

Equality and Diversity UK Ltd



Alyson Malach

Managing Director



Equality and Diversity UK



Equality and Diversity UK Ltd



Equality and Diversity UK
www.equalityanddiversity.co.uk

- Equality and Diversity UK was established in 1997
- We focus on training using a social and business case for equality and diversity and raising individual empowerment for employees
- We support organisations, both nationally and internationally, to assess their position, review the landscape, and develop and grow because we acknowledge that EDI is a journey, not a destination. We help organisations to build creative partnerships, recruit diverse staff and volunteers and educate them and action plan for change
- We deliver a calendar of training and development events throughout the year
- Our trainers come from a variety of backgrounds and have a diversity of characteristics (ethnicity, gender, religion/belief, sexuality, etc.)
- Our work aims to support organisations to change, develop and grow to a place where EDI is a natural occurrence, not an afterthought/bolt on



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Strategy



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Our strategy affirms our commitment to be proactive rather than reactive, so that people can live safe lives and enrich their opportunities, regardless of their lifestyle, background or characteristics.

- 1. Impact:** We systematically consider how to scale ideas informed by evidence. We build partnerships and alliances that increase the impact and reach of our work.
- 2. Influence:** We design, plan and deliver training, consultancy and resources that tackle the root causes of discrimination, harassment, victimisation and other inequalities by harnessing evidence and the voices of lived experience to advocate for preventive approaches
- 3. Integrity:** We have built a strong organisation that lives its values - transparent, empathetic, thoughtful, personable, passionate, committed, outward-looking and inclusive.



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Our approach: Helping you on your EDI journey.

We will:

- **help you to develop a holistic approach:** EDI will be part of a bigger plan around organisational goals and not done in isolation.
- **assess where you are now:** What are you doing well? Where could you improve? In our experience, 'one-off' initiatives can only be effective if they are introduced into an organisation with strong, adaptive and inclusive cultures. Too many initiatives fall on rocky ground because there is nowhere for them to take root.
- **explore ideas:** for how you are going to make the improvements and any resource implications.
- **think through, design, plan and deliver** EDI initiative you need to effectively promote equality, tackle discrimination and to foster good relationships between diverse groups of people



Our vision for equality, diversity and inclusion

Freedom from discrimination and equality of opportunity are basic rights. EDUK are committed to challenging inequality and celebrating diversity to achieve the following vision:

- people achieve their own potential and a good quality of life
- everyone can access our services, facilities or information
- there is public involvement and influence in design, decision-making, planning, policy and service delivery
- EDUK is a strong, safe and inclusive working environment
- people have trust and confidence in us to report incidents of abuse or discrimination
- our workforce, at all levels, is supported and broadly reflects the diversity of the communities we serve.



Needs Analysis

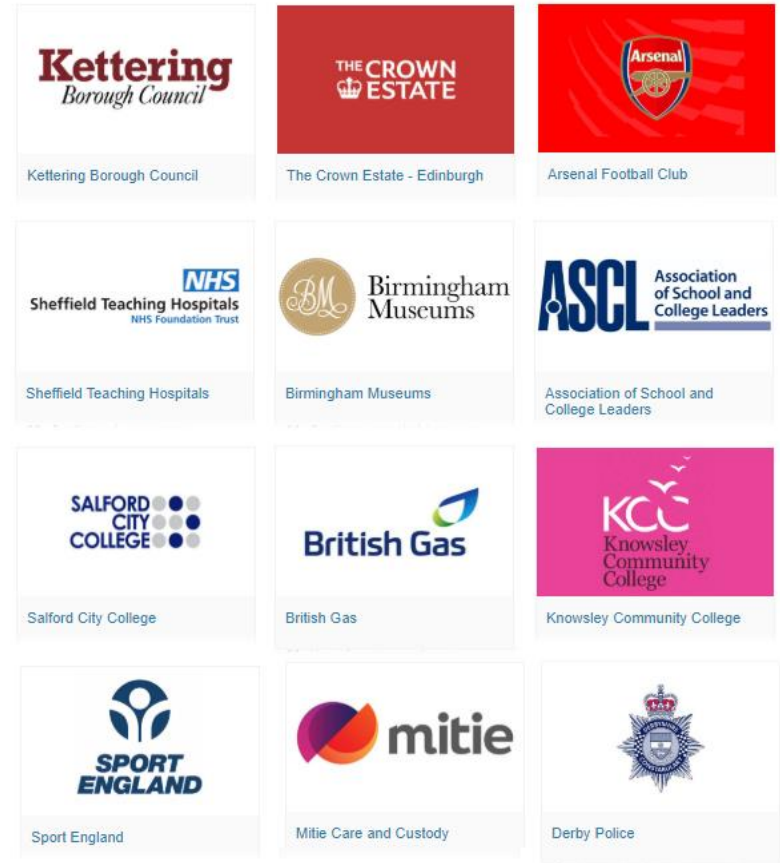
To ensure maximum impact, our diversity consultants will usually start with a thorough training needs analysis, including **helping you to develop a holistic approach**: EDI will be part of a bigger plan around organisational goals and not done in isolation.

