Title of the Module/Unit	Module Number 5: Equality and Managing Diversity / Module Reference HRM03
Module/Unit Description In this section kindly provide a brief description of the module	This module will focus on the nature and importance of managing equality, equal opportunities and diversity within an organisation , focusing upon not only the origins of equal opportunities and diversity, but the challenges of implementing and maintaining such a culture within an organisation. Moreover, this module will also focus on different approaches to diversity management that may be implemented, as well as an introduction to the Business Case for Diversity. During this module participants will also focus on the advantages and realities of adopting an inclusion strategy in all operational activities.
Learning Outcomes	**Competences:**
Autonomy and Responsibility: Collaborate, comply, deal with, ensure, be responsible for, carry out tasks, guide, supervise, monitor, authorise, manage, create, produce, represent, advise, negotiate, sell, etc.	At the end of the module/unit the learner will be able to: a) Provide equal opportunities at the workplace and developing a culture of acceptance; b) Handle various forms of discrimination, including concepts such as the glass ceiling and racial discrimination; c) Develop equal opportunities within the organisation and implement equal opportunities in all HR policies and practices; d) Identify sources of discrimination and advise how to handle such situations; e) Manage the fundamentals of Diversity Management and be able to implement these within an organisation.
Knowledge and Understanding: count, define, describe, draw, find, identify, label, list, match, name, quote, recall, recite, sequence, tell, write, etc. (Example of learning outcome structure: Action Verb + Object + Context *Identify basic different range of glassware and state their use.)*	**Knowledge:**
	At the end of the module the learner will have been exposed to: a) Identify the impact of equal opportunities and diversity management at the workplace; b) Assemble the causes and situations leading to Positive and Negative Discrimination at the workplace; c) Deal with sources of discrimination, particularly gender discrimination and the impact of the glass ceiling and other discriminatory practices still present within organisations; d) Apply a model of equal opportunities and inclusion; e) Develop a gender neutral and inclusion workplace.

	Skills:
Applying Knowledge and Understanding: apply, practice, demonstrate, show, plan, design, operate, assemble, use, construct, prepare, create, compose, arrange (Example of learning outcome structure: Action Verb + Object + Context *Apply principles of good practice to dispense, supply and administer medicinal products and other activities in a pharmacy.)*	At the end of the module the learner will have acquired the following skills: a) Apply the business case for inclusion and diversity management; b) Develop and implement appropriate gender neutrality and equal opportunities policies and practices; c) Identify different types of discriminatory practices; d) Discover sources and causes of discrimination, and how to develop plans to deal with such situations; e) Develop an accepting and positive organisational culture.
	Module-Specific Learner Skills *(Over and above those mentioned in Section B)* At the end of the module/unit the learner will be able to a) Manage diversity at the workplace; b) Handle discriminatory issues in relation to gender, race, nationality, age and other characteristics; c) Apply the respective theories of equality, diversity and equal opportunities; d) Include awareness of equality and diversity principles within daily operational activities.
	Module-Specific Digital Skills and Competences *(Over and above those mentioned in Section B)* At the end of the module/unit, the learner will be able to a) Familiarise oneself with HR related software and organisational data on employees; b) Improve further one's presentation skills; c) Use online libraries for online research purposes. etc.