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A Short Guide to
**Equality
Risk**

TONY MORDEN

SHORT GUIDES TO BUSINESS RISK SERIES

A Short Guide To Equality Risk A Short Guide To Equality Risk

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A Short Guide to Equality Risk Tony Morden, 2017-03-02 A Short Guide to Equality Risk analyses the concepts theories and issues associated with the implementation in organisations and the service environment of an Equality Diversity and Discrimination EDD Agenda Whether from a business political social legal or medical view the risks of failure of EDD compliance are escalating be it in terms of cost the possibility of damage to reputation or the potential for loss of government or public sector contracts Using the insights and specialised medico legal knowledge he has acquired in the course of successfully defending his own rights Tony Morden examines the subject from leadership governance management opportunity and performance oriented perspectives By using case studies and drawing on a growing body of international experience the author analyses components of an EDD Agenda equality diversity opportunity and discrimination and examines issues and dilemmas associated with implementing such an agenda He offers a strategic and performance oriented overview of the issues of leadership prioritisation management process managing architectures and the application of performance and risk management concepts Written from a scholarly perspective but in a practitioner oriented and reader friendly manner this addition to the series of short guides to business risk provides a credible strategic and implementation based overview of what is becoming a critically important politically sensitive and high risk subject *A Short Guide to Equality Risk* Tony Morden, 2011 A Short Guide to Equality Risk analyses the concepts theories and issues associated with the implementation in organisations and the service environment of an Equality Diversity and Discrimination EDD Agenda Whether from a business political social legal or medical view the risks of failure of EDD compliance are escalating be it in terms of cost the possibility of damage to reputation or the potential for loss of government or public sector contracts Using the insights and specialised medico legal knowledge he has acquired in the course of successfully defending his own rights Tony Morden examines the subject from leadership governance management opportunity and performance oriented perspectives By using case studies and drawing on a growing body of international experience the author analyses components of an EDD Agenda equality diversity opportunity and discrimination and examines issues and dilemmas associated with implementing such an agenda He offers a strategic and performance oriented overview of the issues of leadership prioritisation management process managing architectures and the application of performance and risk management concepts Written from a scholarly perspective but in a practitioner oriented and reader friendly manner this addition to the series of short guides to business risk provides a credible strategic and implementation based overview of what is becoming a critically important politically sensitive and high risk subject **A Short Guide to Procurement Risk** Richard Russill, 2017-05-15 Increasingly top executives view supply markets as sources of competitive advantage and as means of achieving strategic objectives Procurement is the management activity that makes this happen and this process depends on a superior risk management capability if it is to be effective Yet despite its importance Procurement Risk

Management is surprisingly under developed Recent Global Risk surveys have pinpointed Supply Chain Vulnerability as one of the four key global risks for the next decade What is less well known is that this is only half of the story risk exposures also exist inside the company and can be just as damaging No company is an island it needs suppliers as well as customers Conventional wisdom puts great emphasis on managing certain aspects of business such as customers operations strategy and finances Typically however much less regard is paid to external suppliers and the risks present in dealing with them As a minimum suppliers are the sources of materials services and expert attention which enable the company to feed its business model When done well a risk aware procurement process provides the bonus of competitive advantage with the ability to capitalise on the occurrence of unexpected events This short guide explains just how to do it Each chapter explores the topic in hand outlines the risks and the remedies available and offers guidance on the principles and risk prevention **A Short**