- We will read your EDI policies, documentation and guidance
- Have a discussion to agree success criteria for the training
- Review your existing training materials, plus current frameworks and/or findings of previous evaluations
- Complete a pre-training survey which is designed to help us to understand your aims, proposed outcomes and personal/organisational EDI needs.



Who we work with

We work with a range of clients from different sectors and regions across the public sector, private sector and local and and regions across the public sector, private sector, voluntary sector, charities, and local and national governments.



Our Key Services:

- **Improve Recruitment Practice**
- Conducting in-depth end to end recruitment reviews, to attract and retain staff from the widest talent pool possible.
- **Upskill Staff Teams**
- Providing immersive learning experiences to foster supportive, collaborative and productive staff teams.
- **Build an Inclusive Leadership Culture**
- Developing and strengthening governance structures and ensuring a leadership culture that accelerates diversity ambitions.
- **Reduce Gaps in Monitoring Data**
- Providing guidance and tools to monitor and achieve strategic EDI objectives and measure the impact of diversity initiatives.



Our Key Sectors

- Education Sector
- Social Care Sector
- Police
- Football clubs
- Local Authorities
- Fostering Services
- Legal
- Finance
- Retail
- Arts and Heritage
- Leisure
- Beauty
- Transport
- Cyber services
- Hairdressing
- Vets
- Medical Sector



One Size Doesn't Fit All

Recognising the diversity in our globalised society, it would be remiss to approach organisations with a standard 'off-the-shelf' package that looks the same for everyone.

Equality, diversity and inclusion issues within the workplace manifest in many different ways; organisations may be looking to improve their recruitment practice to create more diverse staff teams, build an inclusive leadership culture, upskill staff to gain commitment to diversity and inclusion, or to reduce gaps in monitoring data.

We also know that no one knows your business, and what works for your context, better than you.

So, we share our expertise, tailor our approach, and collaborate with our clients to develop bespoke solutions to drive success through applying evidence-based approaches to diversity and inclusion.



About us



Equality &
Diversity UK

Equality and Diversity UK works with organisations to ensure that they are as diverse, accessible and inclusive as possible in the way they promote equality, tackle discrimination and foster good relationships between diverse groups of people



Equality and Diversity UK



What We Do



Equality &
Diversity UK

- Equality and Diversity UK helps organisations with every aspect of Human Rights, equality, diversity and inclusion in the working and the learning environment.
- From short-term tactical help to more strategic assistance, we work with your organisation and staff to have a systematic approach to implementing good equality/diversity practice.
- Our services include coaching, mentoring, training, consultancy, facilitation and assessment. These are often delivered in combination and are always tailored to your organisation's specific needs.
- We seek to create a unique blend of these services for each client and it is this customised approach that produces the most effective results.
- We use our experience of working with equality issues to make learning interactive, practical and stimulating.
- We use a range of training resources/materials and approaches to support your development and learning styles.



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EDI consultancy

- We provide consultancy to, anything from comprehensive and detailed reviews of past events, solutions to current problems, to ideas and strategies for the future.
- We do not write lengthy reports because we believe action gets traction and papers get shredded.
- We are sensitive to the culture and objectives of an organisation to ensure we pitch the consultancy appropriately, and develop practical, tailored consultancy solutions in partnership with our clients.



