



OBT

## OBT Course Outline

### UNCONSCIOUS BIAS & EQUALITY IN THE WORKPLACE (FOR LINE MANAGERS)

<b>Main Aims and Key Benefits:</b>	This course increases line managers' awareness of unconscious bias and how it can influence workplace decisions, behaviours, and team culture. It strengthens understanding of equality, diversity and inclusion alongside key responsibilities under the Equality Act 2010, including protected characteristics and different forms of discrimination. Delegates also build confidence in recognising unacceptable behaviour and understanding their role in supporting fair, respectful and inclusive working environments.
<b>Course Content:</b>	<b>Understanding Unconscious Bias</b> <ul style="list-style-type: none"><li>• What unconscious bias is and how it develops</li><li>• Common types of bias in the workplace</li><li>• How bias influences decision-making and workplace interactions</li><li>• Practical strategies to mitigate bias in recruitment, promotion, and daily interactions</li></ul> <b>The Equality Act 2010 and Workplace Responsibilities</b> <ul style="list-style-type: none"><li>• Overview of protected characteristics</li></ul> <b>Harassment, Bullying, and Unacceptable Behaviour</b> <ul style="list-style-type: none"><li>• Understanding the difference between harassment, bullying, and inappropriate workplace behaviour</li><li>• Identifying early signs of inappropriate or unacceptable behaviour, including "banter"</li><li>• The role and responsibilities of line managers in maintaining respectful working environments</li></ul>
<b>Training Methods:</b>	<ul style="list-style-type: none"><li>▪ Syndicate exercises</li><li>▪ Group discussions</li></ul>
<b>Who will benefit:</b>	Line Managers and Supervisors
<b>Duration:</b>	½ day
<b>Certification:</b>	OBT and Progressive Training
<b>Training Provider:</b>	Progressive Training