



Funded by:

Equality and
Human Rights
Commission

equalityhumanrights.com



GLASGOW 
Social Economy Partnership

Mainstreaming Equalities

A set of six bespoke courses, designed to support organisations to mainstream equality across their operations and functions.

- supported by a tailored toolkit
- individual organisational support
- focus is on organisational action

FREE

to all Glasgow voluntary
and community organisations

**Six modules, spread
over four months**

- Equality key concepts
- Understanding mainstreaming
- Equality impact assessment
 - Consultation for equality
- Applying equality practice
- Moving forward the agenda

Mainstreaming Equalities



A course designed to support organisations to mainstream equality across their operations and functions.

Applications are welcome for this new course, *Mainstreaming Equalities*, which comprises of six modules over four months, and is designed from a human rights framework encompassing the broader concept of equality enshrined in human rights law. Its aim is to ensure that your organisation is aware of everything it needs to mainstream good equalities practice into everything it does. Some of the modules are full day (10am-3.30pm), others are half day (9.30am-1pm).



Use your learning at work

The six sessions are supported by a toolkit and bespoke organisational support. The focus will be firmly on the organisation taking action itself. There will be tasks set between sessions to help implement your learning at work.



Measure your progress

Participants will complete a pre-course questionnaire which will be used to assess their own knowledge, and the knowledge within their organisations, in relation to equality. Following completion of the course you will be asked to complete the questionnaire again to enable measurement of progress.



Learn with a colleague

We would encourage two staff to attend from each organisation, to provide support and a mutual sounding-board. Attendees should have the authority to make the changes which mainstreaming equality within their organisation will require, and be able to ensure that the information from the course is disseminated as widely as possible within their organisation.



Interactive learning

The final full day session of the six modules allows time for participants to suggest topics which either they wish to review or which they wish had been covered. Participants can contribute these ideas at any time throughout the training.

Leading the course

Mainstreaming Equalities is being led by Rosemarie McIlwhan, a human rights, equality and diversity consultant.

Rosemarie works with a wide range of clients including the Centre for Education for Racial Equality in Scotland, the Equality and Human Rights Commission, the Scottish Government, Edinburgh University, SCVO, WS Society and the European Commission. Her most recent work was establishing the Equality and Human Rights Commission in Scotland.

Rosemarie was previously the Director of the Scottish Human Rights Centre, a national voluntary organisation which existed to promote and protect human rights in Scotland. Rosemarie has worked in the area of equality and human rights since 1995.

She has written and lectured on a range of human rights subjects including the interplay between equality and human rights, asylum, children's rights and mental health.

