



Equality in Progress Equality, Diversity and Inclusion Training

Equality in Progress is a programme of training that can be delivered as self-contained 'modules' or as a full consultation service.

Our aim is to ensure that your organisation receives the most appropriate training for your needs, for this reason we advise a preliminary meeting to discuss your unique situation.

ORGANISATION REVIEW

Conducted by GWL Staff and fed back to organisation as a report or as part of training delivery.

EDI Analysis of Board, Staff, Volunteers, Service Users, Participants or Audiences

- Using existing data
- New survey of board, staff and service users generated

Cost: £210

ORGANISATION REVIEW

Conducted by GWL Staff and fed back to organisation as a report or as part of training delivery.

EDI Analysis of local population, organisations and institutions and communities of interest .

- Using Scottish Index of Multiple Discrimination (SIMD) and Scottish Household Survey
- Identify existing and potential partnerships and links with local organisations and institutions

Cost: £210

ORGANISATION REVIEW

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Analysis of engagement with local populations or communities of interest:
Disability, Culture (Race & Ethnicity), Gender, Gender Identity, Sexuality, Age, Socio-Economic Deprivation

Comparison between local population (or communities of interest) and membership analysis.

- Who is missing? Which groups are we not engaging? Which organisations or institutions could we link with?

Cost: £210



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BASELINE DATA SYSTEMS

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Conduct Diversity Monitoring and Analyse change at 6 months and 1 year (What's working? Where are adjustments needed?)

- Develop new form/s that contains questions relevant to equalities monitoring.
- Establish data collection system to analyse change.
- Establish new Evaluation Form/Systems.

Cost: £210

STAFF & BOARD Awareness Raising Session

Half or Full Day Session with staff, board & volunteers with the overall aim of embedding values for social good into their work practice at the organisation and engagement with existing and new service users.

Modules can include a combination of 3 for half day or 5 for full day:

- Linking Values and Practice
- The Case for Diversity
- Familiarity with Diversity Issues
- Analysing Barriers to Inclusion
- Communicating Inclusion
- Diversity Focus
- Establishing development and learning with focus on 2 diversity areas.

Cost: Half Day £215 / Full Day £315

STAFF & BOARD PARTICIPATION Putting Diversity into Practice

Half or Full Day Session with staff, board & volunteers

Modules can include 1 for half day or 2 for full day:

- **Innovative Thinking:** How can we engage and include diverse people?
- **Equality, Inclusion & Diversity Policy:** Develop new equality, diversity and inclusion policy and methods for embedding policy in practice.
- **Equality, Inclusion & Diversity Plan:** Develop new equality, diversity and inclusion plan and timeline.
- Develop new communication methods and materials that are reflective of our inclusive values.
- Transforming ideas from Innovative Thinking Session into a practical action plan.

Cost: Half Day £215 / Full Day £315



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STAFF & BOARD PARTICIPATION Evaluation of consultation process
Half Day Session with staff, board & volunteers

Cost: Half Day £215

STAFF & BOARD PARTICIPATION 6 Month & 12 Month Review Sessions
Half Day Reflection Session with board, staff and service users to explore results of equality and inclusion measures.

- Analyse change, using monitoring and evaluation systems.
- Adjustments to systems and practice agreed if needed.

Cost: Half Day £215

All bookings are subject to a 10% Management and Admin Fee and a £50 charge for materials

Venue Hire & Catering: GWL was recently awarded The Icon Diversity Awards 'Venue of the Year' Award 2016 where we are more than happy to host your training.

The Community Room is situated on the first floor of the building. It has a capacity of 60 theatre, up to 40 cabaret/cafe style and up to 15 - 20 meeting style. The room is fully accessible via a newly constructed passenger lift, and has a accessible toilet on the same floor.

Half day cost: £100 / Full day cost: £200

Tea/Coffee/Biscuits: We provide tea, coffee and biscuits in house at the cost of £1 per person per round.

Lunches: We use an external caterer, McCune Smith, who provides sandwiches, salads and sweet snacks at the cost of £5.50 per head.

Training enquiries can be sent to Rachel Thain-Gray rachel.thain-gray@womenslibrary.org.uk or enquire by phone on 0141 550 2267