



EQUALITY DIVERSITY AND INCLUSION



“IT’S NOT ABOUT BEING DIFFERENT, IT’S ABOUT BEING YOURSELF”

“YOU WILL ALWAYS BE, WHERE YOU ALWAYS ARE, IF YOU ALWAYS DO WHAT YOU’VE ALWAYS DONE.” LET’S CHANGE THAT.

With our support you will see results and improvement in your organisation in the Equality Diversity and Inclusion (EDI) space.

Research shows that diverse teams are more productive, creative and innovative, yet most organisations don’t do anything about it at a deeper level.

By utilising the power of EDI you will not only transform the culture of your organisation internally but externally too.

Culture transformation takes time to embed, and longer to see the benefits, but with our expert support and guidance you can build from the grass roots up which will allow your business to grow and transform.

We can help you at each stage of the process from identifying and implementing, right through to embedding, or, if you’d prefer it we can join at any stage and support you with ad hoc or specific needs at the time you need it most.

EDI is much more than legal compliance with the Equality Act 2010, The organisational culture is defined from the top down, so how your senior leadership team live and breath your values, right down to how the company manage procedural and policy compliance and how your employees interact with each other needs to all be guided by the same principles. Openness, transparency and collaborative working being the fundamentals.

Make UK can support you in every element of the employee lifecycle:

- **Use of inclusive wording in your handbooks, policies and contracts**
- **Induction training**
- **EDI awareness training**
- **Handling disciplinary, grievance and equal pay issues**
- **Gender Pay Reporting**
- **Specialist consultancy for Neurodiversity, Trans & Gender Diversity, Menopause.**
- **Strategic Visioning and Planning**
- **Employee Engagement and Pulse Surveys**

Are you ready to unleash the power of EDI on your organisation?



Get in touch with us today and start your journey to inclusion with Make UK as your ally.



TAKING YOU ON THE EDI JOURNEY TO INCLUSION

Identify, Implement and Embed

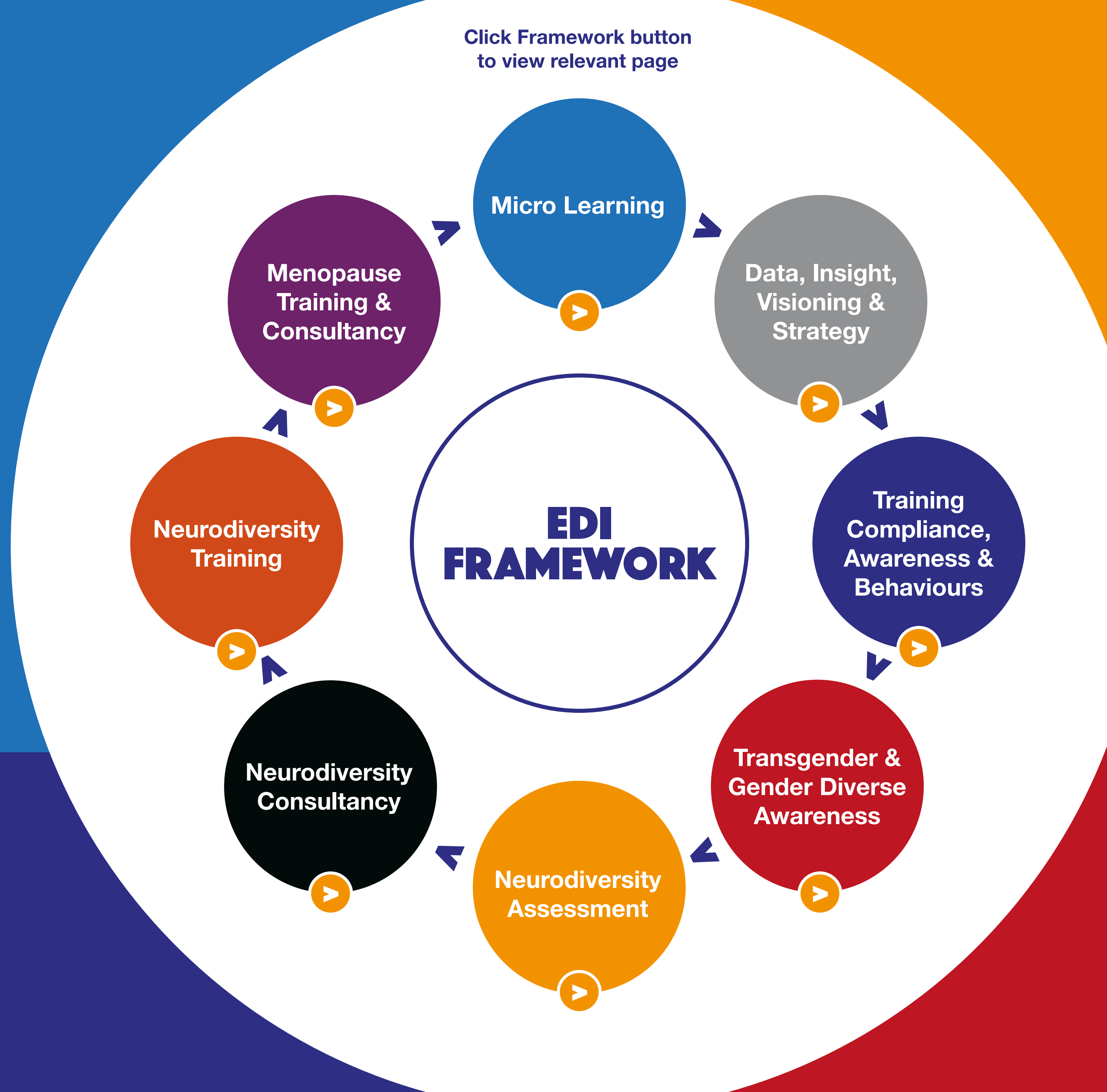
If you want to be the best, you need the best, that's why our experts can offer several different routes to help you fulfil your EDI journey.

