



Promoting Dignity at Work

(1 Day)

Ideally, your experience of work should be a positive one and there is an onus on employers to provide a positive workplace environment; one where there is respect and dignity. This workshop is intended for people who have responsibility for promoting equality, fairness and dignity in the workplace.

The workshop gives participants a good understanding of why it is important to have Dignity in the workplace and how to promote it. It also explains how a company can deal with inappropriate behaviour if it occurs and looks at some of the implications for management if they don't do so.

Training Objectives

On completion of this workshop participants will:

- understand what is meant by inappropriate behaviours such as bullying and harassment;
- understand their role and responsibility in promoting dignity at work and the level to which this is reflected in their own company;
- have learned about best practice actions to prevent inappropriate behaviour;
- understand best practice procedures for dealing with complaints;
- have learned how Equality legislation and Health & Safety legislation applies;
- have looked at policies, procedures and practices that are in place to promote Dignity;
- have developed an action plan to promote Dignity in their own workplace.

Outline of Workshop Content

- Defining Dignity at Work
- Identifying inappropriate behaviours and their impact
- Relevant employment legislation
- Responsibilities for Dignity within the workplace
- Codes of Practice to promote Dignity in the workplace
- Some actions I can take to promote dignity and prevent inappropriate behaviour from taking hold in our company
- Informal and formal procedures for dealing with a complaint
- Introducing/Developing policies, procedures and practices to promote Dignity
- Action Plan to promote Dignity at Work