Guide to Facilitating Risk Management Ms Ruth Murray-Webster, Dr Penny Pullan, 2012-09-28 A Short Guide to Facilitating Risk Management is for all those who need to make sound decisions in important but risky situations people who work with groups to identify prioritize and respond to risks and who wish to deliver value The authors provide readable and practical advice in terms of avoiding pitfalls understanding risk management and the role of facilitator They include guidance for running workshops and working with small groups and individuals **Alcohol at Work** Mr Clive Tobutt, 2012-09-28 In the European Union many individuals will partake in drinking a little wine with their lunch or dinner to aid their enjoyment of the meal or as an appetizer for food Alcohol is also a drug of dependence Some individuals will drink too much and some of them will become addicted Access to alcohol binge drinking and younger drinkers can lead to unsafe workplaces absenteeism fraud and criminal behaviour Alcohol at Work is a definitive guide to the problem exploring its nature and scale and providing a complete range of ideas and techniques to help create a policy in the workplace and develop appropriate and effective measures for monitoring and tackling alcohol abuse The key collective message is solve the problem take the alcohol not the person out of the workplace In the UK alone research puts the cost of alcohol abuse in the workplace at 2 billion a year This is a must have reference for human resource occupational health and risk managers as well as those involved in tackling criminal behaviour such as fraud and violence at work resulting from alcohol abuse and addiction

Equality, Diversity and Opportunity Management Tony Morden, 2016-05-23 Equality Diversity and Opportunity Management presents a comprehensive analysis of the processes of governance leadership policy and strategy formulation decision making practical and financial management and real world implementation of the Equality Diversity Opportunity and Discrimination or anti Discrimination Agenda The leadership cost and management of the Agenda for Equality Diversity Opportunity and Discrimination or anti Discrimination is discussed in three mandatory areas Employment and the Workplace Service Provision and customer service Neighbourhood and Community Management The necessary choice of these three key areas of application reflects a typical focus of government policy legislation and case law for the UK Europe North

America Australia New Zealand and in many other countries that implement active Human Rights Agendas You will find the book strongly orientated towards issues of corporate governance personal and vicarious responsibility leadership cost management implementation and delivery It deals directly professionally and in a non opinionated manner with challenging and sometimes unpopular or unwanted issues of equality and inequality diversity a lack of opportunity or social mobility and the widespread incidence of discrimination The work suggests practical and realistic means to deal with such issues whether at the level of corporate governance leadership policy and strategy the incurring of unnecessary cost or at the level of operational and departmental management procedure and process Equality Diversity and Opportunity Management is written at the same time from scholarly objective applied proportionate hands on and practitioner based perspectives

Building Sustainable Competitive Advantage Dharendra Kumar, 2016-03-03 In Building Sustainable Competitive Advantage Dharendra Kumar shows how the Enterprise Excellence EE philosophy is a holistic approach for leading an enterprise to total excellence It does this by focussing on achieving sustainable significant growth in revenue and profitability reducing the business cycle time strategically managing the enterprise risk and focusing on the needs of the customer There may be various organizations within an enterprise but they must all focus on meeting or exceeding customer needs Therefore EE is an integrated approach affecting every employee every functional area and strategy within the organization Enterprise risk must be identified assessed and prioritized developing a growth strategy proposal which leadership has to execute in order to achieve goals As business leaders spearhead the efforts they must minimize monitor and control the probability and or impact of unfortunate events and maximize the realization of opportunities The achievements in Enterprise Excellence can range from greater cost efficiencies improved market perceptions fundamental changes to markets to new product and service offerings There may also be significant upgrades in skills technology and business strategies The scope of Enterprise Excellence can also range from operations activities to business functions to overall organization and to the enterprise as a whole Building Sustainable Competitive Advantage is a comprehensive reference book for practising professionals teaching faculty and students alike