Whether you are ready to hit the ground running or you need more tailored support, we're here to help.

Work with us to identify, implement and embed EDI within your organisation.

Our EDI Framework is built to help you plan your strategic vision. Enabling you to build an inclusive culture, where people feel comfortable to bring their whole self to work and maximise their performance... or at least start you on the journey.

Click Framework button to view relevant page



MICRO LEARNING VIDEOS



Micro learning that can be watched at any time, from anywhere, from any device including smart phones. These videos provide short, impactful training in less than 10 minutes, maximising downtime and accessibility.

- ADHD
- Allyship
- Appropriate terminology
- Autism
- Banter
- Benefits of disclosing a disability
- Bullying, Harassment & Victimisation
- Dyscalculia
- Dyslexia
- Dyslexia, dyspraxia & dyscalculia
- Dyspraxia
- Gender pay gap reporting
- Menopause
- Micro aggressions
- Protected Characteristics
- Trans and gender diverse awareness for employees
- Trans and gender diverse awareness for managers
- Types of discrimination
- Unconscious Bias
- What are reasonable adjustments
- Working in an inclusive way

These videos are all designed to be used by any level of employee in your organisation to provide awareness on the specific topic and can be revisited at any time as a refresher.



[BACK TO EDI FRAMEWORK >](#)

DATA INSIGHT, VISIONING & STRATEGY



Whether you are taking your first steps at an EDI strategy or looking to embed real cultural change, the central components that will support your strategy are the same:

- **Clear goals**
- **Ownership and commitment from leaders**
- **Consistent and compliant data collection, management and reporting**
- **Employee input and engagement**
- **A framework of policies and training**

Let us support you to identify where you are on your EDI journey and discover where you want to be in the future.

[BACK TO EDI FRAMEWORK >](#)



SOLUTIONS

Visioning workshop & strategy sessions

In these sessions we will work with you to identify your EDI journey and/or create a strategy for your organisation. One of our expert consultants will facilitate a session with you and your senior leaders to identify where you are now, where you want to be and then importantly how you can get to where you want to be. We'll help you identify any quick wins and the longer term work you need to undertake to facilitate your EDI journey; You will also receive a report with actions and recommendations.

EDI data and reporting

One of our expert consultants will work with you to understand your data, explain the benefit of measuring and monitoring diversity data and what to do with it once the analysis is completed. We can also conduct analysis for you of EDI data, which can include Gender and Ethnicity reporting.

