



Certificate in Equality and Diversity Practice

This new work-based programme has been developed in partnership with BEMIS and Glasgow Works and other partners, who are key players within the field of equality and diversity practice. Recognising current developments in legislation and social policy, the programme provides a solid foundation of theoretical understanding and practice methodologies in relation to equality and diversity issues. Promoting positive action within employment, education and a diverse range of services lies at the heart of the programme; as well as encouraging excellent practice.

Who is this Programme for?

The programme is for practitioners currently working in employment, education, housing and a range of other voluntary and statutory services. It is for those who are interested, or have a remit, in promoting Equality and Diversity. This programme is for people who are keen to further enhance their knowledge and skills and to build a strong theoretical and practical foundation for their work in this field.

How long will it take to complete the Certificate?

The programme runs one day per week over an academic year. It is work-based so, in addition to class based and online learning, students are required to be in a practice context for the duration of the programme. This forms part of their learning.

What will I study?

Course 1 – Equality and Diversity: Principles and Values (Level 1, 20 credits)

The purpose of this course is to explore the principles and values that underpin Equality and Diversity Practice. The course starts by examining the participants' values, principles and ethos in the light of current literature. It then goes on to explore the philosophy and development of human rights as a foundation and justification for equality and diversity practice.

Course 2 – Equality and Diversity: Law, Policy and Practice (Level 1, 20 credits)

The purpose of this course is firstly to identify the current legal framework and policy context within which practice occurs. Secondly, the course equips you with the skills to critique those contexts in the light of the values and principles of equality and diversity practice.

Course 3 – Social Theory 1 (JVDU) (Level 1, 20 credits)

The purpose of this course is to provide a range of social theories with which you can locate and examine your practice, understand social policy and analyse the social context within which you operate.

Course 4 – Effecting Change (Level 1, 20 credits)

The purpose of the course is to explore models and theories of change at the level of the individual, organisation and wider community. In particular, it will examine positive action and positive discrimination as models of implementing the equalities and diversity agenda.

Course 5 - Collaborative Practice (Level 1, 20 credits)

The purpose of the course is to explore how social problems arise from multiple sources and why solutions should take a holistic approach. In particular it will explore the complementary and challenging nature of interdisciplinary working.

Course 6 – Work-based project (Level 1, 20 credits)

The purpose of this course is to give you the opportunity to plan, execute and evaluate practice in the light of a range of models and theories. You will also assess your own strengths and weaknesses as a practitioner.

What are my career prospects?

On completing this programme you will be able to work effectively in any context where equality and diversity is being actively encouraged. This may include:

- local regeneration initiatives
- voluntary sector organisations
- local authorities
- education
- health projects
- private sector organisations.

In addition, possession of the certificate may enable entry to the second year of degree programmes in similar disciplines.

Can I study abroad?

There are annual overseas study trips which, although not part of the certificate programme, are run by the course team and enrich your learning experience by exposing you to different cultures and alternative forms of practice. In recent years we have visited Kathmandu, Mumbai, New York, Amsterdam and Ireland.

The Selection Process

The selection process will be based on the University of Glasgow's criteria and will be carried out by DACE and representatives from partner organisations. Applications can be submitted throughout July and the beginning of August and interviews will take place in mid August. Candidates selected for the course will be expected to start in September 2010, taking part in a one-week induction followed by attendance on Mondays thereafter.

How do I apply?

For further Information and an application form, contact: Liz Docherty Tel: 0141 330 1812 or email: e.hodge@educ.gla.ac.uk. Additional information about Certificates in Higher Education can be found at www.glasgow.ac.uk/adulteducation/courses.

