



Background

Wrekin Housing Group had started to refresh and relaunch their EDI policies to reflect the changes and growth in their organisation.

This included launching a training programme for all staff and managers to include around 1000 employees from across Shropshire and Staffordshire in both the Care and Housing sectors.

The Wrekin Housing Group

Sam Hine
Social Value and Inclusion Manager

"We approached DSW, who matched us up with our trainer Claire and together we co-designed a half day equality, diversity and inclusion (EDI) awareness workshop.

Claire is an excellent trainer and great to work with. We have had very positive feedback from our staff who have enjoyed the interactive learning style.

The content was based around real life, relevant for us as a housing and care provider and was delivered with great sensitivity. The sessions provoked open discussions amongst employees to consider and discuss personal views alongside the values of our organisation.

Our learning objectives have been met and Claire has done everything possible to be adaptable, flexible and professional during both the design and delivery of this programme to ensure the best outcomes."



Client Requirements

The client was looking for an interactive and informative half-day workshop for staff right across the organisation.

The content needed to be designed to accommodate large groups and to challenge participants to think differently.

The workshops needed to be facilitated to help learners understand what diversity and inclusion means to them and their roles.

The sessions needed to include Wrekin policies and real life case studies. This should showcase real people from Wrekin and statements that resonate with them and the organisation.

Solution

Our DSW Associate's role was to consult, design and implement the desired EDI workshops to 1000+ Wrekin Housing Group staff across a seven month period.

Delivered a 'Train the Trainer event', so that the internal L&D Team can deliver the training to new starters going forward.

As part of this project a further related product was designed; an on-line module for 'Involved residents' to enable them to undertake the training in their own time and to learn the key messages from the EDI workshop.

Flexible and professional approach

Outcomes

- Developed a great working relationship with the client
- All staff and managers have come together across different parts of the organisation, including board members
- Developed and enhanced internal networks
- Better understanding of each other's roles and responsibilities.
- built a positive attitude towards having sensitive conversations