EDI survey

Our pulse and engagement surveys can be done as a one off or an ongoing journey as part of identifying and embedding your EDI journey. The survey will be created by us with a link for your people to complete. This confidential survey will take into account the view point of your people on EDI. We will provide you with a report on our findings at the end of the analysis.

Focus Groups

One of our expert consultants will work with you to carry out focus groups for a deeper dive into the results of your employee survey, or for a specific topic area or strategic focus.

TRAINING - COMPLIANCE, AWARENESS AND BEHAVIOURS



We offer a comprehensive range of training courses to help you manage, protect, and develop your people. As business never stands still, we constantly develop and update our course offering to reflect changing legislation and meet evolving business needs, delivered through your choice of face to face or virtual learning.

Expert Trainers

We have built a team of specialist trainers in each area, with both practical and in many cases lived experience, to help bring the training to life.

Off the shelf and bespoke options

As well as our portfolio of off the shelf courses, we also offer bespoke training, tailored to meet your individual business needs, and designed to get right to the heart of your objectives and goals.

TRAINING COURSES

What is equality, diversity and inclusion and why it matters

In this course you will learn about Equality, Diversity and Inclusion, what it means, the law and practice. You will be given tips and tools to make your workplace and team an equal, diverse and inclusive one for everyone. You'll also learn about the Equality Act and different types of discrimination. ➤

What is unconscious bias

In this course you will learn about unconscious bias, what it is and isn't and how to avoid bias in the workplace. ➤

The Equality Act

In this course you will learn about the Equality Act 2010. The legal implications, protected characteristics, how to avoid discrimination in the workplace and practical people management and leadership tools and techniques. ➤

Understanding banter, harassment and victimisation

In this course you will learn about the differences between Banter, Harassment and Victimisation. You will learn about the law, how to handle these types of issues in the workplace as a People Manager or Leader and receive practical tips and tools to use in your workplace. ➤

Culture, Values and Inclusion

In this course you will learn about the importance of having good workplace culture, how to promote your values through your people and how to be inclusive. This course will give you both legal and practical tools and tips to start embedding your EDI journey at work. ➤



[BACK TO EDI FRAMEWORK >](#)

Micro Aggressions

In this course aimed at HR and People Managers you will learn about micro aggressions, what they are, the different types of micro aggressions and how some are often linked into unconscious bias. You'll be given some practical solutions to support tackling micro aggressions in the workplace.

What are allies and why you need them

This course is built for key people in your business to understand why allies are important in organisations, what they do, and how to introduce them to your business. You will learn about the 'what is in it for me' from a business and professional viewpoint and the benefits that allies bring to the work environment.

Managing disability in the workplace

In this course you will learn about disability in the workplace, along with reasonable adjustments, how to be a supportive inclusive employer and how to avoid disability discrimination. You will also learn about the legal protection for disabled people in the workplace.

Sexual Harassment

In this course delegates will learn about the legislation surrounding this type of behaviour, what sexual harassment is, including the impact and practical steps to take within the business to avoid these types of behaviour.

TRANSGENDER & GENDER DIVERSE AWARENESS

We work with specialist trans and gender diverse consultants, with lived experience who can deliver training and consultancy to help implement more inclusive ways of working.

Trans and gender diverse training plays a pivotal role in fostering inclusivity and understanding within organisations and society at large, ensuring that individuals of all gender identities are respected and supported. By enhancing awareness of trans and gender diverse issues and promoting respectful communication, such training contributes to creating safer and more accepting environments for everyone.

**SUPPORT INCLUSION AS PART
OF YOUR EMPLOYER BRAND
STRATEGY AND CULTURE.**

TRAINING COURSES

Introduction to trans and gender diverse awareness

Bitesize virtual

In this short session delegates will gain understanding of trans and gender diverse culture and law, in order to equip employers and employees with a basic knowledge of trans and gender diverse lives and issues. We will cover statistical analysis of the difficulties faced by trans and gender diverse people in society. Complete a case study of a typical trans and gender diverse journey and lessons learnt. You will be introduced to the definitions of gender, trans and gender diverse, and gender spectrum. Delegates will be given a brief overview of Equality Act 2010 protected characteristic of gender reassignment as well as Trans terminology and etiquette.