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EDI consultancy

Our aim is to get the maximum return on investment for you.

Examples of consultancy services we provide are:

- Developing EDI strategies for the whole organisation
- HR EDI policy reviews (**safeguarding, policies, processes, procedures and practice**)
- EDI-focused consultancy with boards
- Recruitment process EDI reviews
- General and specific EDI advice and guidance on whole range of EDI topics



Training

Training is most effective when it has clear aims and objectives and is embedded within a wider strategy.

We can work with you in ensuring your training achieves maximum impact and provides you with value for money.

We run a variety of training sessions, including sessions focused on EDI, Unconscious Bias, mental Health, Anti-Racism, Disability, Equality law, Human Rights, trans awareness, equality impact assessments, LGBTQI+ to name a few.

We make our sessions interactive using a variety of methods, including quizzes, small group discussions/activities, case studies, Human Library Books, and videos, with plenty of time for sharing lived experiences and for questions

Our approach is to tailor training to your specific needs.



Training

Equality and Diversity UK has been one of the UK's leading EDI and Human Rights training providers since 1997.

We engage and up-skill staff, managers and senior leaders in equality, diversity and inclusion policy, process, procedures and practice.

Our training is practical and interactive, and we regularly use case studies, videos, practical activities and debates to create memorable learning experiences with measurable impact.



Training

All our diversity and inclusion training courses are comprehensive in their coverage of equality law and diversity principles.

We take a cross-cultural approach in all our training and build bespoke courses in line with your company needs, starting point, values and goals.

We account for all the protected characteristics and tailor our training to your challenges and strategic goals.

We also offer specific training on Unconscious Bias and Bias in Recruitment and Selection.

We can also create more specialised training programmes to explore certain themes in more depth, such as Equality Impact Assessment, race faith/culture, gender reassignment and Reasonable Adjustments.



Training online via Zoom/Teams

Since March 2020, all of our training has been delivered online, usually using Zoom, but on occasion using Microsoft Teams. Inevitably, it is a different experience, but there are also benefits to online training:

- people do not need to travel;
- It means that we don't worry about self distancing and spreading the virus
- it can be easier to fit in around other work; and
- there are more mechanisms for people to ask us questions anonymously through the chat box, which they wouldn't be able to do in person.
- We also stay on line after the training to answer persona/organisational questions and to offer advice and guidance
- Break-out rooms and polls help to facilitate engagement and small-group discussions and the feedback we have received has been very positive.



E-Learning: for all sectors

- Providing equality of opportunity isn't an option, it's the law.
- However, getting staff and management up to speed with all the UK Equality legislation and keeping them there can be a real challenge for any organisation.
- Working in collaboration with EDI practitioners and specialists, we've developed a wide range of groundbreaking online training courses that provide staff with a practical guide to equality, diversity and inclusion, and their key rights and responsibilities under the law.



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Content

Our training touches on ideas of bias and implicit bias but take it further to look at Subtle Acts of Exclusion (SAE).

It explores the impact of cultures, policies, processes, procedures, practice and people development as well as and structures on creating a sense of belonging for everyone.

The training aims to find a balance between the actions and behaviours of both individuals and organisations and how both contribute to equity, diversity and inclusion.



Zoom EDI tailored training for all sectors

- Our online Zoom training events are here to help drive employee engagement, retention, productivity, profitability, innovation, and growth.
- Whether you're a business owner, staff, manager, or part of an HR team, our events help to highlight the importance of workplace equality, diversity and inclusion and provide you with meaningful, actionable changes that you can make.



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Your needs, our expertise:

Our collaborative approach to EDI training/design

- Our experience shows us that the most effective equality and diversity training courses are tailor-made to reflect the culture and values of the organisation we are working with.
- We aim to understand your business, your culture and your challenges.
- This tailoring takes into account current levels of knowledge and understanding, existing good practice, and your current and future challenges.



Needs analysis

- To ensure maximum impact, our diversity consultants will usually start with a thorough training needs analysis, including:
- A telephone call or email discussion to agree success criteria for the training
- Reading your related EDI policies, documentation and guidance
- Reviewing your existing training materials, plus current frameworks and/or findings of previous evaluations
- A pre-training survey which is designed to help us to understand your aims, proposed outcomes and personal/organisational EDI needs.



