

## **Equality and Diversity: Neil Thompson on PCS Analysis**

This DVD has been prepared as an aid to promoting equality and valuing diversity to be used by training facilitators, tutors and teachers involved in helping people to appreciate the complexities of discrimination. It is intended to help learners to be in a stronger position to avoid the difficulties of oversimplification that have dogged efforts to promote equality over the years.

Neil Thompson's work on 'PCS analysis' has become a mainstay of teaching on numerous degree courses around the UK and further afield. His ideas have been highly praised for producing a coherent analytical framework that helps us to understand that discrimination is not simply a matter of personal prejudice. The reality is much more complex than this insofar as discrimination can be seen to operate at three separate but interconnected levels: Personal, Cultural and Structural (hence the term, PCS analysis).

Over the years Neil has been one of many people who has been critical of oversimplified and dogmatic approaches to discrimination that have alienated so many people and discredited so many efforts to promote equality and value diversity. In this presentation Neil clearly explains the basis of PCS analysis and, in so doing, reinforces the idea that tackling discrimination is an important undertaking, but needs a sophisticated understanding to prevent the problems that have featured in this field in the past (and still do in some quarters). PCS analysis offers the basis for that more sophisticated understanding. This DVD should therefore be seen as an essential resource for everyone involved in education and training geared towards promoting equality and valuing diversity.

### **The presenter**

Dr Neil Thompson is well-known in the people professions as an author, trainer, consultant and conference speaker. He has over 150 publications to his name, including several bestselling books. He has held full or honorary professorships at four UK universities and is currently a director of Avenue Consulting Ltd. For further information about Neil, visit [www.neilthompson.info](http://www.neilthompson.info)

### **Who is this resource for?**

This is an important resource for all organisations that are committed to promoting equality and valuing diversity. Training providers will find here enough material to form the basis of a full day's training, using the DVD presentation itself and associated exercises. Teachers and tutors will also be able to use the materials as part of a module relating specifically to equality and diversity issues or more broadly as part of other modules relating to management, organisational studies and related topics as well as professional studies areas, such as social work, nursing, police studies, youth and community work, counselling and so on. The resource can also be used for personal study as part of a programme of self-directed learning.