

REMAP

This is a 2-day facilitated workshop suitable for Middle managers. The aim of the workshop is to prepare managers for mainstreaming equality & diversity through integration into policies, procedures, projects and future partnerships. This workshop uses action-centred learning by encouraging students to focus from four perspectives: their individual focus, organisational aspirations and both community and societal expectations



Programme Overview

The REMAP model has 4 elements – Training, Performance Management, Equality Impact assessments and Audit/governance. The REMAP Process is the practical application required for mainstreaming equality & diversity by taking account of the following considerations:

- The review and development of policies
- The review of training and development needs of individuals and the organisation
- The establishment of policies and procedures that provide equality of access and impact for all
- Project management as a tool to support E&D in the service
- Developing community partnership arrangements that support E&D
- Developing a culturally competent workforce and organisation

In short, all activities in any organisation need to be assessed against Impact, Access and Outcomes and by adopting the REMAP model this can be done by mainstreaming diversity in the fire service.

Objectives

Participants will learn how to:

- Develop cultural competency
- Understand the role of Equality Impact Assessments (EIA) – Impact, Access, Outcomes
- Apply an Equality Impact Assessment to work being undertaken
- Be aware of an individual's duties and other specific duties placed on the public sector, ensuring compliance requirements of current legislation
- Demonstrate commitment to considering Equality & Diversity issues within mainstreamed work
- Understand the needs for consultation. How? When? Why?
- Understand when adverse impacts occur and how to address these
- Apply a systematic process which considers all aspects of E&D, in relation to policies, procedures, working practices, projects, partnerships or other community related activities
- Understand how an audit can be used to support all aspects of the organisations business from an E&D perspective

Content

- Pre-requisite for Equality & Diversity
- The REMAP process, which is the practical application of E&D considerations within mainstreamed activities. Planning, directing, doing and closing.
- The Business case, moral case, financial case and FRS strategy
- An appreciation of the four component parts of the REMAP model
- Internal & External influences that impact on the individual, the organisation, the community and society and how these all inter-relate
- Equality Impact assessments, including exercises
- A process for auditing E&D
- Individual roles within an audit framework
- Consultation processes and diversity considerations
- Case studies for individual organisations will be tailored into the programme

Cost

£400 per person + VAT (£470 inc. VAT)



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