Diversity in the Workplace Dr Stefan Gröschl, 2012-08-28 Most regions and countries in the world are experiencing increasingly diverse populations and labour markets While the causes may vary the challenges businesses face due to a heightened awareness of this diversity are often similar Internally organisations promote diversity and manage increasingly heterogeneous workforces accommodate and integrate employees with different value and belief systems and combat a range of different forms of discrimination with organisational and also societal consequences Externally organisations have to manage demands from government consumer and lobbying sources for the implementation of anti discrimination policies and laws This has generated demand for appropriate higher level teaching programmes and for more diversity focused research Diversity in the Workplace responds to the increasing social and political debate and interest in diversity throughout Europe The contributors discuss the concept of diversity in different social and legal contexts and

from the perspectives of different academic disciplines including sociology anthropology psychology philosophy and organizational theory The book includes a European view and the makings of a conceptual framework to literature on diversity that hitherto has tended to be US orientated and overwhelmingly practice focused It will stimulate fruitful exchanges of ideas about different approaches to the challenges faced by businesses and organisations of all kinds With chapters by authors involved in research into diversity issues at leading academic institutions across Europe this book offers much that will interest academics researchers and higher level students as well as practitioners wanting to understand managing workforce diversity affirmative action programmes and anti discriminatory policy and practice in a wider context

Human Resources or Human Capital? Mr Andrew Mayo, 2012-09-28 Are people really an organisation's most important asset Not necessarily some may be liabilities but others are the most important drivers of value that an organisation has But who are they How do you know How can you maximise the value they have and the value they provide Finding the answers to questions like these is what human capital management is about Whether public or private successful achievement depends first on the capability of people and secondly on their commitment and productivity Andrew Mayo's Human Resources or Human Capital discusses how you can ensure the most effective management of these value creating assets The first part of the book also shows how to create an integrated framework of measures that can become an integral part of the organisation's performance management and how companies have done this in practice The modern Human Resources HR function desires to be involved relevant and supportive of the business and its strategies but often seems not to be so For human capital management to be effective it is HR that must initiate the necessary mindsets frameworks and processes Part two of this book shows how to do this strategically and successfully and how HR can be a serious and credible Business Partner enabling managers to achieve their goals through their people and adding real value to all the stakeholders of the organisation The book includes action challenges with every chapter and numerous practical examples of the application of its messages

Disability Management and Workplace Integration Dr Henry G Harder, Mr Thomas Geisen, 2012-08-28 Disability Management is perceived and understood to be an important approach to reducing the negative impact for workers and the company of absence due to illness and accidents and to assisting those with disabilities to enter or re enter the workplace Disability Management has already become established in Canada Australia New Zealand and the USA Recently European countries have begun to promote the approach in order to reduce illness related expenses and avoid unemployment early retirement and costs to the welfare state In Disability Management and Workplace Integration leading researchers from around the World consider the development of Disability Management over the last three decades They examine the on going debate about methodology and implementation of disability management strategies and programmes highlighting the critical debate about the implications of a stricter cost benefit approach to Disability Management theory and practice Professionals involved in workplace integration researchers approaching workplace integration from a variety of

perspectives such as sociology rehabilitative medicine psychology education social policy and economics and students on a range of courses will appreciate this valuable book

Dilemma Management Tony Morden, 2020-06-04 Dilemma Management is a harsh work for the harsh and changing times in the UK This book has been written to challenge the reader maybe even to disconcert him or her Tony Morden makes absolutely no apology for questioning outdated professional wisdoms or established paradigms arguing that a large upward step change is urgently needed in professional mindset and competence in this country and especially in a post Coronavirus era Tony defines and describes the process of dilemma management and illustrates this process with a variety of case studies from business politics healthcare procurement security sport and more generally from the taxpayer funded public sector

Handbook of Regulatory Impact Assessment Claire A. Dunlop, Claudio M. Radaelli, 2016-04-29 Regulatory impact assessment RIA is the main instrument used by governments and regulators to appraise the likely effects of their policy proposals This pioneering Handbook provides a comparative and comprehensive account of this tool situating it in the relevant theoretical traditions and scrutinizing its use across countries policy sectors and policy instruments Comprising six parts university researchers international consultants and practitioners working in international organizations examine regulatory impact assessment from many perspectives which include research traditions in the social sciences implementation regulatory indicators and effects tools and dimensions such as courts and gender sectoral case studies including environment enterprise and international development international diffusion in the European Union EU Americas Asia and developing countries appraisal training and education With its wealth of detail and lessons to be learned the Handbook of Regulatory Impact Assessment will undoubtedly be of great value to practitioners and scholars working in governance political science and socio legal studies