Making a difference - not ticking boxes

Designed with your priorities in mind, our EDI training courses empower and enthuse delegates to:

- Demonstrate a clear commitment to and shared understanding of EDI at work
- Work more effectively with social and cultural difference in customer care and within their teams
- Understand their responsibilities under the Equality Act 2010 and the Public Sector Equality Duty
- Articulate the strong business, moral and legal case for diversity



Making a difference - not ticking boxes

Designed with your priorities in mind, our EDI training courses empower and enthuse delegates to:

- Recognise the impact of unconscious bias, and its implications in all the work they do
- Challenge instances of bullying, harassment, victimisation and discrimination
- Identify and build on areas of current good practice
- Develop practical approaches to workplace inclusion, including tools, strategies and action plans.



How to engage with equity, diversity and inclusion

Most senior management teams understand why they need to engage with equity, diversity and inclusion, but are unsure how or where to start and how to manage this work with competing priorities.

We tailor sessions to target managers and senior managers and re-caps the key benefits of equity, diversity and inclusion and how to start the journey.

Setting a culture for EDI is key and this training helps managers think that through and to begin developing strategies and accountability mechanisms for taking this work forward



How we do it



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- We specialise in focusing on the 'reality' of our subjects by exploring 'human nature' and then linking this to the workplace, rights/responsibilities and working relationships (both internally and externally).
- We start by getting people to reflect on how they think, behave and act.



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How we do it

- Our programmes are 'practical'. We use a range of delivery tools, DVDs, case studies, discussion/focus groups, activities and PowerPoint Presentations.
- This enables a variety of facilitation methods to be used which enhances interaction, brings the training to life and allows us to consider individual learning styles and needs.



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Quality Management



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- Equality and Diversity UK will monitor the nature and quality of our services.
- We keep an issues book which records service provision, issues and compliments.
- The issues book is made available to our clients as appropriate and on request.
- All of our training is evaluated by delegates pre and post training surveys are conducted to measure the starting point and distance travelled.



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Consultation and Evaluation



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- Equality and Diversity UK Ltd works with organisations and their staff before the training commences to explore issues, needs and starting points as well as reflecting on the learning and delivery styles required.
- During the training delegates are encouraged to keep a development log that records their individual learning and action points and delegates are encouraged to report back on these.
- The pre-training survey of needs allows us to fully appreciate the training needs of those attending
- The formal training evaluation of the training course captures the views of delegates and allows delegates to report on the appropriateness, effectiveness and quality of the training overall and is used in the measurement of satisfaction and distance travelled



Indemnity and Insurance



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Equality and Diversity UK Ltd is liable for and indemnifies our clients against any expense, liability, loss, claim, or proceedings whatsoever arising under any statute or at common law in respect of personal injury to or the death of any person whatsoever, arising out of or in the course of or caused by the provision of the services or a breach of agreement, unless due to any act or neglect of the client, its employees or agents.



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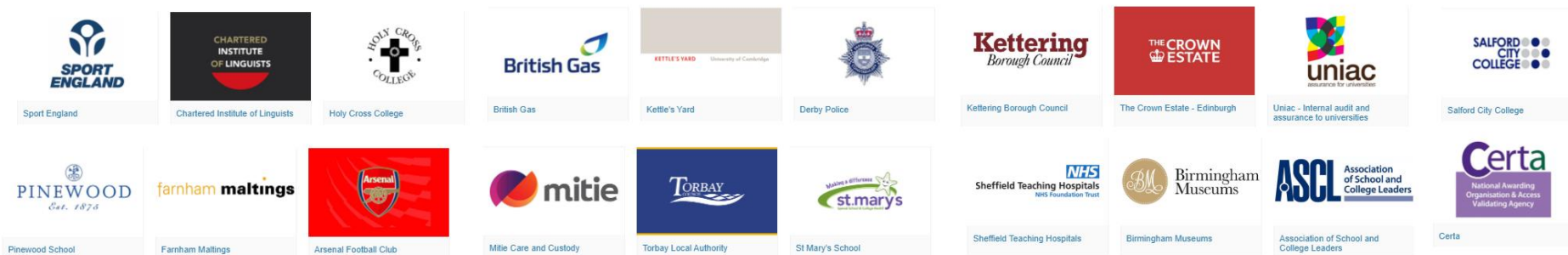




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Excellent track record

Equality and Diversity UK has a proven track record of successful design and delivery of equality and diversity courses to a wide range of clients, including British Gas, Arsenal Football Club, BBC, Friends of the Earth, the Methodist Church, the Police as well as a range of colleges, local authorities and NHS Trusts.



