

# Training

**Training available to staff and students to raise awareness of EDI issues, and to inform you about your rights and responsibilities at the University of Kent.**

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## For Staff

### **Diversity and Inclusion in Higher Education (HE) (<https://moodle.kent.ac.uk/stafftraining/course/view.php?id=22>)**

This module has been specifically designed to raise awareness of EDI issues within the HE environment and to inform staff about their rights and responsibilities. Available to all staff and mandatory to all new staff members as part of their induction. *Please ensure you are using Chrome.*

### **Promoting Inclusion**

Available for all Staff

This Face-to Face sessions complements and builds on the content of the Diversity and Inclusion in HE Elearning Course.

Participants will discover types of unconscious bias and look at how to counter its effects. They will also learn techniques to help ensure people from different cultural backgrounds have a positive experience at the University. It also explores and defines terms within the Equality Act 2010 - Discrimination and Victimisation

Bookable via Staff Connect

### **Bullying and Harassment (<https://moodle.kent.ac.uk/stafftraining/course/view.php?id=25#section-1>)**

Available to all staff, this session will support staff to:

- understand more about bullying, harassment and victimisation
- be able to identify bullying behaviour
- understand how bullying behaviour can escalate
- know how to handle bullying in the workplace and the actions to take

### **Unconscious Bias Awareness (<https://moodle.kent.ac.uk/stafftraining/>)**

Our background and personal experiences, societal stereotypes and cultural context can have an impact on our decisions and actions without realising.

This session looks to identify unconscious biases and understand their potential for impacting on decision making and develop techniques to minimise their impact.

Available to all staff and mandatory to all new staff members as part of their induction. To access this training, follow the link and navigate to Job Skills. Use the search modules bar to find Unconscious Bias.

### **Equality Impact Analysis (<https://moodle.kent.ac.uk/stafftraining/course/view.php?id=64>)**

Available to all staff that need to carry out Equality Impact Analysis. This module introduces the concept of Equality Impact Assessments (EIAs) and explains what they are, why they're important, what the law says and key stages of the EIA process.

### **Identifying and Responding to Student Mental Health Problems ([https://uok.learnupon.com/users/sign\\_in?next=%2Fdashboard](https://uok.learnupon.com/users/sign_in?next=%2Fdashboard))**

The Student Mental Health course will allow staff across the University, whatever their role, to learn useful information about student mental health and also to learn some basic skills around managing students who are presenting signs of mental ill health or are at risk. This includes appropriate signposting for additional support.

Available to all staff, in particular those with student-facing roles.

### **Digital Accessibility ([https://sso.id.kent.ac.uk/idp/module.php/core/loginuserpass.php?AuthState=\\_2dcbd817d22foa7c5ea21b6f056de24f493bfc04a0%3Ahttps%3A%2F%2Fsso.id.kent.ac.uk%2Fidp%2Fsaml2%2Fidp%2FSSOService.php%3Fspentityid%3Dhttps%253A%252F%252Fmoodle.kent.ac.uk%252F\\_sp%26cookieTime%3D1563192515%26RelayState%3Dhttps%253A%252F%252Fmoodle.kent.ac.uk%252Fstafftraining%252F](https://sso.id.kent.ac.uk/idp/module.php/core/loginuserpass.php?AuthState=_2dcbd817d22foa7c5ea21b6f056de24f493bfc04a0%3Ahttps%3A%2F%2Fsso.id.kent.ac.uk%2Fidp%2Fsaml2%2Fidp%2FSSOService.php%3Fspentityid%3Dhttps%253A%252F%252Fmoodle.kent.ac.uk%252F_sp%26cookieTime%3D1563192515%26RelayState%3Dhttps%253A%252F%252Fmoodle.kent.ac.uk%252Fstafftraining%252F))**

Available to all University staff who create any kind of written and/or visual communications - this includes word/pdf documents, web content, blogs, social media posts, newsletters, posters and even emails.

Digital Accessibility relates to making digital content and designs clear and simple enough so that most people can use them without needing to adapt them, whilst supporting those who do need adaptations to easily and effectively access these. This module will guide staff who create online content through our requirements under the new Public Sector Bodies (Websites and Mobile Applications Accessibility Regulations (2018)).

After following the link to the training page, use the **search modules** bar to find Digital Accessibility. Click on the header Digital Accessibility to start the module.

## LGBTQI Awareness

The **LGBTQI Awareness** module is now available for *all* staff to enrol on [Staff Moodle Training](https://moodle.kent.ac.uk/stafftraining/) (<https://moodle.kent.ac.uk/stafftraining/>).

## Transgender Awareness

This **Transgender Awareness** module will provide information, guidance and resources relating to gender and transgender identity and how you can be an inclusive and supportive colleague. It is available for *all staff* to enrol via our [Staff Moodle Site](https://moodle.kent.ac.uk/stafftraining/course/view.php?id=10) (<https://moodle.kent.ac.uk/stafftraining/course/view.php?id=10>).

## Mental Health Awareness

The [mental health awareness](https://moodle.kent.ac.uk/stafftraining/course/view.php?id=28) (<https://moodle.kent.ac.uk/stafftraining/course/view.php?id=28>) module will provide participants with information to enable them to:

- Understand the meaning of mental health and its impact
- Be aware of some of the most common mental health problems
- Understand how people can manage and improve their mental health
- Understand how mental health has an impact in the workplace

The module is available within [Staff Moodle Training](https://moodle.kent.ac.uk/stafftraining/course/view.php?id=28) (<https://moodle.kent.ac.uk/stafftraining/course/view.php?id=28>)

## For Students

### **Expect Respect** (<https://moodle.kent.ac.uk/2020/course/view.php?id=3570>)

Here at Kent, we want to make sure everyone is treated with dignity and respect. The [Expect Respect Module](https://moodle.kent.ac.uk/2020/course/view.php?id=3570) (<https://moodle.kent.ac.uk/2020/course/view.php?id=3570>) is a compulsory module for all registered students at the University of Kent, regardless of what you are studying.



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**Contact us**