

ARE YOUR EDI POLICIES CREATING EQUALITY – OR JUST PROMISING IT?

Policies shape who is heard, protected,
recruited, promoted and believed.



YOUR RESPONSIBILITY

-  Prevent discrimination, harassment and victimisation
-  Make reasonable adjustments
-  Identify and remove barriers
-  Use evidence to assess unequal impact
-  Act on concerns fairly, promptly and consistently



POLICIES TO REVIEW

-  Equality, Diversity & Inclusion
-  Dignity at Work, Bullying & Harassment
-  Recruitment, Selection & Promotion
-  Reasonable Adjustments & Disability Inclusion
-  Flexible Working, Family Leave & Carers
-  Grievance, Disciplinary & Whistleblowing
-  Pay, Reward & Equal Pay
-  Trans Inclusion, Religion or Belief & Menopause
-  Data, Monitoring & Equality Impact Assessment



FROM WORDS TO FAIR OUTCOMES



EDUK will review, rewrite and update your policies, processes and procedures – embedding legal duties, lived experience, accountability and proactive prevention.



Book your
EDI Policy Health Check



EDUK



Equality
designed into
every decision.



Equality Act 2010 duties apply; additional duties vary by organisation and sector.

POLICY REVIEW: FROM PROMISE TO PRACTICE

An equality policy must be current, understood, applied and measured.



6 ACTIONS FOR EMPLOYERS

- 1.** Audit your policy framework
- 2.** Check current law and guidance
- 3.** Analyse evidence and unequal outcomes
- 4.** Involve people with lived experience
- 5.** Remove barriers and develop managers
- 6.** Monitor impact, ownership and review dates



THE DEEPER EQUALITY TEST

Who benefits? Who is excluded?
Whose voice is missing?
What must change?

Equality is not treating everyone identically. It is removing barriers and creating fair access, protection and outcomes.



EDUK POLICY HEALTH CHECK

Review · Rewrite ·
Update · Embed

Move beyond compliance.
Design equality into every decision.

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