



OBT

OBT Course Outline

UNCONSCIOUS BIAS & EQUALITY IN THE WORKPLACE FOR LINE MANAGERS

Main Aims and Key Benefits:	This interactive half-day programme explores the impact of unconscious bias in workplace decision-making, interactions, and behaviours. It provides a clear understanding of how biases form, their effect on workplace culture, and practical strategies for mitigating them. The session also covers key aspects of the Equality Act 2010 , including protected characteristics, discrimination, harassment, and bullying. Delegates will gain insights into recognising and addressing unacceptable workplace behaviours.
Course Content:	<p>Understanding Unconscious Bias</p> <ul style="list-style-type: none">• What unconscious bias is and how it develops• Common types of bias in the workplace• How bias influences decision-making and workplace interactions• Practical strategies to mitigate bias in recruitment, promotion, and daily interactions <p>The Equality Act 2010 & Workplace Responsibilities</p> <ul style="list-style-type: none">• Overview of protected characteristics• Recognising direct and indirect discrimination <p>Harassment, Bullying, and Unacceptable Behaviour</p> <ul style="list-style-type: none">• Definitions and key differences between harassment and bullying• Examples of unacceptable workplace behaviours and their impact
Training Methods:	<ul style="list-style-type: none">▪ Presentations▪ Syndicate exercises▪ Group discussions
Who will benefit:	Bursars, Assistant Bursars, Heads of Department, Senior Team Leaders, Supervisors, Managers with responsibility for recruitment
Duration:	1½ day
Certification:	OBT and Progressive Training
Training Provider:	Progressive Training

