

Foreword

At EDUK, our mission is clear: to champion Equality, Diversity, and Inclusion (EDI) as everyday practice. Over the next three years, our strategic plan will reflect not only our foundational belief in equity but also our lived experience, deep professional knowledge, and the voices of the people and communities we work alongside.

We are an organisation that threads equality through everything we do. This means rooting our actions in justice, co-production, and learning and anchoring EDI as the compass for our work, our relationships, and our impact. We act as a disruptor, critical friend, and change partner, ensuring that good intentions translate into meaningful and measurable outcomes.

In a time of polarised discourse, rising inequality, and systemic failures to protect marginalised groups, EDUK remains committed to equity not as a destination, but as a daily journey.

Our Context: The Road We Travel Together

The context in which we work is shaped by:

- Rising public awareness of inequality, but diminishing trust in institutions
- Legislative changes such as the Worker Protection Act (2023)
- Persistent workplace discrimination, harassment, and marginalisation
- The social and economic impacts of the pandemic, war, austerity, and climate inequality
- Intersectional barriers affecting marginalised and minoritised communities

We also acknowledge the anniversaries of critical equalities legislation and movements, including:

- 60 years since the Race Relations Act
- 55 years since the Equal Pay Act
- 50 years since the Sex Discrimination Act
- 30 years since the Disability Discrimination Act
- 15 years since the Equality Act 2010

At EDUK, we recognise that the legacy of these acts is not enough. The work of equity is ongoing, requiring radical listening, honest reflection, strategic action, and sustained courage.

Our Anchors: What Grounds Us

Our strategic plan is anchored by:

1. Values, Vision and Mission: A relentless pursuit of fairness, equity, dignity and inclusion
2. The 5 Cs Framework: Communication, Culture, Challenge, Competence, and Co-production
3. The 5 Ps Model: Policies, Processes, Procedures, Practices, and People Development
4. FREDDIE Principles: Fairness, Respect, Empathy, Dignity, Diversity, Inclusion and Engagement

These anchors allow us to assess our direction and weather challenges without drifting from our core purpose.



Our Strategic Pillars: EDUK's Roadmap to Impact

Pillar One: Embedding Everyday Equity

We deliver support, training, and consultancy that helps individuals and organisations:

- Embed inclusive practices into governance, recruitment, decision-making, leadership and culture
- Address discrimination and systemic exclusion across protected characteristics and intersectional identities
- Assess and improve compliance with the Equality Act 2010 and Public Sector Equality Duty
- Centre lived experience in meaningful ways

Outcomes by 2028:

- 80% of our client organisations report measurable improvements in inclusive policy and culture
- At least 10 client organisations achieve recognised external accreditation for EDI best practice
- Creation and dissemination of a practical "Equity in Action" toolkit for everyday organisational use

Pillar Two: Agility and Advocacy in Action

We respond to evolving threats and opportunities through:

- Proactive engagement on emerging EDI issues (e.g., AI bias, digital exclusion, mental health disparities)
- Public campaigns, blogs, and position statements
- Strategic partnerships and networks such as the DEEP DIVE Network
- Advocacy for inclusive legislation and policy change

Outcomes by 2028:

- Regular publication of thought-leadership pieces influencing public debate
- Formation of three new regional or sectoral partnerships to advance targeted EDI outcomes
- Influence on at least two national consultations or legislative reviews



Pillar Three: Programmes that Drive Change

We co-design and deliver long-term impact programmes including:

- **Anti-Sexual Harassment Programme:** Training aligned to the Worker Protection Act (2023), co-produced with survivors and delivered across education, charity, and public sectors
- **Reciprocal Mentoring in Health and Social Care:** Empowering ethnically diverse staff into leadership roles through structured mentoring, training, and monitoring
- **Safe Spaces in Education and Transport:** Supporting women, disabled people and racially minoritised communities to access public services safely and with dignity
- **EDI eLearning for Northern Ireland:** Contextualised online learning for the devolved landscape, developed with community input and robust case studies

Outcomes by 2028:

- Participation from over 500 individuals across our signature programmes
- Demonstrable reduction in exclusionary practices in at least three sectors
- Programme reports published with measurable impact data and case studies

Our Delivery Approach

- **Co-Production:** Lived and learned experience shape our materials, methods and messages
- **Intersectionality:** We recognise that power and privilege operate across multiple, overlapping identities
- **Courageous Conversations:** We facilitate space for discomfort, honesty and growth
- **Reflection and Evidence:** We evaluate the impact of our work and continuously improve
- **Accessibility and Inclusion:** Our delivery formats are neurodiverse-aware, trauma-informed, and culturally responsive



Looking Ahead: From Inclusion Gaps to Equity Anchors

By 2028, we aim to demonstrate:

- Evidence of cultural shift in our client organisations
- Greater access, safety, and belonging for marginalised groups
- Sustainable change embedded in systems, policies, and people
- Increased uptake of good EDI practice across sectors
- National influence on EDI training and strategic policy

To support this, we will:

- Publish an annual EDUK Equity Impact Report
- Launch a public-facing EDUK Equality & Diversity Monitor
- Facilitate peer learning and mentoring through the DEEP DIVE Network

In Solidarity, In Strategy, In Service

We believe equity is not an initiative, it's an imperative. Through this plan, EDUK reaffirms our commitment to justice, not only in theory but in action. We invite our partners, clients, and communities to hold us accountable and to walk with us as we continue the work.

Together, we will build a world where equity is not an exception, but the everyday norm.