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Excellent feedback

- "Speaker/Trainer was excellent - very knowledgeable and able to put points across in a clear way"
- "She was professional but approachable"
- "She made the session more interesting by use of interactive tasks and video recordings – held groups concentration"
- "Her handout is a very informative reference resource. Her information also gave realistic and practical suggestions – not just legislative solutions"
- "I think everyone in the company should have the opportunity to attend a similar training session"



Excellent feedback

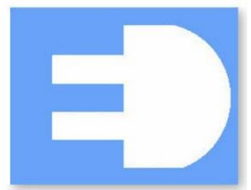


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- “Excellent delivery - good use of videos “
- “The trainer was a joy to watch and listen to - very passionate and informative. Inspiring but able to keep message simple “
- “Alyson delivered the training extremely well... really held the room... no feelings of 'get on with it'”
- “A training day which I really enjoyed but was not looking forward to - she changed my attitudes - thank you“
- Please see our website for further evaluations
www.equalityanddiversity.co.uk/evaluations



Our Vision



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What we want for your organisation



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Our Vision

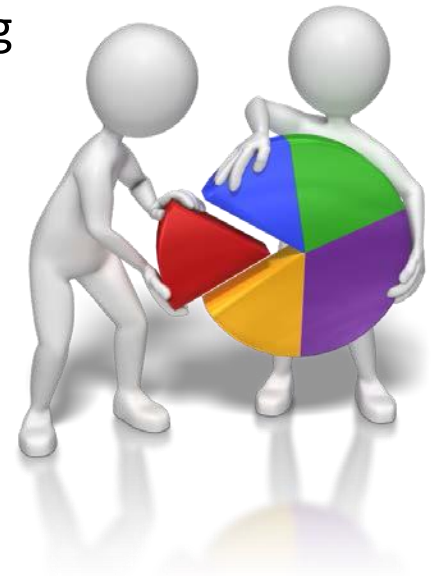


- Diversity is about recognising, accepting and valuing difference
- We appreciate that whilst we are all part of a single society with shared rights and responsibilities, we are also individuals with our own talents, ambitions and priorities.
- A diverse society appreciates that there are some clear differences between people in terms of, for instance, gender, abilities and disabilities, national and ethnic origins, age, sexual orientation, culture and religion – but believes that none of these should act as a barrier to a full and equal enjoyment of life.



What trainers are expected to deliver

- All of our trainers deliver bespoke programmes that match the needs of each client group
- We offer delegates control in shaping their own learning through active participation and dialogue.
- Our trainers are trained to support delegates to be involved in discovering, understanding, evolving intelligent solutions to real issues and creating a shared vision that leads to change.



Our aims for participants



- Develop a clearer understanding of fair practice
- Feel confident and competent in eliminating unfairness
- Develop tools for change in their own organisation
- Embed ways of celebrating difference within policy and practice



Our aims for participants



- By the end of our courses, participants will have practical, ongoing strategies to develop their own inclusive practice.
- We are totally committed to the belief that inclusive practice improves the wellbeing of all the people in any context.



Our Approach

Training methodologies that we generally deploy



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Pre-planning



- We use a tailored pre-course training survey to gain awareness and understanding
- It also serves to identify additional issues and areas for development
- We use it to tailor the programme to meet identified needs, then send it to you for comment
- The packs are delivered 1 week prior to training - you also get an opportunity to comment
- It is a partnership approach



Why do we conduct Pre-course Needs Assessments?