Trans and gender diverse inclusivity

Half Day Virtual / On Site

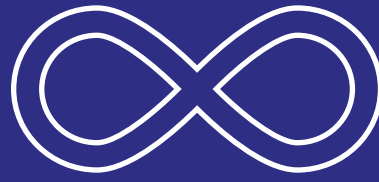
In this course you will learn what trans and gender diverse means, how to be an inclusive and supportive people manager / leader. You will also learn about terminology, the legal aspects and societal attitudes. Delegates will also learn how to support someone who is transitioning or has lived trans and gender diverse experiences.

Management of authenticity and trans and gender diverse people in the workplace

Full Day Virtual / On Site

A comprehensive, full day, training course, that looks at the legal, moral and social implications of working with, and supporting, trans and gender diverse employees.





[BACK TO EDI FRAMEWORK >](#)

NEURODIVERSITY ASSESSMENT, CONSULTANCY AND TRAINING

Neurodiversity training and consultancy is crucial for fostering inclusivity and understanding, enabling individuals to recognise and appreciate the diverse ways in which human brains function. By promoting awareness of neurodiverse conditions such as autism, ADHD, and dyslexia, this helps create environments that harness the strengths of all individuals, ultimately leading to enhanced collaboration and innovation.

We work with specialist Neurodiversity consultants, many with lived experience, who can deliver training and consultancy to support employees to bring their whole self to work.

This is not an exhaustive list, please contact us for further details.

[NEURODIVERSITY ASSESSMENT >>](#)

[NEURODIVERSITY CONSULTANCY >>](#)

[NEURODIVERSITY TRAINING >>](#)

NEURODIVERSITY ASSESSMENT

Workplace Assessments

Sometimes we all need a little help to understand how to support our colleagues at work better. An assessment can be a great way of doing that but knowing who to go to and for what type of information can feel like a minefield.

We make it simple – do you want an assessment that may result in a diagnosis, or do you just want to know more about the challenges the person is facing at work? Perhaps the person has already been ‘screened’ for a neurodivergent condition and the results show strong indicators that a full assessment may be useful.

Our wonderful team of Occupational Psychologists, Psychiatrists, Occupational Therapists and Clinical Psychologists have decades of experience in assessments and will work with you to ensure that you aren’t waiting months for a result.

We pride ourselves on delivering reports that you can read and understand, that adhere to British Psychological Society guidelines and use the latest assessment methods.

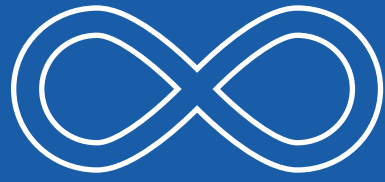
It is proven that understanding the neuroscience of your workplace gives you the opportunity to increase wellbeing, productivity and retention rates of your staff. In our experience organisations require evidenced based, workable and sustainable suggestions of reasonable adjustments. For that reason our system is based on a ‘Tier’ system which reflects this need.

- Tier 1** For individuals just joining the organisation,
- Tier 2** For individuals that are having some challenges in the organisation
- Tier 3** For those who are in performance or absence management or where specialist advice is required.

All come as standard with:

- A ‘What to expect’ guide
- A full report of findings
- Suggestions of bespoke reasonable adjustments and adjusted ways to work
- Follow up meeting

We also match your industry as close to the Workplace Assessors skill set as possible.



NEURODIVERSITY CONSULTANCY

NEURODIVERSITY ASSESSMENT



NEURODIVERSITY TRAINING



Workplace Strategy Coaching and Co-Coaching

Our coaching assists the coachee to explore their strengths and challenges in a safe place in order to identify strategies which help them to thrive. Coaches don't offer solutions but support the person to find their own within the sessions.

Coaches may also give coachees 'homework' as strategies take time to embed and practice makes perfect!

Finding the right coach takes time and we pride ourselves in successfully matching 100's of coaches and coachees over the years.

We have a dedicated 'Lead Coach' who is responsible for the quality assurance of our fully qualified ILM 5 or above UK coaching team. We also have a strict system of continual quality measurement which records the impact that they have on a daily basis.

