



Understanding Diversity and Inclusion

E-Learning Programme for Action for Children

Background

Action for Children is one of the biggest children's charities in the UK. It is committed to helping disabled children, children in care, young people and families overcome deprivation and inequality so that they can achieve their full potential.

Action for Children strongly believes in equality and in giving everyone an opportunity to develop their full potential. They believe that these values apply not only to the children and young people they work with, but also to their staff.

Action for Children asked us to create an in-depth, sensitive and high impact diversity and inclusion e-learning programme for their employees.

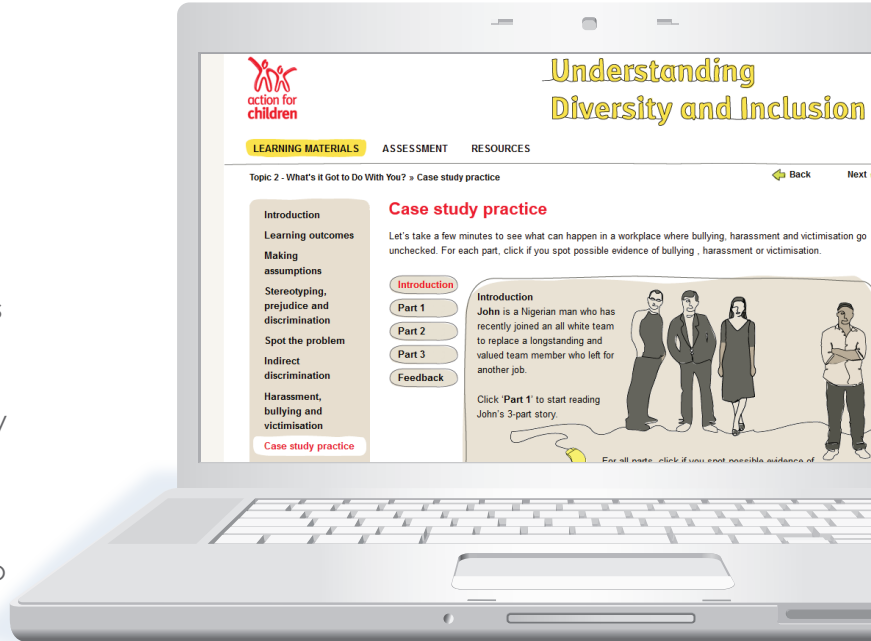
Design and build

We worked closely with Action for Children to get a clear understanding of what they wanted to achieve from their e-learning programme. Our instructional designers identified the learning objectives and we refined the learning content accordingly. We then created the story-boards and scripts.

Client says:

"This is the first time that we have used e-learning to train our employees and we are delighted with the package. It moves far beyond equality and diversity to make our employees consider the impact of their actions in relation to equality, diversity and inclusion."

Ian Millar,
Deputy Director of HR,
Action for Children



The next stage was design, when our designers created a look and feel for the e-learning programme that blended in with the client's brand.

After this we started the production and build stage. Finally, we tested the e-learning programme through a series of pilots. Action for Children was involved at every stage of the process from beginning to end.

Solution

Our **Understanding Diversity and Inclusion** e-learning programme includes thought provoking and educational content and is based on real-life scenarios that all employees can relate to. It moves far beyond equality and diversity legislation to make Action for Children employees consider the 'impact' of their actions in relation to equality, diversity and inclusion. It underpinned by best practice educational design principles and is designed to be completely accessible to all users.

Understanding Diversity and Inclusion includes over two hours of online learning spread over six modules.

Drag & Drop Quiz

Each highly interactive module includes:

- animated stories;
- interactive quizzes and games;
- case studies;
- workbook activities; and
- links to policies, websites and equality legislation.

At the end of the programme, employees must complete an assessment exercise to test their learning. All employees who successfully score more than 75% in the assessment receive a certificate of achievement.

Outcomes

Action for Children were very pleased with our **Understanding Diversity and Inclusion** e-learning programme and felt we had really succeeded in creating an engaging and educationally sound e-learning programme.

Action for Children can now roll-out standardised equality and diversity training to all its employees. Employees can gain a better understanding of why equality, diversity and inclusion are

important, and what attitudes and behaviours Action for Children expects from them in the workplace.

Aurion Learning has since been commissioned to develop a suite of e-learning programmes for Action for Children. Designed to support Action for Children's employees and volunteers develop new skills and competencies, the four e-learning programmes focus on Behaviour Support, Safeguarding, E-Finance and Learning and Development.

Interactive Learning



Case Studies

Since joining the team John has felt excluded. The team don't involve him in the project banter and on occasions he has heard laughing and joking which has suddenly stopped when he has entered the room.



Bullying Harassment Victimisation



Want to find out more?

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