

**Summary Information**

<b>Module Code</b>	6702ORYXHR
<b>Formal Module Title</b>	Equality, Diversity and Inclusion
<b>Owning School</b>	Business and Management
<b>Career</b>	Undergraduate
<b>Credits</b>	20
<b>Academic level</b>	FHEQ Level 6
<b>Grading Schema</b>	40

**Module Contacts**

**Module Leader**

Contact Name	Applies to all offerings	Offerings
Oliver Kayas	Yes	N/A

**Module Team Member**

Contact Name	Applies to all offerings	Offerings
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**Partner Module Team**

Contact Name	Applies to all offerings	Offerings
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**Teaching Responsibility**

LJMU Schools involved in Delivery
Business and Management

## Partner Teaching Institution

Institution Name
Oryx Universal College WLL

## Learning Methods

Learning Method Type	Hours
Online	33

## Module Offering(s)

Offering Code	Location	Start Month	Duration
APR-PAR	PAR	April	12 Weeks
JAN-PAR	PAR	January	12 Weeks
SEP-PAR	PAR	September	12 Weeks

## Aims and Outcomes

<b>Aims</b>	The aims of the module are to allow students to: think critically about individual and organisational approaches to equality, diversity and inclusion; understand the underpinning social concepts such as stereotyping, discrimination etc. and how these operate within the workplace; critically appraise the competing drivers for diversity influencing organisational strategy and policy in this area; appraise elements of diversity and their relationship with the labour market including an understanding of equal treatment and diversity approaches to equality both conceptually and in terms of workplace interventions; comparatively analyse equality, diversity and inclusive strategies to developing an inclusive culture.
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## Learning Outcomes

After completing the module the student should be able to:

Code	Description
MLO1	Critically appraise the competing drivers for diversity influencing organisational strategy and policy in this area
MLO2	Appraise elements of diversity, their relationship with the labour market and organisational strategies to develop an inclusive culture

## Module Content

### Outline Syllabus

Introduction to equality thinking  
Defining and understanding the concepts and theories of equality, diversity and inclusion  
Understanding the concepts and impacts of prejudice, stereotypes and unconscious bias  
Evaluating the role of the law as a driver for equality, diversity and inclusion  
Critically analysing the business case as a driver for equality, diversity and inclusion  
Understanding other drivers for equality, diversity and inclusion  
Contextual and organisational influences on approaches to equality and diversity for various dimensions of diversity  
Developing organisational strategies for equality, diversity and inclusion  
Models for delivery and active delivery of equality and diversity strategy - development of an inclusive culture  
Organisational and individual roles in creating and implementing equality and diversity  
Impact and evaluation of equality and diversity strategies

### Module Overview

Provides students with an inclusive framework in which to develop business structures for a diverse population and economy

## Additional Information

## Assessments

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