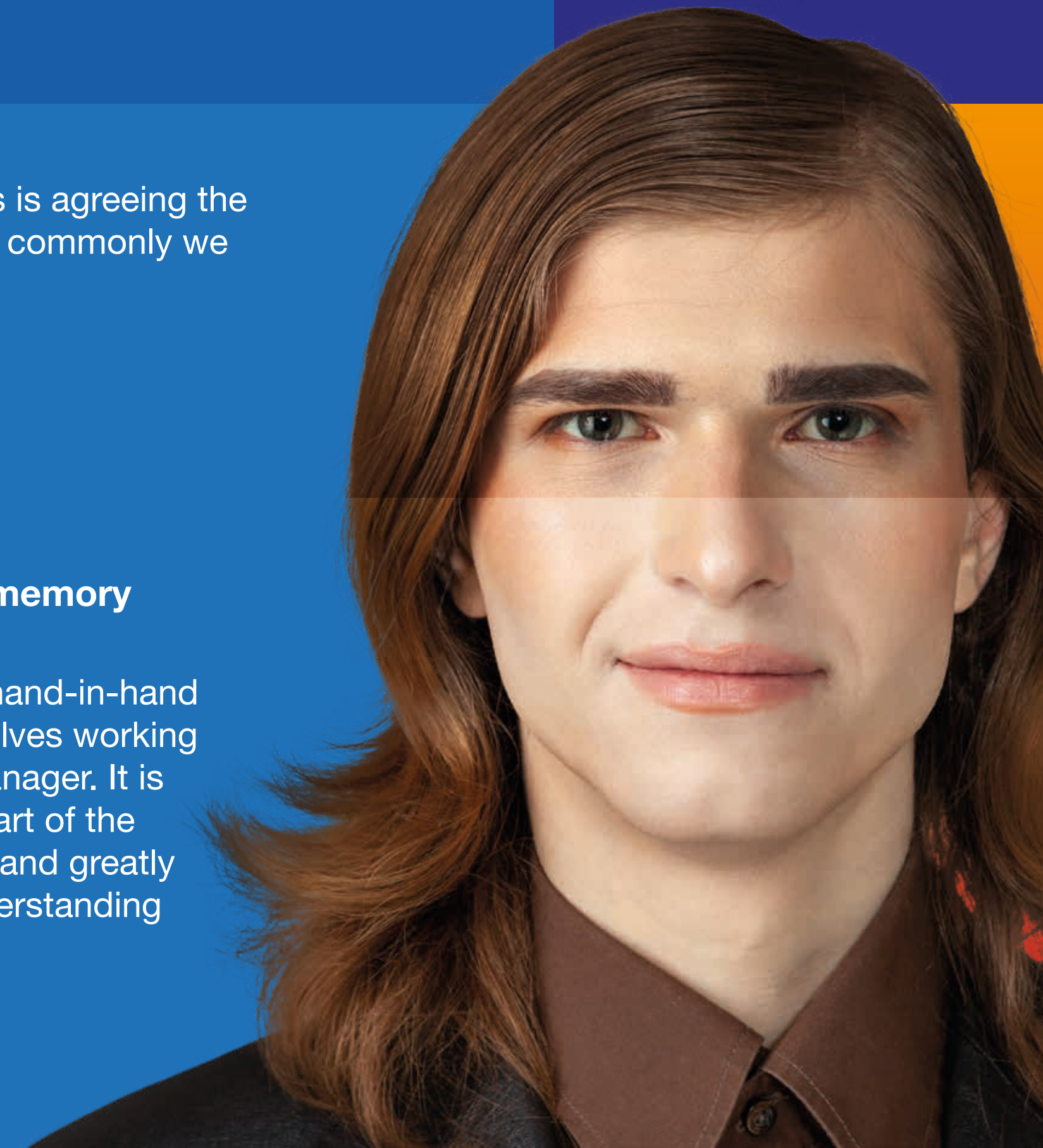
Unlike other organisations we ensure that our coaching also fits the person. This might see someone with ADHD having sessions lasting only 1 hour at a time or another with multiple sessions per week, everyone is different and we aim to mirror this in our practices.

