

## Unit 502

## Promote equality of opportunity, diversity and inclusion

<b>UAN:</b>	<b>R/506/2053</b>
<b>Level:</b>	5
<b>Credit value:</b>	5
<b>GLH:</b>	26
<b>Relationship to NOS:</b>	Management & Leadership (2012) National Occupational Standards: <ul style="list-style-type: none"><li>• CFAM&amp;LBA7 Promote equality of opportunity, diversity and inclusion</li></ul>
<b>Assessment requirements specified by a sector or regulatory body:</b>	Skills CFA Assessment Strategy Competence units (S/NVQ)
<b>Aim:</b>	This unit aims to develop the knowledge and skills required to promote equality of opportunity, diversity and inclusion and introduces learners to the key principles underpinning equality, diversity and inclusion in the workforce. Upon completion of this unit, learners will be able to evaluate organisational strategies, policies and practices which address equality, diversity and inclusion requirements. Learners will also be able to promote equality, diversity and inclusion policies and practices.

<b>Learning outcome</b>
The learner will: <ol style="list-style-type: none"><li>1. understand the principles underpinning equality, diversity and inclusion in the workforce</li></ol>
<b>Assessment criteria</b>
The learner can: <ol style="list-style-type: none"><li>1.1 analyse the development of equality, diversity and inclusion policies and practices in the workforce</li><li>1.2 evaluate the application of approaches to equal opportunities</li><li>1.3 evaluate the impact of equality, diversity and inclusion policy on workforce performance</li><li>1.4 evaluate methods of managing ethical conflicts</li><li>1.5 evaluate the business benefits of effective equality, diversity and inclusion policies and practices</li><li>1.6 evaluate the impact of equality, diversity and inclusion on</li></ol>

<p>organisational practices</p> <p>1.7 evaluate the requirements of legislation, regulation and codes of practice affecting equality, diversity and inclusion in the workforce.</p>
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<p><b>Learning outcome</b></p> <p>The learner will:</p> <p>2. be able to evaluate organisational strategies, policies and practices which address equality, diversity and inclusion requirements.</p>
<p><b>Assessment criteria</b></p> <p>The learner can:</p> <p>2.1 identify the extent to which equality, diversity and inclusion strategies, policies and practices are fit for purpose</p> <p>2.2 identify strengths and weaknesses by benchmarking organisational equality, diversity and inclusion policies and practices internally and externally</p> <p>2.3 identify a range of areas for improvement in human resource practices, organisational systems, procedures and/or processes</p> <p>2.4 appraise the basis for setting criteria to evaluate the effectiveness of equality, diversity and inclusion strategies, policies and practices.</p>

<p><b>Learning outcome</b></p> <p>The learner will:</p> <p>3. be able to promote equality, diversity and inclusion policies and practices</p>
<p><b>Assessment criteria</b></p> <p>The learner can:</p> <p>3.1 devise a communications strategy and plan that covers everyone within their area of responsibility</p> <p>3.2 use communication media that are appropriate to the nature and structure of the organisation when promoting equality, diversity and inclusion</p> <p>3.3 take action to ensure that equality, diversity and inclusion policies and practices are embedded in business practices</p> <p>3.4 promote a culture where actual and potential discrimination is challenged</p> <p>3.5 take action to ensure that organisational procedures, culture and values reinforce good practices and encourage people to challenge discrimination.</p>