

Summary of CSED course content. v1

MA in Higher Education Practice (PGCert)

- As an accredited course, the Higher Education Academy (HEA) require a clear commitment to providing course content which explicitly addresses issues of inclusivity and diversity. Both compulsory Year 1 modules on the MA-HEP have 'promoting participation' as specific learning outcomes. Module 1 (Exploring the Academic Role) & 2 (Evaluation of Teaching): A commitment to respecting individual learners and groups of learners in specific learning environments, and to promote participation in Higher Education and equality of opportunity for learners. Further, module 1 includes a session in Induction which addresses these issues. Module 2 requires inclusion to be addressed in the summative assessment. The portfolio patchwork text requires the students to prepare a set of good practice notes to be sent to a colleague on either supporting the needs of international students or a student or group of students with learning difficulties. The Yr. 2 optional module 3 (Technology) addresses issues of inclusivity in relation digital practices through an examination of the four values listed in the UKPSF. We discuss the impact of the digital divide (socioeconomic patterns in access and use of IT and internet) on teaching and learning. These issues are introduced in the MAHEP induction session.
- Mandatory hours & numbers:
Module 1: 1 hour x 3 = 3
Module 2: 2 hours x 3 = 6 hours
Total 9 hours

Understanding Unconscious Bias

- Course overview: this course is open to all staff, but is particularly recommended for academic and administrative managers, and those sitting on appointment committees. The course increases our understanding of unconscious bias and its impact on our behaviour and decision making. We explore the way the brain processes information and how this affects our perceptions of other people. We discuss situations where unconscious bias can occur in the workplace when interacting with colleagues, students and visitors; and consider strategies to prevent bias having a negative impact on our behaviour and decisions. The session involves group work and discussion, with reference to recent research conducted in this area.
- Three courses have run in the academic year 2017/18.
- Course length: 3.5 hours.

Disability Awareness

- Course overview: this briefing clarifies how we make adjustments happen and what resources are available to help staff at all levels do this effectively.
- Course objectives: using facts, case studies and highlighting practical support routes, this course covers: understanding what is recognised as a 'disability'; describing and identifying practical disability issues; understanding Access to Work and how it can help; navigating support routes at UEA; the role of occupational health; managing stress and other chronic conditions, including aspects of mental health.
- One course ran in the academic year 2017/18.
- Course length: 3.5 hours.

Trans and Gender Awareness

- Course overview: this session addresses one of the most misunderstood areas within the equality agenda and increases understanding and awareness of the issues within and around transgender and transsexual experiences. Through information, discussion, case studies and real voices, the session explodes myths and establishes facts. If you are responsible for students or for other staff, or simply want to know more, this session, exploring an increasingly widespread but hidden human situation, is for you.
- Four courses ran in the academic year 2017/18
- Course length: 3.5 hours.

Equality and Diversity Awareness

- Course overview: the course covers: an overview of Equality & Diversity legislation; the different forms of discrimination, including harassment and bullying; the structures and policies supporting Equality & Diversity at UEA; the consequences of discriminatory and inappropriate behaviour; Identifying and dealing with inappropriate behaviour in the workplace; good practice when dealing with colleagues, students and external contacts.
- The course was due to run in January 2018 but was cancelled due to staff sickness
- Course length: 3.5 hours.

Cultural Awareness

- Course overview: this workshop helps non-academic staff, who work with international students, interact more effectively with them. The session explores cultural factors and assumptions which can influence communication with someone from a different cultural background and looks at strategies to help make such interactions more successful. The workshop draws extensively on participants' experiences and those of international students living and studying in the UK.
- Two courses ran in the academic year 2017/18 (one of which takes place on 14th June 2018).
- Course length: 5 hours.

Mental Health Awareness and Well Being

- Course overview: this workshop has been developed: to increase staff awareness of and ability to identify mental health and wellbeing issues among students and colleagues; to increase staff confidence in knowing how to approach and support in empathic, compassionate, and very practical ways someone experiencing a mental health difficulty while maintaining professional boundaries; to help staff distinguish broadly between low to medium intensity/crisis/emergency situations and to know which actions they should take, when these actions should be taken, and who to go to for additional advice; to support staff in understanding how they can look after their own mental health and wellbeing.
- One course ran in the academic year 2017/18
- Course length: 3 hours.

Supporting students on the Autistic spectrum

- Course overview: This course is open to all staff and offers an introduction to Autistic Spectrum Disorder and its impacts on students' university experience. The course provides participants with an awareness and understanding of Autistic Spectrum Disorder, traits associated with it, the university experience for students with ASD, how participants can support students with ASD, Reasonable Adjustments and Anticipatory Adjustments. During this interactive session participants are encouraged to think about adjustments to their working practices which can best support students on the spectrum to achieve their potential.
- Two courses ran in the academic year 2017/18.
- Course length: 3 hours.