- To identify what learning will be accomplished
- To make sure we are applying the right solution to the problem
- To identify what changes in behaviour and performance are expected
- To determine the expected benefits



A fresh approach

- We take a fresh approach – and one that does get results.
- As experienced managers, we know that diversity affects everything; from organisational structure, culture and processes right through to individuals, their behaviour, personal relationships, attitudes and prejudices
- At the individual level, we use tools and techniques to provide insight into key behaviours associated with inclusiveness, or its reverse.
- And we reveal it in the people who matter most – themselves.



What the training is not

- Diversity and inclusion isn't about ticking boxes or being politically correct – it's about relationships, culture and attitude.
- The question is – do you value and nurture difference or do you merely tolerate it?



Partnership working

- We work in partnership with our contractors to plan and develop the programme.
- We will work alongside our contractors to deliver all or elements of the programme
- We will take advice, lead or follow, whichever the programme requires
- We will combine organisational expertise, diversity and training experience as required.
- We will training the trainer offering supported delivery



Group sizes/length of sessions

- One trainer will work with groups of a maximum of 20 delegates at any one time (10 for training via Zoom)
- We are able to work with up to 40 delegates supported by two trainers (face to face sessions)
- Half day sessions will normally commence at 10.00 and finish at 1.00
- Full day sessions commence at 10.00 and finish at 3.30



Key messages throughout

- Managing diversity is about valuing everyone as an individual – valuing people as employees, customers and service users.
- A 'one-size-fits all' approach to managing people does not achieve fairness and equality of opportunity for everyone.
- People have different personal needs, values and beliefs.
- Good people-management practice demands that decisions, procedures and actions are fair, consistent, flexible and inclusive



Four Levels of Evaluation

- Reaction
- Learning
- Behaviour or performance
- Outcomes or results



Post Training Survey

- The Training Feedback Questionnaire is designed to be completed by the delegates during or at the end of the training event.
- An extension to this idea is a Post Training Survey which can be sent out to delegates three to six months after the training event.
- The post training survey allows delegates to respond to the training after they have had the opportunity to return to the workplace and implement or reflect upon the training.



Clients

- British Racing School
- South Gloucestershire Council
- Civil Service Sports and Leisure
- Birmingham Guild
- Campbell Page
- Torbay Council
- Sustrans
- The Crown Estate
- Sport England
- Friends of The Earth
- Richer Sounds
- Together Trust
- CERTA
- Chartered Institute of Linguists
- Methodist church
- FCA
- Colas Rail
- St Ann's Hospice
- Staffordshire Council
- St Mary's School
- Ultra Electronics
- Arsenal Football Club
- Eye Surgeon's Consortium
- Big Yellow Storage
- Halliwell's Solicitors
- BBC Children in Need
- Construction Skills
- West Ham United Football Club



Clients

- Icon Films
- League Football Education
- UK Chamber of Shipping
- Gateway Housing
- University of Birmingham
Guild of Students
- Buckinghamshire NHS
- VoiceAbility
- Manchester Fertility
- City of London Academy
- Headmasters' Partnership
- Barnardos
- Fostering Agencies
- Tayside contracts
- Police Custodians
- The National Archives
- Sixth form colleges
- FE Colleges
- Universities
- Local councils
- United Grand Lodge
- ICMM
- Chartered Institute of Linguists
- Life Plus
- Social Care Providers
- Schools



Our work on Anti-Racism

Reflection



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Examples of Equality and Diversity training we have provided for a range of organisations



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Food for Thought

If this is the first time your organisation has focused on Anti-Racism, why is it a priority *now*?

The starting point is to begin with an honest evaluation of current practices. Recognising **how**—and **why**—this work has been deprioritised in the past can help your company identify and plan for potential roadblocks in the work to come.

If your company has remained silent or limited work to surface-level diversity initiatives in the past, **how, when, and why** did that happen? Remember that celebrating diversity and multiculturalism is not the same as anti-racism or dismantling white supremacy.



