ Recognising changes in yourself and others
- ✓ Self-care and maintaining wellbeing at work
- ✓ Appropriate peer support and conversations
- ✓ Boundaries, signposting, and seeking help

Mental Health and Wellbeing for Managers

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

Managers play a critical role in shaping workplace culture and supporting employee wellbeing. This course is designed to help managers understand their responsibilities, build confidence in responding to mental health concerns, and support their teams effectively and appropriately.

The focus is on practical, real-world management situations — enabling managers to respond with empathy and consistency, while maintaining clear boundaries and knowing when to escalate or signpost concerns.

By The End Of The Course Delegates Will Be Able To:

- Recognise early warning signs of mental health concerns
- Understand the impact of stress on performance and wellbeing
- Approach conversations with confidence, empathy, and clarity
- Respond appropriately without overstepping professional boundaries
- Identify suitable workplace adjustments and support options

Topics Covered:

- ✓ Mental health, mental wellbeing, and stress
- ✓ The mental health continuum and workplace risk factors
- ✓ Recognising changes in behaviour, performance, and wellbeing
- ✓ Having supportive, effective conversations
- ✓ Reasonable workplace adjustments
- ✓ Boundaries, escalation, and signposting

“Simple yet engaging with easy to adopt strategies to support your managers & employees with good mental health in the workplace”

LCG people ltd

Bitesize Courses

B

- 39 _____ Equality Act / Allyship
- 40 _____ Menopause / Gender Equality
- 41 _____ Neurodiversity/ LGBTQ+
- 42 _____ Trans identities / Race Awareness
- 43 _____ Faith / Disability
- 44 _____ Class in the UK / Age

Find out more



The Equality Act 2010

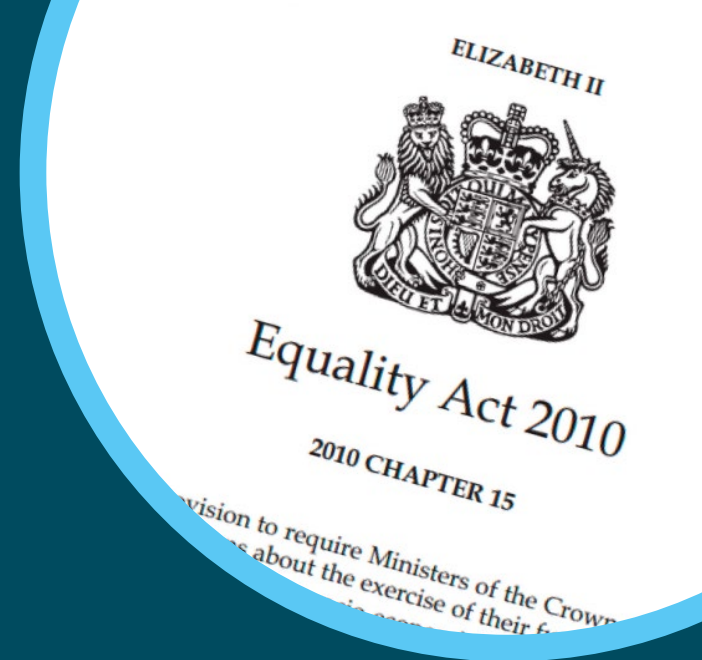
Overview:

Every organisation has rights and responsibilities regarding equal treatment and discrimination, as laid out in the Equality Act 2010. This class will explain what these are, what kinds of issue they apply to, and why this legislation is relevant to your business.

Topics Covered:

- ✓ What does the law say?
- ✓ Legally defining discrimination
- ✓ Who and what does The Equality Act 2010 apply to?
- ✓ The nine protected characteristics
- ✓ Different kinds of discrimination (inc. examples)
- ✓ Reasonable adjustments
- ✓ Q&A
- ✓ Optional: The Public Sector Duty

To find out more visit our website [here](#).



Allyship

Overview:

Though most people would like to help and support those who face discriminatory barriers & prejudices, many don't know how to go about it. This course will define what being an ally means, practical changes you can make, and how you can challenge discrimination in yourself and others.

Topics Covered:

- ✓ What is allyship?
- ✓ Ally roles in the workplace
- ✓ Challenging others
- ✓ Being challenged
- ✓ The importance of self-awareness
- ✓ Q&A

To find out more visit our website [here](#).



Menopause

Overview:

This class will give attendees a good understanding of what the menopause is and how it may affect employees at work. It will also provide tools to help managers and their teams support colleagues who may be experiencing difficult symptoms.

Topics Covered:

- ✓ The facts: what is the menopause?
- ✓ Common myths
- ✓ Symptoms
- ✓ HRT and how it works
- ✓ The impact of menopause
- ✓ Talking about menopause at work
- ✓ Supporting staff members
- ✓ Q&A

To find out more visit our website [here](#).