Exploring Widening Access for Mature Age Students David Baker, Lucy Ellis, Nazim Uddin, 2025-09-30 Based on current data descriptive case studies and theoretical perspectives Exploring Widening Access for Mature Age Students considers international techniques and approaches to non traditional and mature students in Further and Higher Education The book provides quantitative and qualitative information regarding contemporary ways of thinking about and institutional responses to widening access for mature students WAMS It gives an up to date assessment of the current climate bringing together international voices to meet the growing and urgent requirement for working age adults to remain employable as occupational competencies evolve and describes and enumerates approaches which are in operation to attract educate and retain students with non traditional entry requirements Focused on the results of an international survey and a qualitative benchmarking exercise undertaken by ten institutions from the Global North and South this volume offers advice and examples for best practice to those working to support wider access to Further and Higher Education for WAMS This book provides current information and support to any education professionals who wish to understand what can be done to meet the challenge of what the future of work will look like

Handbook on Human Rights Impact Assessment Nora Götzmann, Human rights impact assessment HRIA has

increasingly gained traction among state business and civil society actors since the endorsement of the United Nations Guiding Principles on Business and Human Rights by the Human Rights Council in 2011 This timely and insightful Handbook addresses HRIA in the context of business and human rights *Resources in Education* ,2000-10 [Building resilience to climate change and disaster risks for small-scale fisheries communities](#) Cook, K., Rosenbaum, K. L., Poulain, F.,2021-12-29 This guide presents a perspective on implementing the climate change and disaster risk elements of the Voluntary Guidelines for Securing Small Scale Fisheries in the Context of Food Security and Poverty Eradication SSF Guidelines with special attention to protecting human rights *Managing High-Stakes Risk* M. Jablonowski,2009-10-09 The threat we face from high stakes risk has never been higher These challenges include environmental pollution fragile financial systems and the threat of widespread geopolitical violence This book suggests that a return to natural risk levels those in accordance with naturally occurring background levels is both desirable and achievable **Routledge Handbook of Environmental Impact Assessment** Kevin Hanna,2022-04-10 Globally environmental impact assessment EIA is one of the most enduring and influential environmental management tools This handbook provides readers with a strong foundation for understanding the practice of EIA by outlining the different types of assessment while also providing a guide to best practice This collection deploys a research and practice based approach to the subject delivering an overview of EIA as an essential and practical tool of environmental protection planning and policy To best understand the most pertinent issues and challenges surrounding EIA today this volume draws together prominent researchers practitioners and young scholars who share their work and knowledge to cover two key parts The first part introduces EIA processes and best practices through analytical and critical chapters on the stages elements of the EIA process and different components and forms of assessment These provide examples that cover a wide range of assessment methods and cross cutting issues including cumulative effects assessment social impact assessment Indigenous led assessment risk assessment climate change and gender based assessment The second part provides jurisdictional reviews of the European Union the US National Environmental Policy Act recent assessment reforms in Canada EIA in developing economies and the EIA context in England By providing a concise outline of the process followed by in depth illustrations of approaches methods and tools and case studies this book will be essential for students scholars and practitioners of environmental impact assessment *Professional Ethics* Ros Carne,2010-08-12 Professional Ethics provides an excellent introduction to the fundamental rules and principles of professional conduct and ethical considerations essential to maintaining the high professional standards of the practising Bar For ease of reference the Code of Conduct is included in the manual in full **Delivering and Evaluating Participation after Access** Liz Austen,Colin McCaig,2025-09-30 Delivering and Evaluating Participation after Access is a timely response to the rise in discussion about how Higher Education HE providers support participation for disadvantaged students in HE

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A Short Guide To Equality Risk A Short Guide To Equality Risk Introduction

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