

## IEDP Training Courses

The Institute offers professional training for its members so that practitioners are up to date on equality law and can provide support in their roles as advisers, leaders and supporters for advancing equality, diversity and human rights.

Courses are delivered by IEDP-approved trainers in regional locations. They cover the goods and services features of the Equality Act 2010, the new public sector equality duty and good practice in recruitment and selection. The courses provide opportunities to update your knowledge, build personal credibility, share good practice, network with other practitioners and get professional support.

Course fees are £150 per delegate or £100 for IEDP members, plus VAT.  
Click on the link below to download the course brochure:

[http://www.iedp.org.uk/Documents/IEDP-Equality-and-Diversity-Training-Courses\\_-\\_Marc.aspx](http://www.iedp.org.uk/Documents/IEDP-Equality-and-Diversity-Training-Courses_-_Marc.aspx)

## Accreditation Success: First Registered Members

The Institute congratulates its first Registered Members - Pete Coulson, Shearon Williams and Ruth Wilson. They can proudly display their certificates and use the letters IEDPR after their names!

The Institute's assessment panel met in July 2011 to consider applications from five members. Two of these were awarded Level 2 membership immediately, two were offered conditional membership and one member was asked to submit specified additional evidence. Unfortunately one person's evidence was not sufficiently strong to merit accreditation as a Registered Member.

This first round was, of course, a pilot. We have evaluated it carefully and are making changes, especially in the simplification of the documents from which applicants need to work and in reducing the demands for Level 1 membership.

The applicants said they particularly valued:

- being part of a regulated and recognised profession
- being able to produce tangible evidence of their own good practice

- gaining peer recognition as an equality and diversity professional

The assessment panel members were drawn from the IEDP board, universities and a large employer; they did not find the process unduly burdensome and readily reached agreement about the applicants' submissions.

## **Accreditation: Next Steps**

The Board's first priority is to amend the assessment documentation and procedures in light of the pilot. The next group of members undertaking the assessment process will be all of the Board. Once our Board Members have completed their assessments, it will be open to any other members who wish to become accredited Registered Members.

We are planning to have assessment panels at the end of March and at the end of September 2012. No doubt we could schedule more if there was a great rush of demand!

Additional panel members will be recruited from employers, universities and our registered members.

We have already started promoting the accreditation scheme with large employers and will be using other communication networks, such as LinkedIn, to inform members of the profession. Please do what you can to spread the news.

We are, of course, very aware that this is a difficult time for such an initiative, with colleagues losing their jobs, independent work hard to come by and parts of the agenda under attack from the government. Because of this, it is even more important to demonstrate that we are recognised, regulated profession with something real to offer to individuals and society.

From small acorns, oak trees grow. Watch out for the tree and nurture it when you can!

## **Accreditation Fees**

The pilot has enabled the Institute's Board to set accreditation fees. In view of the pressures on our profession, we have kept the assessment fees as low as possible.

Fees are set at the rates shown below:

£350 + VAT for accreditation at Level 1

£850 + VAT for accreditation at Level 2

We offer a 10% group discount if five or more applicants come from one organisation and apply at the same time.

## **Code of Professional Conduct - finalised**

The Board has finalised the Institute's Code of Professional Conduct after consultation with members.

The code exists to set clear standards for our conduct as IEDP members. The Board expects all members to comply with it.

A full a copy of the code is available on the Institute's website at:

<http://www.iedp.org.uk/Become-a-member/Code-of-Professional-Practice.aspx>

## **Getting the most from facilitating or delivering a training session**

This practical workshop is for anyone who leads, facilitates or delivers training sessions. It explores how to engage with groups so they maximise their learning. The session will be informal and very interactive. We will draw on people's own experience of what has and has not worked and share good practice.

Visit the web site for more information and a booking form.

Date: 2 November 2011

Time: 11.00 am to 3.00 pm

Venue: Princess Diana Rooms, The County Hall, Westminster Bridge Road, London SE1 7PB

## **Encourage your friends to join the Institute**

The IEDP is the professional body for equality, diversity and human rights practitioners. It is the only body dedicated to promoting high standards of professional practice whilst representing the interests of practitioners in our sector. Our independent voice needs to grow during this time of recession so that we can continue to advance equality and human rights for everyone. Your membership fees are vital to developing the Institute's services and maintaining its independence.

If you haven't joined the IEDP already, the annual membership fee costs only £100 plus VAT.

We all have colleagues who work in equality, diversity and human rights. Why should you encourage them to join the Institute straight away? Because if they pay a year's subscription now, they will receive up to 14 months' membership which will expire in December 2012!

Click on the link below to find out how to become a member:

<http://www.iedp.org.uk/Become-a-member.aspx>

To find out how we define 'practitioner' go to <http://www.iedp.org.uk/About.aspx>

## **Affiliated membership**

The IEDP offers affiliated membership to organisations and individuals. Affiliated members must agree with the aims and objectives of the Institute.

Affiliated members are entitled to send one delegate to an IEDP event per year at the membership rate. They will also receive the Institute's newsletter by email. Affiliates do not have voting rights or access to the members' section of the website.

The affiliation fee is £50.00 per annum plus VAT.

## **IEDP website: your ideas needed**

<http://www.iedp.org.uk>

When you join or renew your IEDP membership, you receive a password that gives you access to the restricted area of the website. This area holds a growing range of essential resource material for practitioners.

We're adding news and information to the website all the time. If you would like us to add a document to our resources, such as news items or research reports, please send an email to [info@iedp.org.uk](mailto:info@iedp.org.uk), with 'Website suggestion for IEDP' in the subject bar.

## **Support your Professional Body as a Volunteer**

Many of our members are facing the effects of redundancy or a reduction in earnings accompanied by more job responsibilities. In these challenging economic times, membership is an important support mechanism. It can help you to keep your professional skills up-to-date as well as keeping you in touch with developments in our field.

Any professional life coach will advise that one of the best ways to ride the wave of economic downturn and to help to maintain a positive outlook is to keep active and to help or support others. Volunteering can be an effective way of doing this. Don't become isolated – start to take an active role in supporting your professional body. We always need one-off support on different areas of our activities so please volunteer your skills. It may be just what you need!

## Finally...

I hope you enjoyed reading the Institute's newsletter. I welcome your ideas for future editions.

Please circulate this newsletter to anyone who may be interested in our work or who may wish to join the Institute.

Best wishes

Linda Bellos OBE, Chair

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