Neurodiversity

Overview:

Your organisation almost certainly has neurodivergent members of staff: up to 20% of people in the UK are neurodivergent in some way, which is approximately 13 million people. This course defines and explains the broad range of different types of neurodiversity, including practical advice for ensuring inclusion in both the recruitment process and the workplace.

Topics Covered:

- ✓ What is neurodiversity and neurodivergence?
- ✓ Types of neurodivergence
- ✓ Comorbidity
- ✓ Common barriers and adjustments
- ✓ Neurodivergence & intersectionality
- ✓ What is masking?
- ✓ Supporting neurodivergent employees
- ✓ Q&A

To find out more visit our website [here](#).



Gender Equality

Overview:

This class will explore what gender equality is, why it is important, and why it should be a goal for all organisations. It will help attendees to expand their understanding of gender inequality and to identify where gender equality can be improved within the workplace.

Topics Covered:

- ✓ What is gender?
- ✓ What is sexism?
- ✓ What is gender equality?
- ✓ The history of women’s rights
- ✓ Gender equality today
- ✓ Intersectionality and gender
- ✓ What about men?
- ✓ What can you do?
- ✓ Q&A

To find out more visit our website [here](#).



LGBTQ+

Overview:

This course will expand delegates’ understanding of the LGBTQ+ community, their experiences, and how to be more inclusive of different genders and sexualities at work.

Topics Covered:

- ✓ What does LGBTQ+ stand for?
- ✓ LGBTQ+ history in the UK
- ✓ “Coming out”
- ✓ Gender identity
- ✓ LGBTQ+ identities & intersectionality
- ✓ Common terms
- ✓ Inclusive language and behaviour
- ✓ Q&A

To find out more visit our website [here](#).



Trans Identities

Overview:

Trans people – particularly trans women – have been thrust into the media spotlight in recent years, alongside a large amount of misinformation and misunderstandings. This course will help to clarify language, dispel common myths, and give advice on being inclusive in the workplace.

Topics Covered:

- ✓ Cis and trans
- ✓ Gender and society
- ✓ Facts vs myths
- ✓ Pronouns and misgendering
- ✓ Trans identities and intersectionality
- ✓ Common terms
- ✓ Inclusive language and behaviour
- ✓ Q&A

To find out more visit our website [here](#).



Faith

Overview:

Though the UK is broadly secular, with religion being kept out of government and legislation, it is still important to respect the spiritual faiths and beliefs of different groups. This class will cover the most common religions in the UK and explain adjustments and accommodations that may be needed within the workplace.

Topics Covered:

- ✓ Main religions in the UK (Christianity, Islam, Hinduism, Sikhism, Judaism)
- ✓ Atheism & agnosticism
- ✓ Common stereotypes
- ✓ Religion and intersectionality
- ✓ Religions and food
- ✓ Religions and holidays
- ✓ Being inclusive at work
- ✓ Q&A

To find out more visit our website [here](#).



Race and Race Awareness

Overview:

Racism and racial discrimination are still a major problem throughout society, including within the workplace. This class will explain common stereotypes & microaggressions, how to combat them, and give advice on being more inclusive of different races at work.

Topics Covered:

- ✓ A brief history of race in the UK
- ✓ Facts & figures
- ✓ Common biases and stereotypes
- ✓ Mitigating bias
- ✓ Race and intersectionality
- ✓ Racial microaggressions
- ✓ Inclusive language and behaviour
- ✓ Q&A

To find out more visit our website [here](#).



Disability

Overview:

As of the 2021 UK census, 23% of working age adults describe themselves as disabled, which means that it's extremely likely that you have staff with disabilities. This course will explore the barriers faced by disabled people and how you can be more inclusive at work.

Topics Covered:

- ✓ Types of disability
- ✓ Visible and invisible disabilities
- ✓ Common barriers
- ✓ Disability and intersectionality
- ✓ Reasonable adjustments
- ✓ Inclusive language and behaviour
- ✓ Q&A

To find out more visit our website [here](#).



Class in the UK

Overview:

Though class is not technically part of the protected characteristics covered by the Equality Act 2010, it is still an important factor of many people's identities, and people still experience negative behaviour based on their socioeconomic status. The perceived class of a person can affect their interview outcomes, career progression, and how included they feel at work. This session will explore class, its markers, and how to address classism in the workplace.

Topics Covered:

- ✓ Defining class
- ✓ Class markers
- ✓ Common stereotypes
- ✓ Class and intersectionality
- ✓ Inclusive behaviours
- ✓ Q&A

To find out more visit our website [here](#).



Safeguarding Courses

46 _____ General Safeguarding Training

47 _____ Introduction to Safeguarding Children

Age

Overview:

This class explores age-based discrimination regarding both older and younger people at work. It will cover common unconscious biases and potential changes that businesses can make to improve the inclusion of younger and older people at work.

Topics Covered:

- ✓ Defining ageism
- ✓ Age-based stereotypes
- ✓ Age and intersectionality
- ✓ Inclusive policies
- ✓ Inclusive language and interpersonal behaviours
- ✓ Q&A

To find out more visit our website [here](#).



