

## Equality Scheme and Action Plan

Updated: March 2025

### Foreword

We are proud to present our updated Single Equality Scheme and Action Plan. This scheme reaffirms our purpose and values, sets out our aspirations, and outlines how we will continue to drive equity and inclusion in the work we do, the way we do it, and the partnerships we build.

This scheme has been shaped through consultation, reflection and a deep commitment to equity. It reflects our determination to keep learning, to remain accountable, and to co-create meaningful progress with our clients, associates, partners and communities.

We are Equality and Diversity UK. We are change-makers, bridge-builders, and passionate advocates for justice. This scheme is our promise: to lead with integrity, act with intention, and always centre people.

Alyson Malach

Director

Equality and Diversity UK Ltd

## **Who we are, what we do, and how we do it**

Equality and Diversity UK Ltd (EDUK) is a specialist organisation committed to advancing equality, diversity, inclusion, and human rights in every aspect of society. Founded in 1997, we are a values-led, mission-driven limited company working across public, private and third sectors. Our work is rooted in social justice, and we actively challenge all forms of discrimination.

### **We aim to:**

- Promote fairness, dignity, and equity across all protected and marginalised groups.
- Support organisations and individuals to embed inclusive practice.
- Inspire and co-produce change through consultancy, training, resources, and thought leadership.

### **Our approach is:**

- Evidence-informed and reflective of lived experience.
- Grounded in legal compliance, human rights, and practical application.
- Collaborative, courageous and committed to transformational change.

We work with a wide range of sectors including education, healthcare, housing, arts, voluntary and community services, transport, local authorities, and private industry. Our services include tailored training, strategic consultancy, policy and practice reviews, resource development, audits, mentoring programmes, and support with compliance under the Equality Act 2010 and Human Rights Act.

Our passion is to make equality real: to move from statements to systems, from performative action to lasting culture change.



## **Additional Commitments**

### **Theory of Change Model**

Our Theory of Change outlines how our interventions lead to more equitable organisations and communities. It links activity (training, consultancy, resources) with outcomes (behavioural change, improved inclusion, and measurable impact).

### **Inclusive Language Commitment**

We commit to using inclusive, non-discriminatory, and person-centred language in all materials, communications, and training.

### **Intersectionality Statement**

We embed an intersectional lens in all we do, recognising that experiences of inequality are shaped by overlapping identities and social systems.

### **Governance and Accountability**

The Equality and Diversity Committee oversees implementation, progress, and review of the scheme. Regular monitoring and reporting ensures transparency.

### **Annual Impact Review**

A new annual public-facing summary report will track achievements, feedback, gaps, and new priorities.



## Action Plan

This comprehensive action plan is structured around key priorities:

### 1. Leadership and Organisational Commitment

- Integrate equality into all strategies and leadership programmes.
- Provide ongoing professional development for associates.
- Communicate the value of EDI consistently across the organisation.

### 2. Policy and Compliance

- Implement impact assessments across policies and practices.
- Ensure tendering and contracting reflects equality duties.

### 3. Stakeholder Engagement and Intelligence

- Consult regularly with stakeholders and associates.
- Review and analysis of training and consultancy delivery data.

### 4. Associate Diversity and Development

- Monitor associate profiles and address gaps.
- Analyse fee structures for equity and transparency.

### 5. Access and Participation

- Review publicity and training materials for inclusion.
- Increase engagement across non-traditional and underrepresented sectors.

### 6. Consultation and Transparency

- Publicise feedback from consultations and resulting actions.

### 7. Targeted Course Development

- Develop and promote sector-specific, inclusive training offers.

### 8. Strategic Partnerships

- Collaborate with local authorities and external agencies.

### 9. Accessibility

- Ensure web and resource accessibility (e.g. WCAG compliance).
- Provide inclusive guidance to all associates and partners.