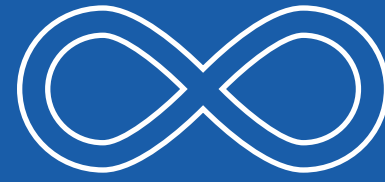
The first part of the process is agreeing the areas to focus on, however commonly we see a preference for:

- **Managing stress**
- **Managing time**
- **Working within teams**
- **Communication**
- **Prioritising workloads**
- **Assisting the working memory**

Co-coaching will often go hand-in-hand with coaching and this involves working with individual and their manager. It is usually positioned at the start of the sessions and/or at the end and greatly assists with increasing understanding and embedding strategies.

[BACK TO EDI FRAMEWORK >](#)





NEURODIVERSITY TRAINING

NEURODIVERSITY ASSESSMENT >>

NEURODIVERSITY CONSULTANCY >>

Neurodiversity Training for HR

Talent Management

- Disclosure
- Case Studies – Recruitment, Retention and Progression
- The Equality Act 2010 refresher
- ‘Reasonable’ Adjustments
- Assessing workplaces for Inclusion
- Tools to assist and signposting

Performance Management

- Disclosure
- Case Studies – Performance and Capability
- The Equality Act 2010 refresher
- ‘Reasonable’ Adjustments
- Performance Improvement Plans and Managing Absence
- Tools to assist and signposting

Neurodiversity Training for Line Managers

What is Neurodiversity?

- What is Autism?
- What is ADHD?
- What is Dyslexia, dyspraxia, dyscalculia?
- Stimming, Masking, Executive Functioning
- Sensory Environmental Impact

Building inclusive Teams

- Disclosure
- Retention strategies
- The Equality Act for the Line Manager
- Considering Reasonable Adjustments
- Managing Performance

BACK TO EDI FRAMEWORK >



MENOPAUSE TRAINING & CONSULTANCY

Being Menopause friendly is a must for forward thinking organisations reflected in the large number of inspirational employers taking our training and consultancy service. We'd love you to join them, our CPD accredited menopause training makes it easy for you.