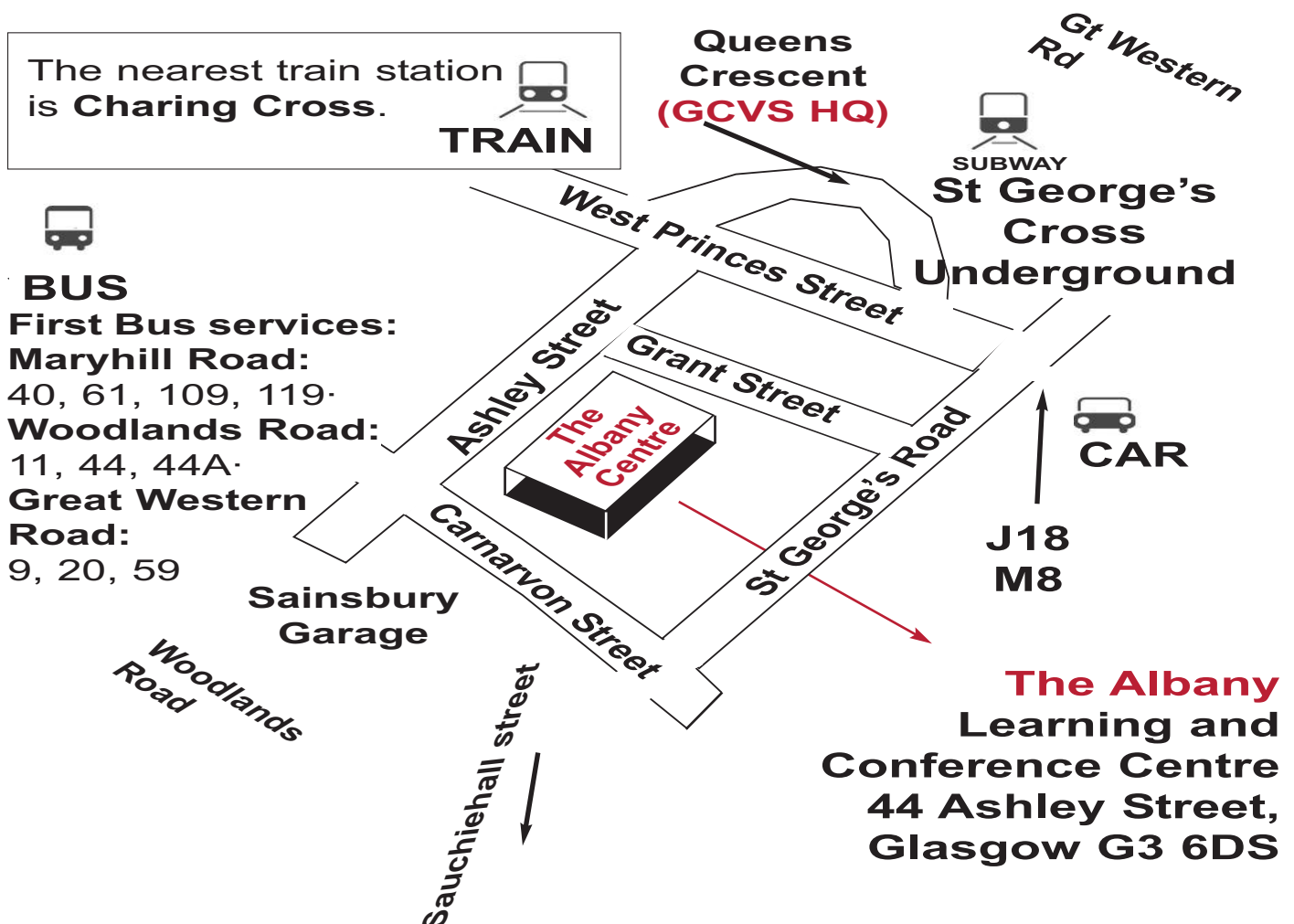
Our venue



All six modules take place at The Albany Centre - Glasgow's bright new home of learning for community and voluntary organisations.

The Albany Centre's main purpose is to serve the learning and development needs of Glasgow's voluntary and community organisations, their 14,000 paid staff and the estimated 40,000 Glaswegian volunteers.

The Glasgow Council for the Voluntary Sector learning teams are now based in the building and over time, GCVS intends that the Albany becomes the sector's very own place for lifelong learning activities.



The nearest train station is **Charing Cross**.
TRAIN

BUS
First Bus services:
Maryhill Road:
40, 61, 109, 119
Woodlands Road:
11, 44, 44A
Great Western Road:
9, 20, 59

The Albany
Learning and
Conference Centre
44 Ashley Street,
Glasgow G3 6DS

The six course modules

Equality key concepts (full day)

DATE: Thurs 28th August 2008
TIME: 10am - 3.30pm
VENUE: The Albany Centre

This module considers attitudes to equality, stereotypes and the concepts of equality.

We outline the key concepts in relation to equality law such as direct discrimination, indirect discrimination, victimisation, harassment etc, including the concepts relating to specific equality groups.

The module also considers how equality and equality law affects individuals, organisations and society and begins to build up the knowledge and portfolio of tools which participants can use to mainstream equality in their organisation. The module also considers the business case for equality.