Find out more





General Safeguarding Training

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

Safeguarding is everyone's responsibility. This course enables learners to understand current safeguarding issues. It will give you the confidence to apply the correct actions and procedures to make a safeguarding alert where necessary. A particularly useful course for people who work with vulnerable children and adults.

By The End Of The Course Delegates Will Be Able To:

- Understand what safeguarding is and their role in this process
- Recognise and respond to concerns about an adult or child who is potentially in need of safeguarding and know how to take appropriate action.
- Understand the procedures for making a 'safeguarding alert'
- Have knowledge about policies, procedures and legislation that supports safeguarding of adults and children

Topics Covered:

- ✓ What is safeguarding
- ✓ Identifying groups of vulnerable people
- ✓ Legislation
- ✓ Categories of abuse
- ✓ Signs and symptoms of abuse
- ✓ Effects of abuse
- ✓ What to do if someone says something to you
- ✓ Reporting concerns
- ✓ The procedure for making a safeguarding alert



Introduction to Safeguarding Children

Recommended course length:

Half Day

To find out more visit our website [here](#).

Overview:

This course is suitable for newly qualified staff and newly appointed staff at an early level of expertise working in this field. Staff who have contact with children and/or their families and will work directly with them. In taking our courses, you can ensure that you understand your responsibilities for any children under your care, and feel confident in carrying out the appropriate actions should you have any concerns.

By The End Of The Course Delegates Will Be Able To:

- Identify the national and local context to safeguarding children
- Describe what constitutes child abuse
- State roles and responsibilities if worried about a child
- Identify the roles and responsibilities of other workers
- List ways to promote the safety of children
- Know where to receive support and guidance that will help promote good practice

Topics Covered:

- ✓ What is safeguarding in respect of children and young people?
- ✓ Safeguarding boards and inter-agency working
- ✓ Categories of abuse
- ✓ Signs and symptoms of abuse
- ✓ Roles and responsibilities
- ✓ The Common assessment framework
- ✓ Good practice – Ways of obtaining support and guidance

“Diversiti UK provided a great training course in which I learnt a lot. It was fun, interactive and I was able to put what I had learnt into practical use when we looked at the case studies. The trainers were knowledgeable and were able to answer any questions the group had.”

Maria Fox, Fair Play Barnet

Equality. Diversity. Inclusion.

MAKES BUSINESS SENSE

Equality, Diversity and Inclusion (EDI) can really help your business grow. Statistics show companies who implement EDI as part of their business are more successful.

Regularly reviewing EDI will also ensure your business is compliant, harmonious and protected.

70%

VALUES

More than 70% of customers prefer to buy from a brand that aligns with their values.

19%

INNOVATION

Companies with above-average diversity achieved 19% higher innovation revenues

36%

PROFIT

Companies in the top 25% for ethnic and cultural diversity were 36% more profitable than those in the bottom 25%

35%

PERFORMANCE

Diverse teams outperform non-diverse ones by 35%.

Great Business

Diversity gives you a great advantage in the commercial world. Organisations with diverse perspectives are far better placed to innovate. We show how investing in diverse teams can help organisations deliver at a higher level.

Diversity offers incredible potential to drive innovation and give you a competitive edge. It helps you to turn challenges into opportunities, solve problems with more creativity, reach new markets, attract better employees, and deliver growth.

“We have a fantastic partnership with Diversiti UK, who have continually been supportive of our training needs. I was truly impressed with how fast they reacted and transitioned to the online environment, converting our content from classroom sessions to online delivery.”

Sean Rossiter-Johnston,
Cambridge City Council



Great People

With support, we all have the potential to be great. Training and development has become an invaluable investment in building successful modern workforces. We help organisations meet strategic objectives through behaviour, competence and personal development training.

Our training ensures that your employees are better able to meet challenges in the workplace and are committed to adding a new dimension to the success of your team.

We will address quality and diversity in your industry, ensuring that employees are more able to uncover the potential within your existing customer base and access untapped markets.

“Really made us think about what things we could implement straight away and what we felt we needed more of a discussion about and we have already carried the conversation forward in our team meeting since the training.”

Victoria Bartholomew,
Prince's Trust



Great Culture

We are on a mission to help as many workplaces as we can to create a collaborative and understanding atmosphere, using EDI as a core element for positive culture change.

Building a great culture is the key to success for any company: every business is only as good as its people. When employees feel fulfilled, valued, and able to be creative, businesses always benefit.

In addition, developing and nurturing a great culture will help you to attract and retain the best talent. A true team spirit is priceless – and our expert trainers can help you make this concept into a reality.

“When we were seeking EDI training for our staff one organisation really stood out above the rest. The in-depth discussions held between myself and Garry beforehand resulted in training sessions that perfectly catered to the culture and needs of our organisation.”

George Jameson, Geological Society of London



Get in touch to find out more about our courses and services

 www.diversiti.uk

 enquiries@diversiti.uk

 0800 612 7479

