

LAPT

LONDON ACADEMY OF PROFESSIONAL TRAINING

CERTIFICATE

ISO 30415GEN — Diversity and Inclusion Human Resource Management

ISO Certification Programme



LAPT — London Academy of Professional Training

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Reference DIV-GEN-30415GEN • ISO Diversity & Inclusion

UKPRN 10067351 • Registered in England and Wales, company 4984798

AT A GLANCE

REFERENCE	DIV-GEN-30415GEN
AWARD	Certificate
ASSESSMENT	300 marks — 180 to pass (60%)
PREREQUISITES	None
VALIDITY	Lifetime
AWARDING BODY	LAPT — London Academy of Professional Training

CURRICULUM

1 ISO DIV Foundation 7 chapters · 42 classes 100 marks	• 4 Clause 4: Context of the Organisation — 6 classes › Understanding the Organisation's Role in Diversity Management › Identifying Interested Parties in Diversity and Inclusion › Defining the Scope of Diversity Management Systems › Establishing Management System Boundaries for Inclusion › Mapping Stakeholder Needs in HR Diversity Practices › Integrating Contextual Analysis into HR Diversity Strategies • 5 Clause 5: Leadership — 6 classes › The Role of Leadership in Diversity and Inclusion › Establishing a Commitment to Diversity in HR › Developing Effective Diversity and Inclusion Policies › Defining Roles and Responsibilities in Inclusion › Authority and Accountability in Inclusive Leadership › Creating an Inclusive Culture through Leadership Actions • 6 Clause 6: Planning — 6 classes › Identifying Risks in Diversity and Inclusion Management › Opportunities for Enhancing Workplace Inclusion Practices › Setting Clear Objectives for Diversity Initiatives › Strategic Planning for Effective Inclusion Strategies › Measuring Success: Evaluating D&I Objectives › Integrating D&I Goals into HR Management Plans • 7 Clause 7: Support — 6 classes › Leveraging Resources for Effective D&I Management in ISO 30415GEN › Building Competence in Diversity and Inclusion Practices › Fostering Awareness of Diversity and Inclusion Principles › Effective Communication Strategies for D&I Initiatives › Documented Information in Diversity and Inclusion Frameworks › Enhancing Organisational Support for Diversity and Inclusion Efforts • 8 Clause 8: Operation — 6 classes › Establishing Operational Objectives for Diversity and Inclusion › Identifying Resources for Effective Inclusion Strategies › Implementing Processes for Inclusive HR Practices › Monitoring Performance Against Inclusion Targets › Risk Management in Diversity and Inclusion Initiatives › Continuous Improvement in Diversity and Inclusion Operations • 9 Clause 9: Performance Evaluation — 6 classes › Establishing Performance Metrics for Diversity and Inclusion › Techniques for Measuring Inclusion in the Workplace › Analyzing Diversity Data for Improved HR Practices › Conducting Internal Audits on D&I Initiatives › Management Reviews: Enhancing D&I Performance Evaluation › Using Evaluation Findings to Drive Diversity Strategies • 10 Clause 10: Improvement — 6 classes › Identifying Nonconformities in Diversity and Inclusion Practices › Steps for Effective Corrective Action in HR Management › Cultivating a Culture of Continuous Improvement in D&I › Measurement and Evaluation of D&I Initiatives Performance › Best Practices for Sustaining Diversity and Inclusion Progress › Engaging Stakeholders in the Improvement Process for D&I
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• CH1 Understanding ISO 30415GEN and Its Importance — 6 classes

- › Overview of ISO 30415GEN Standards and Principles
- › Key Definitions in Diversity and Inclusion Framework
- › The Business Case for Diversity and Inclusion
- › Current Trends in Diversity and Inclusion Practices
- › ISO 30415GEN's Impact on Human Resource Management
- › Aligning Organisational Goals with ISO Standards

• CH2 Conducting Effective Gap Analysis for D&I — 6 classes

- › Identifying Current D&I Practices Within the Organisation
- › Tools and Techniques for Conducting Gap Analysis
- › Assessing Compliance Against ISO 30415GEN Requirements
- › Evaluating Stakeholder Perceptions on D&I Efforts
- › Reporting Findings and Recommendations
- › Setting Priorities Based on Gap Analysis Outcomes

• CH3 Project Planning for D&I Implementation — 6 classes

- › Developing a Comprehensive D&I Implementation Plan
- › Establishing Clear Objectives and Key Performance Indicators
- › Resource Allocation and Budget Considerations
- › Creating a Project Timeline and Roadmap
- › Risk Assessment and Mitigation Strategies
- › Communicating the Plan to Stakeholders

• CH4 Engaging Stakeholders in D&I Initiatives — 6 classes

- › Identifying Key Stakeholders in the Organisation
- › Strategies for Effective Stakeholder Engagement
- › Facilitating Workshops and Focus Groups
- › Building an Internal D&I Task Force
- › Managing Resistance and Fostering Acceptance
- › Celebrating Milestones and Contributions in D&I

• CH5 Ensuring Compliance and Readiness for Certification — 6 classes

- › Documenting Policies and Procedures for D&I
- › Establishing an Internal Audit Methodology
- › Conducting Mock Audits for ISO 30415GEN Compliance
- › Management Review Processes for Continuous Improvement
- › Preparing Documentation for Certification Bodies
- › Strategies for Successful Certification Audits

• CH1 Foundations of Diversity and Inclusion in HR — 6 classes

- › Introduction to ISO 30415GEN Standards
- › Understanding Diversity and Inclusion
- › Key Principles of Gender Equity
- › Regulations and Compliance in HR Management
- › Impact of D&I on Organizational Culture
- › Measuring D&I Outcomes in Organizations

• CH2 Positioning ISO Skills Within Industry Sectors — 6 classes

- › Identifying Key Sectors for D&I Consulting
- › Mapping ISO Skills to Industry Needs
- › Sector-Specific Challenges in D&I
- › Case Studies of Successful D&I Initiatives
- › Tools for Sector Analysis in Consulting
- › Strategic Positioning for D&I Consultants

• CH3 Building Your Consultant Brand — 6 classes

- › Essentials of Personal Branding in Consulting
- › Developing Your Unique Selling Proposition
- › Creating a Professional Online Presence
- › Networking Strategies for D&I Consultants
- › Leveraging Social Media for Brand Visibility
- › Crafting Compelling Case Studies and Testimonials

• CH4 Client Advisory Services in D&I Consulting — 6 classes

- › Understanding Client Needs and Objectives
- › Conducting D&I Assessments and Audits
- › Developing Tailored D&I Strategies
- › Effective Communication with Clients
- › Monitoring Progress and Adaptation
- › Building Long-term Client Relationships

• CH5 Integrating ISO and Industry Practices — 6 classes

- › Aligning ISO Standards with Best Practices
- › Tools for Implementation of D&I Initiatives
- › Evaluating ISO Compliance in D&I
- › Training and Development for D&I Practices
- › Collaborating with Stakeholders for Success
- › Measuring and Reporting Impact of D&I Integration