Equality and Diversity Workshop for Greener Kirkcaldy Staff Team

Evaluation Report

Fife Centre for Equalities was asked by Greener Kirkcaldy to design and deliver a half-day workshop for their staff team as part of a staff development day.

Contributions to FCE Strategic Plan

Strategic Outcomes:

- **Strategic Outcome 3**: Groups, whether already established or just getting started, have the tools they need to engage with their local community in a positive and inclusive way.

Key Actions:

- Promote, deliver and evaluate a range of training opportunities involving internal staff and external partners.

Learning Outcomes:

- Better knowledge of Equality Act 2010;
- Better appreciation of a person-centred approach;
- Being more confident in complying with the Act underpinned by organisational values and ethos;
- Being more creative in engaging and integrating people of different protected characteristics as part of governance, a workforce or as customers/users.
Programme

9:45  Introduction
10:00 Flag Game
10:05  My precious
10:20 Roles and Responsibilities of FCE and Equality Act 2010
10:45 Equality Quiz
11:15  Break
11:30 Organisational Values and Ethos
12:00 Potential Barriers and Solutions
12:30  Evaluation
12:45 End of Session
Participants

Sixteen people attended this workshop on 19 April 2017.

The participants’ age range spanned from 24 to 63. Nine of the participants are female and seven male.

No participant stated that they have a disability.

Nine self-classified as Scottish, five as Other British, one as Irish, and one as Mixed background.

Twelve of the participants stated they have no religion, one stated Church of Scotland, one stated Roman Catholic, one stated Christianity Other and one stated other.

Fifteen participants stated that they are Heterosexual/Straight.

Two participants have caring responsibilities.

Six participants are married, four live with partners, three are divorced/separated and two are single.

Ten of the participants are employed full-time, four in part-time employment, and two are self-employed.
Ten participants scored the workshop 5 out of 5 for information being helpful, and six scored 4 out of 5.

Twelve participants scored the workshop 5 out of 5 for information being presented clearly, and four scored 4 out of 5.

Thirteen participants scored the workshop 5 out of 5 for queries being answered sufficiently, and three scored 4 out of 5.

Fourteen participants scored the workshop 5 out of 5 for workshop being totally accessible, and two scored 2 out of 5.

Participants were asked to score their own knowledge before and after the workshop. Prior to the workshop, one participant scored their own knowledge at 5 out of 5, three at 4, ten at 3, and two at 2.

After the workshop, five participants scored their knowledge on the subject as 5 out of 5 and eleven at 4. This marked a significant improvement of their knowledge as a result of this workshop.
Other Comments:

“Really great session”

“Enjoyed the discussions and listening to the opinions of colleagues”

“Excellent session very thought provoking”

“More time for practical examples of this in practice”

“Very informative and interesting”

“Would have been good to have a general question/answer session as I still have a lot of questions”

“Good mix of presentation and games/group work. Not boring!”

“Good session for a staff session - gentle but informative”

Advice and Suggestions for future seminars/training programmes:

“Felt a bit rushed at times - too much for one 1/2 day session?”

Future training needs/request:

“2 missing members of staff could do with this session”

Keywords

#workshop #equality #organisationaldevelopment #workforcedevelopment #Ethos #Values #Inclusion
Further Information

More information about workforce development training or other equality, diversity or inclusion matters, please contact Fife Centre for Equalities by email info@centreforequalities.org.uk or telephone 01592 645 310.
Fife Centre for Equalities aims to build a collective voice to champion equality, diversity, inclusion and social justice across Fife and beyond.

Creative Commons License

This publication is released on a Creative Commons Attribution – Non Commercial 4.0 International License. Feel free to share it, adapt or modify it for non-commercial use, please refer to Fife Centre for Equalities as the original source.

If you would like to contribute or have suggestions for future changes/additions, please do not hesitate to contact us – our publications are continually updated with new and revised information.

www.centreforequalities.org.uk

New Volunteer House, 16 East Fergus Place, Kirkcaldy, KY1 1XT

Fife Centre for Equalities is a Company Limited by Guarantee, registered in Scotland No. SC536028 and registered Scottish Charity No. SC046683.