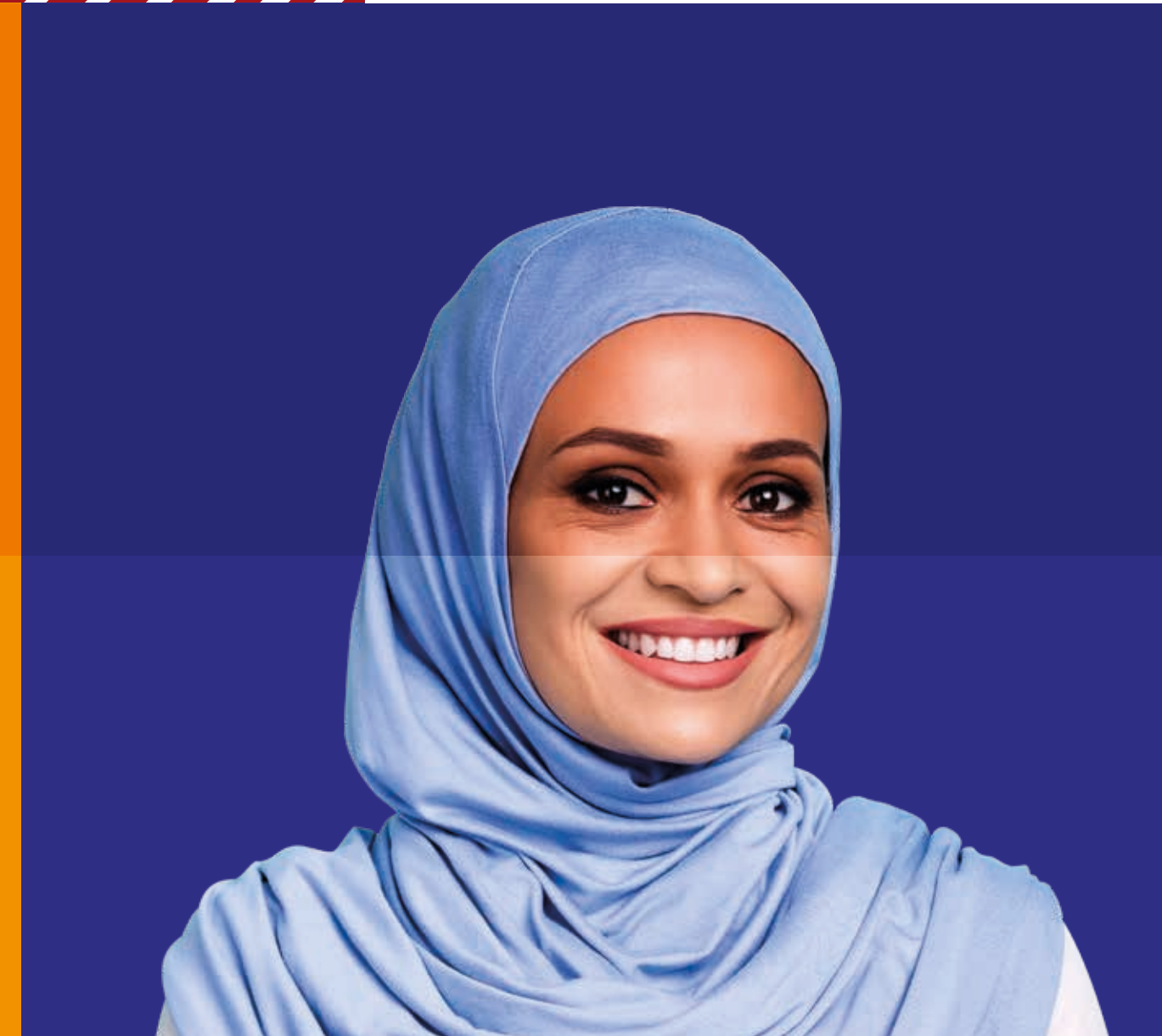
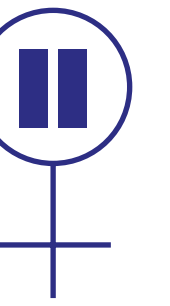
From start to finish, we help you develop the right policies, practices and cultural change for your business. We work with a team of specialist menopause trainers and consultants, with lived experience who can deliver our services to help implement more inclusive ways of working.

OUR SERVICE OFFERING:

- Menopause in the Workplace training
- Line manager, Leaders and HR specific training
- Menopause Champions training
- Train the trainer sessions
- Supported consultancy services
- Template documentation, toolkits, guidance and e-learning

[BACK TO EDI FRAMEWORK >](#)

CPD
MEMBER
The CPD Certification
Service



WE'RE HERE TO HELP

If you are ready to make the change and unleash the power of EDI onto your organisation, get in touch with us now and let us support, guide and develop you, your people and leaders.

Our consultants and trainers are experts in their field and experienced in providing day to day and specialist advice, and consultancy to companies of all sizes. Combining the expertise of both a Law Firm with the practical experience of an HR Leadership and Management Consultancy. We will give you the in-depth support you need, with an accessible, high-quality service.

[BACK TO EDI FRAMEWORK >](#)



HERE'S WHAT SOME OF OUR CLIENTS HAVE SAID ABOUT US

“We have always found the support received from Make UK to be of the highest level of professionalism, rapid response and good value for our investment in the solutions provided.”

“Specifically during the recent events we found you to be very helpful in supporting our specific needs.”

“I would highly recommend anyone to use Make UK services, as they always have delivered exactly what they promised to us in a timely and professional manner.”