Understanding mainstreaming (half day)

DATE: Mon 8th September 2008
TIME: 9.30am - 1.00pm
VENUE: The Albany Centre

This module considers what is mainstreaming, why it is essential, how to mainstream effectively across all equalities strands and without being tokenistic. It highlights the essentials of mainstreaming and provides a range of tools for participants to utilise in their organisations.

The module also highlights how easy it can be to mainstream equality and provides participants with opportunities to consider how to mainstream equality in their work and that of their organisation.

Equality impact assessment (full day)

DATE: Tues 30th September 2008
TIME: 10.00am - 3.30pm
VENUE: The Albany Centre

This module considers what is Equality Impact Assessment (EIA), why organisations should do this, who is covered by EIA's, where, when and how to conduct an effective and robust equality impact assessment.

It considers a number of EIA toolkits and approaches, and provides an opportunity to try out these approaches in a supported environment and to consider how these can be implemented in participants' organisations.

Participants will conduct EIA's on policies, practices and functions of their organisation.

Consultation for equality
(half day)

DATE: Mon 20th October 2008

TIME: 9.30am - 1.00pm

VENUE: The Albany Centre

This module considers the role of consultation and involvement which are key to conducting effective mainstreaming and equality impact assessment. The module considers how to conduct effect consultation and involvement and when each of these approaches is appropriate.

It considers best practice in consultation and how to ensure that any consultation or involvement is inclusive. This includes reviewing the National Standards on Community Engagement. Participants will create a consultation or engagement plan related to an EIA from the previous session.

Applying equality practice
(full day)

DATE: Monday 10th November 2008

TIME: 10.00am - 3.30pm

VENUE: The Albany Centre

This module considers how to utilise equality and human rights concepts in practice. It will include participants conducting access audits of premises and discussion of other accessibility considerations. It will also consider equality in relation to employment and volunteering, including recruitment, retention, promotion and training. The module will also consider issues of equality in relation to procurement, both from the perspective of procuring services but also in relation to bidding for and delivering services. Participants will have the opportunity to consider how an equalities perspective can enhance their work, including starting an equalities action plan.

Moving forward
the agenda (full day)

DATE: Monday 1st December 2008

TIME: 10.00am - 3.30pm

VENUE: The Albany Centre

This module builds upon the action plans created in the previous module and considers how these can be used to promote equality within an organisation. It also considers your responsibilities in relation to the Public Sector Equality Duties.

The module will consider how to address issues of multiple identity and discrimination. Participants will have the opportunity to consider issues in relation to funding equality work and how equality can be used as a lever in other situations e.g. as a tool for engendering social and political change within your organisation and externally.

There will also be an open session, the topics for which will be decided by participants, to enable them to review a previous topic which they need more information on, or to consider a topic which has not been covered in the course.

APPLICATION FORM

The application form is attached with this email, and can also be found on the GCVS website:

www.gcvvs.org.uk

(follow the links from the front page to the training or events pages)

Alternatively, contact the GCVS Event Officer, Charlene Reilly, who will email a Word version of the application form to you.

Charlene Reilly
Events Officer
Glasgow Council for the Voluntary Sector
11 Queen's Crescent, Glasgow, G4 9AS

Tel: 0141 332 2444
Fax: 0141 332 0175

charlene.reilly@gcvvs.org.uk

Application deadline

The deadline for GCVS receiving your application is Monday 4th August 2008.

All applicants will receive notification of whether they have been accepted for the course by Tuesday 12th August (in time for the first course session on Thurs 28th August 2008).

Refundable deposit

The Mainstreaming Equalities course is FREE. However, GCVS will require a fully-refundable deposit of £500 for each organisation. This will be refunded upon completion of the course.

Please note that the application process requires that statements from your organisation and from each applicant. See the application form for details.



GLASGOW 
Social Economy Partnership

Equality and
Human Rights
Commission

equalityhumanrights.com