



EDUK Code of Practice

Equality, Diversity, Inclusion and Human Rights

1. Purpose

Equality Diversity UK (EDUK) is committed to creating environments where everyone is treated with dignity, fairness and respect.

This Code of Practice sets out the standards expected of everyone representing EDUK, including trustees, employees, volunteers, consultants, associates, trainers and partners.

The Code supports compliance with the Equality Act 2010, Human Rights Act 1998 and the Public Sector Equality Duty where applicable, whilst promoting best practice beyond legal compliance.

2. Our Principles

EDUK is committed to:

- Eliminating unlawful discrimination, harassment and victimisation.
- Advancing equality of opportunity.
- Fostering good relations between different communities.
- Promoting inclusion and belonging.
- Respecting human rights.
- Ensuring decisions are fair, transparent and evidence-based.
- Embedding equality into governance, leadership and service delivery.

These principles underpin every decision we make.

3. Everyone's Responsibilities:

Everyone working with or on behalf of EDUK must:

- Treat everyone with dignity and respect.
- Challenge discrimination appropriately.
- Promote inclusive practice.
- Consider the impact of decisions on different communities.
- Report discrimination or inappropriate behaviour.
- Maintain confidentiality where appropriate.
- Act professionally at all times.

Leaders have an additional responsibility to role model inclusive behaviour and ensure compliance with this Code.

4. Equality and Human Rights

EDUK recognises the protected characteristics contained within the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We also recognise wider experiences of disadvantage, including socio-economic inequality, caring responsibilities, neurodiversity, mental health, digital exclusion and intersectionality.

5. Inclusive Decision Making

All significant decisions should consider:

- Who may benefit?
- Who may be disadvantaged?
- Are reasonable adjustments required?
- Have affected communities been consulted?
- Is the decision proportionate?
- Is there evidence supporting the decision?
- Have alternative options been considered?

Equality Impact Assessments should be completed where appropriate.

6. Accessibility

EDUK is committed to making all services accessible. This includes:

- Plain English communication.
- Accessible digital content.
- Alternative formats where required.
- Accessible venues.
- Hybrid participation options.
- Reasonable adjustments.
- Inclusive procurement.
- Accessible complaints procedures.

Accessibility should be considered from the outset rather than retrospectively.

7. Reasonable Adjustments

EDUK recognises its duty to remove barriers wherever reasonably possible.

Adjustments may include:

- Flexible communication methods.
- Additional time.
- Accessible technology.
- Quiet working environments.
- Physical accessibility.
- Modified learning materials.
- Personal support arrangements.

Requests will always be considered individually and proportionately.

8. Respectful Behaviour

Everyone should:

- Listen respectfully.
- Use inclusive language.
- Respect differing experiences.
- Avoid assumptions.
- Challenge behaviour rather than individuals.
- Promote constructive dialogue.

Disagreement must never become discrimination or harassment.

9. Balancing Rights

EDUK recognises that situations may arise where different rights or protected characteristics interact. Where this occurs, we will:

- Apply the law fairly.
- Use objective evidence.
- Consider proportionality.
- Seek specialist advice where appropriate.
- Document decision making.
- Aim to minimise disadvantage wherever possible.

10. Consultation and Engagement

EDUK believes better decisions are made through meaningful engagement. Where appropriate we will:

- Consult those affected.
- Engage diverse communities.
- Remove barriers to participation.
- Value lived experience.
- Learn from feedback.
- Explain how feedback has influenced decisions.

11. Learning and Development

Everyone representing EDUK will receive appropriate equality, diversity and inclusion learning.

Training may include:

- Equality Act 2010
- Human rights
- Inclusive leadership
- Accessible communication
- Neurodiversity awareness
- Reasonable adjustments
- Inclusive recruitment
- Unconscious bias
- Cultural competence
- Inclusive governance

Learning will be refreshed regularly.

12. Monitoring and Continuous Improvement

EDUK will monitor:

- Equality objectives
- Complaints
- Feedback
- Participation
- Workforce diversity (where appropriate)
- Governance diversity
- Accessibility
- Equality Impact Assessments
- Training completion

Findings will be used to improve services and practice.

13. Speaking Up

Everyone has the right to raise concerns regarding:

- Discrimination
- Harassment
- Bullying
- Victimisation
- Accessibility barriers
- Unfair treatment

Concerns will be investigated fairly, confidentially and without fear of retaliation.

14. Accountability

Trustees are responsible for ensuring this Code is implemented effectively.

Managers and leaders are responsible for embedding the Code into everyday practice.

Everyone working with EDUK shares responsibility for maintaining an inclusive culture.

15. Review

This Code will be reviewed annually, or sooner where there are:

- legislative changes
- significant case law developments
- changes in organisational practice
- lessons learned through monitoring or consultation

The Code will continue to evolve to reflect emerging best practice and the needs of the communities EDUK serves.

EDUK Code of Practice

Equality, Diversity, Inclusion and Human Rights

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EDUK
EQUALITY DIVERSITY UK
EVERYONE • EQUALLY • INCLUDED

OUR CODE OF PRACTICE

EQUALITY, DIVERSITY, INCLUSION & HUMAN RIGHTS

Creating environments where everyone is treated with dignity, fairness and respect.



OUR PRINCIPLES

These principles guide everything we do.



ELIMINATE

We put an end to discrimination, harassment and victimisation.



ADVANCE

We advance equality of opportunity for everyone.



FOSTER

We foster good relations between people and communities.



INCLUDE

We promote inclusion, belonging and participation.



RESPECT

We respect human rights and act with fairness.

PROTECTED CHARACTERISTICS

We value and respect people of all backgrounds.



AGE



DISABILITY



GENDER REASSIGNMENT



MARRIAGE & CIVIL PARTNERSHIP



PREGNANCY & MATERNITY



RACE



RELIGION OR BELIEF



SEX



SEXUAL ORIENTATION

We also recognise other experiences of disadvantage, including socio-economic inequality, caring responsibilities, neurodiversity, mental health and digital exclusion.

EVERYONE'S RESPONSIBILITIES

Everyone working with or on behalf of EDUK must:

- ✓ Treat everyone with dignity and respect
- ✓ Challenge discrimination appropriately
- ✓ Promote inclusive practice
- ✓ Consider the impact of decisions
- ✓ Report discrimination or inappropriate behaviour
- ✓ Maintain confidentiality where appropriate
- ✓ Act professionally at all times



OUR COMMITMENTS IN ACTION



INCLUSIVE DECISION MAKING

We consider impact, consult communities and make fair, evidence-based decisions.



ACCESSIBILITY

We remove barriers and make our services, information and spaces accessible to all.



REASONABLE ADJUSTMENTS

We will remove barriers and make adjustments that are reasonable and proportionate.



CONSULTATION & ENGAGEMENT

We listen, learn and involve those affected in decisions that impact them.



LEARNING & DEVELOPMENT

We build knowledge, skills and awareness to support inclusive leadership and practice.



MONITORING & IMPROVEMENT

We monitor our progress and use feedback to continually improve what we do.



SPEAKING UP

Everyone has the right to raise concerns. We take all concerns seriously and will investigate fairly, confidentially and without fear of retaliation.



ACCOUNTABILITY

Trustees set the tone and ensure this Code is followed. Leaders embed it in practice. Everyone shares responsibility for an inclusive culture.

*Equality is everyone's responsibility.
Inclusion is everyone's benefit.*



TOGETHER, WE CREATE A FAIRER,
MORE INCLUSIVE SOCIETY.



Learn more about our work
at www.eduk.uk