

Module Information

2022.01, Approved

Summary Information

Module Code	6130LBSHR
Formal Module Title	Equality, Diversity, Inclusion and Belonging
Owning School	Business and Management
Career	Undergraduate
Credits	20
Academic level	FHEQ Level 6
Grading Schema	40

Teaching Responsibility

LJMU Schools involved in Delivery
Business and Management

Learning Methods

Learning Method Type	Hours
Workshop	33

Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
SEP-MTP	MTP	September	12 Weeks

Aims and Outcomes

Aims	The aims of this module are to critically evaluate how adapting leadership styles to manage, monitor and report on equality and diversity is essential for inclusive practice and legislation. Students are required to research the importance of promoting a diverse and inclusive workforce to drive a positive culture and celebrate diversity and inclusion increases organisational performance as well as meeting the needs of employees and customers more effectively.
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After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Evaluate the value that diversity, inclusion and belonging has in the workplace and how a diversity and inclusion strategy can support organisations
MLO2	2	Evaluate the requirements of equality and diversity employment legislation and regulations
MLO3	3	Evaluate the contribution and challenges that diversity and inclusion brings and how this meets employee and customer needs
MLO4	4	Evaluate the role of managers and leaders in creating a culture that celebrates difference and embraces diversity, inclusion and belonging

Module Content

Outline Syllabus	Introduction to equality, diversity, inclusion and belonging Strategic and practical management of equality, diversity, inclusion and belonging The business drivers for equality, diversity, inclusion and belonging The ethical and moral drivers for equality, diversity, inclusion and belonging Employment legislation and regulations relating to equality, diversity, inclusion and belonging The impact of leadership and management on equality, diversity, inclusion and belonging The role of Culture and equality, diversity, inclusion and belonging Barriers and challenges to practical integration of equality, diversity, inclusion and belonging strategies Unconscious bias, prejudice and stereotyping Protected Characteristics Evaluating, monitoring and measuring equality, diversity, inclusion and belonging policies and practices
Module Overview	
Additional Information	The module explores how HR academic theory and practices can support equality, diversity, inclusion and belonging interventions.

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Report	Business report	100	0	MLO1, MLO2, MLO3, MLO4

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Paul McEvoy Clarke	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings
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