How we support you

We can support your journey to embed effective anti-racism policies, processes, procedures, practices and people development and we can deliver on your identified agenda on the following

- Facilitation between your executive leadership team and your anti-racism steering group to clarify, roles, accountability, and priorities and most importantly, the building of trust between these groups
- Support with a communications plan relating to your anti-racism journey
- Mapping out key risks that may hinder your journey
- Longer term support after the training and consultancy work has finished



Our approach to supporting organisations to become anti-racist includes:

Tailoring consultancy/design/planning and delivery

Assessment of current position on the journey, strengths, areas for improvement, opportunities, and threats

Exploring privilege/allyship

Defining your values, prioritising humanity

Thinking beyond diversity, to inclusivity

Holding yourself accountable



Alyson Malach



- Alyson has worked in the post-16 education sector since 1985, starting in the area of Special Educational Needs and developing her portfolio of work to include teacher education, work with disadvantaged groups, and community cohesion and equality and diversity work.
- Her background in teaching and management was gained in Further Education Colleges and Manchester LEA. Alyson held a number of senior management posts in Further Education colleges in Preston, Liverpool and Bolton.



Alyson Malach

- Alyson also worked for NIACE as a Research and Development Officer for equalities/Black and Minority Ethnic Groups. She has conducted education and learning research nationally and internationally on post-16 education and race/equality issues.
- Alyson is the author of a number of publications and articles on education and equality. Her most significant publication 'Colour Blind' was published by NIACE.



Alyson Malach

- As Director of Equality and Diversity UK Ltd, Alyson has developed and published a number of equality and diversity resources which have been available for sale since 2007.
- These resources have been redeveloped and updated after the Equality Act came into force in October 2010 and can be viewed at www.equalityanddiversity.co.uk/resources



Alyson Malach

- Prior to starting her own Limited Company, Alyson was the Head of Lifelong Learning in Manchester, based in the Education Department and responsible for student grants, community learning, prison education, compulsory education and adult and community-based learning.
- A significant part of her role was to work closely with other Local Authorities, the police, social services, health services and voluntary and community organisations to address education and social issues in the communities of Manchester.



Alyson Malach

- Alyson currently specialises in a range of HR Management, Education, Equality and Social Issues related training and consultancy, and works independently or in partnership with provider organisations.
- She continues to develop resources and publications that focus on social and educational issues.
- Alyson's work has taken her to a number of Local Authorities where she has delivered group sessions and coaching sessions for individuals



Training

- EDI
- Personal Development
- Policies, processes, procedures, practice
- EDI Audits
- EDI research/analysis
- Equality Analysis (EIA)
- Leadership Advice/support
- Equality Act support
- EDI tailored consultancy
- EDI in the workplace
- Unconscious Bias
- EDI podcasts
- EDI videos
- eLearning EDI courses
- Professional Network packages
- Public sector tailored courses (police, government, education, NHS, etc.)



Links to information on EDUK and Alyson Malach

https://www.equalityanddiversity.co.uk/alyson_malach.htm

<https://www.cartwheelarts.org.uk/person/alyson-malach>

<https://www.facebook.com/guardianjobs/posts/we-spoke-to-alyson-malach-director-of-equality-and-diversity-uk-about-the-future/1030649857046582/>

<https://www.amazon.co.uk/Alyson-Malach/e/B0034PVU8E>

<https://www.cheshamprimaryschool.co.uk/governors>

[https://dera.ioe.ac.uk/4127/7/nat-equality and diversity strategy 200407 Redacted.pdf](https://dera.ioe.ac.uk/4127/7/nat-equality_and_diversity_strategy_200407_Redacted.pdf)

<https://www.gmcvo.org.uk/GMEqualityAlliance/WhoWeAre>

<https://www.questmedianetwork.co.uk/news/tameside-reporter/new-race-equality-panel-outlines-first-priorities/>

<https://mdwm.org.uk/resources/resilience/>

<https://socialisteducationalassociation.org/sea-events/education-reimagined-assessment/>

<http://www.northerncanceralliance.nhs.uk/wp-content/uploads/2018/11/ManchesterCommunityEngagementToolkit.pdf>



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Final Words



EDI Initiatives are not a 'one size fits all' solution.

In order for them to be successful, you need to know your starting position, and where you want to end up, and to be able to quantitatively measure the changes in workplace culture.

Culture change takes time, but fostering a culture of equality, diversity and inclusion is essential to the success of any organisation.

Ready to start your journey to becoming a more equitable, diverse and inclusive organisation?

If you would like to find out more, please contact us on 0161 763 4783 or email us: info@eduk.uk