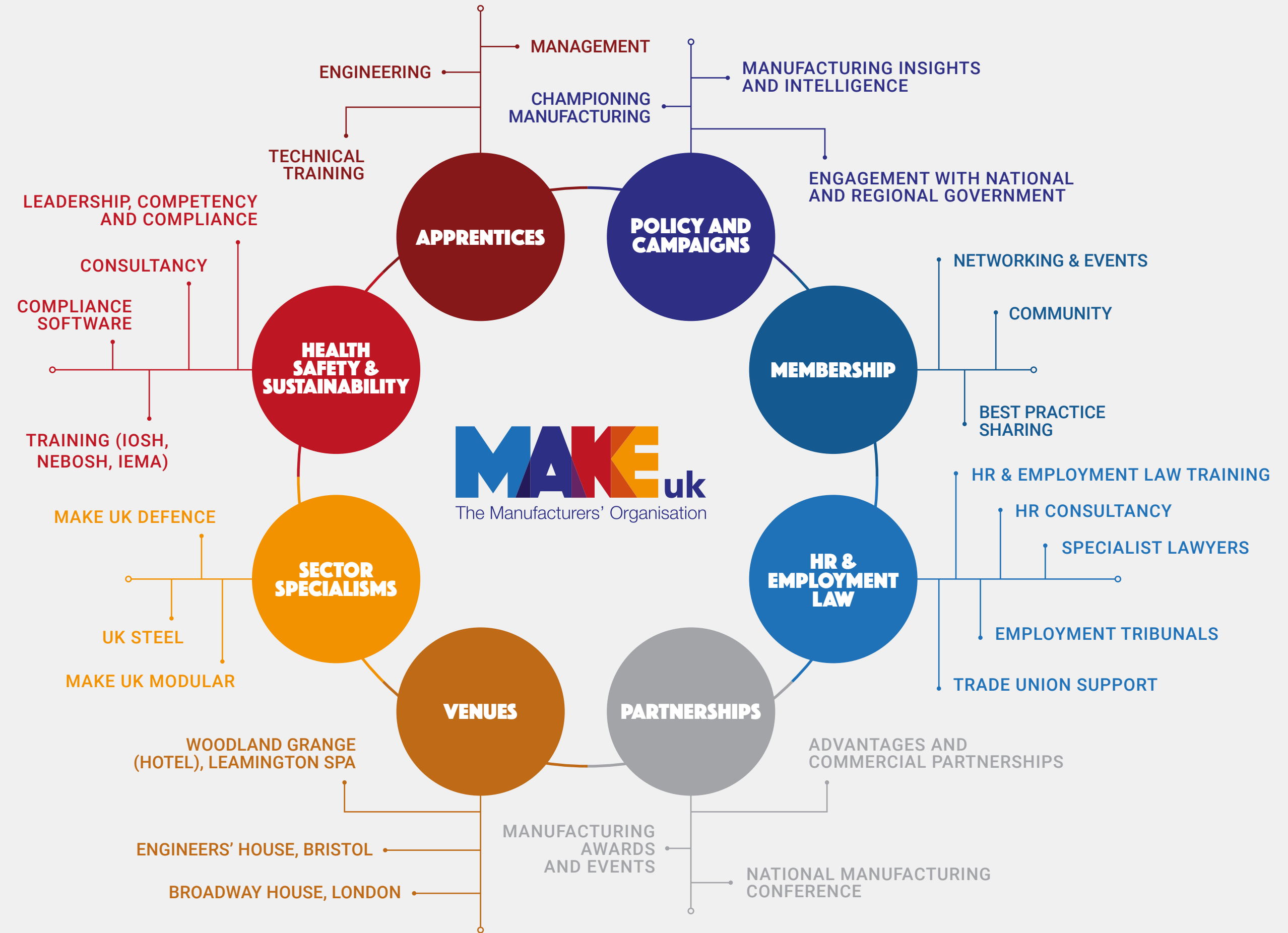
“I just wanted to drop you a line to say how impressed I was with the training and delivery. I thought the course and delivery was excellent. Me and my team really enjoyed it, learned a lot and found it really interesting.”

“The trainer took the time to understand the need for the training and was able to bring the training to life with great examples of how to put things into practice. She ensured the pace was just right for the audience and worked through any new learnings professionally to ensure understand before moving to the next topic. I would recommend Make UK for your training needs.”



MAKE UK HR & EMPLOYMENT LAW IS PART OF THE MAKE UK FAMILY

Make UK champions and celebrates British industry, allowing organisations to meet their objectives and goals. Our aim is to empower individuals and inspire the next generation.



**“IT’S NOT ABOUT BEING
DIFFERENT, IT’S ABOUT
BEING YOURSELF”**

For further support, please contact:
enquiries@makeuk.org | 0808 168 5874

makeuk.org/hr-services

©2023 Make UK



SEP23