



EDI SUPPORT NETWORKS

Professional Membership Programme all year round



PROSPECTUS

Equality, Diversity & Inclusion Support Networks

Introduction

The Equality, Diversity & Inclusion (EDI) Support Networks are professional membership programmes designed to support organisations across the Charity, Voluntary, Community, Education, Arts and Business sectors to meet their legal responsibilities and embed inclusive practice throughout their work.

Many organisations want to “do the right thing” but struggle with:

- Understanding their legal duties
- Translating values into policies and action
- Planning meaningful diversity activity across the year
- Responding confidently to incidents or complaints
- Evidencing good practice to funders, regulators and inspectors

Our networks provide **year-round support, practical tools and expert guidance** so organisations can move from intention to action.

Our Purpose

The EDI Support Networks exist to help organisations:

- Meet Equality Act duties and good governance standards
- Build inclusive cultures for staff, volunteers and service users
- Plan structured diversity activity across the year
- Reduce risk and improve confidence in decision-making
- Strengthen accountability and leadership on equality

We believe equality is not an add-on, but a responsibility that should be embedded into strategy, policies and everyday practice.

What the Network Provides

1. Annual Diversity Planning Programme

Each member receives an annual Diversity & Inclusion Calendar with structured monthly themes, including:

- Black History Month
- Pride Month
- Disability History Month
- International Women's Day
- Holocaust Memorial Day
- Mental Health Awareness
- Faith and cultural observances
- Anti-racism and anti-harassment initiatives

For each theme, members receive:

- Activity ideas
- Staff and volunteer engagement resources
- Training topics
- Communications templates
- Reflection and evaluation tools

This allows organisations to plan in advance rather than reacting at the last minute.

2. Policy & Documentation Support

Members have access to:

- Equality, Diversity & Inclusion Policy templates
- Anti-harassment and dignity at work policies
- Reasonable adjustments guidance
- Equality Action Plan templates
- Accessibility and inclusion checklists
- Review and improvement tools

Support is provided to help adapt these to each organisation's size, sector and legal context.

3. Organisational Review & Advice

Each membership includes:

- An annual EDI health check or review
- Identification of strengths and gaps
- Practical recommendations
- Optional one-to-one advice sessions
- Ongoing guidance throughout the year

4. Training & Learning Programme

Members can access:

- Regular online workshops
- Legal updates and briefings
- Topic-based sessions (race equality, disability, neurodiversity, LGBTQ+, faith, gender, intersectionality)
- Good practice case studies
- Peer learning opportunities

5. Support Network & Community

Membership includes:

- Access to a peer support network
- Advice surgeries
- Resource library
- Newsletter updates
- Ask-the-expert support

This creates a safe learning space for organisations to ask questions and share challenges.

Who the Network Is For

- Charities and voluntary organisations
- Community groups
- Schools, colleges and universities
- Arts and cultural organisations
- Social enterprises
- Businesses committed to inclusive practice

Whether an organisation is at an early stage or developing more advanced EDI work, the network adapts to their needs.

Outcomes for Members

Members will be able to:

- Demonstrate legal compliance
- Plan EDI activity across the year
- Improve staff and volunteer confidence
- Reduce risk of complaints and conflict
- Strengthen funding and inspection evidence
- Embed inclusion into leadership and governance
- Improve service delivery for diverse communities

Equality, Diversity & Inclusion Support Networks

Practical, lawful and year-round support for organisations

Do you struggle to:

- Understand your Equality Act responsibilities?
- Plan diversity activity beyond one-off events?
- Keep policies up to date?
- Respond confidently to issues of discrimination or harassment?

Our EDI Support Networks help organisations turn commitment into action.

What We Offer

- ✓ Annual Diversity Calendar & Activity Programme
- ✓ Policy and Action Plan templates
- ✓ Organisational EDI reviews
- ✓ Training workshops
- ✓ Legal updates
- ✓ Advice surgeries
- ✓ Resource library
- ✓ Peer support network

Built on Legal Responsibilities

Our work is aligned with:

- Equality Act 2010
- Public Sector Equality Duty (where applicable)
- Safeguarding and employment obligations
- Good governance standards
- Funders' and regulators' EDI expectations

We support organisations to meet their responsibilities with confidence and care.

Who It's For

- Charities and voluntary organisations
- Schools, colleges and universities
- Arts and cultural organisations
- Community groups
- Businesses

Why Join?

Membership helps you:

- Plan the year ahead
- Reduce risk
- Improve inclusion
- Strengthen leadership
- Build trust with staff and communities
- Demonstrate accountability

Join the Network

Affordable annual membership, scaled by organisation size.

Get in touch to find the right membership level for your organisation.

Email: administrator@equalityanddiversity.co.uk

MEMBERSHIP TIERS

Tier 1 – Small Organisation Membership

(Small charities, community groups, micro-businesses)

Includes:

- Diversity calendar & annual programme
- Policy templates
- Resource library
- Quarterly workshops
- Newsletter & updates
- Peer network access

Ideal for: organisations starting their EDI journey

Tier 2 – Standard Organisation Membership

(Medium charities, schools, arts organisations, SMEs)

Includes everything in Tier 1 plus:

- Annual EDI health check
- Two one-to-one advice sessions
- Action plan support
- Additional workshops
- Priority email support

Ideal for: organisations developing structured EDI practice

Tier 3 – Enhanced Organisation Membership

(Large charities, colleges, universities, major arts organisations, businesses)

Includes everything in Tier 2 plus:

- Full organisational EDI review
- Policy review and feedback
- Leadership briefings
- Bespoke training session
- Dedicated support contact

Ideal for: organisations with higher risk, profile or regulatory scrutiny

Legal & Regulatory Framework

The Equality, Diversity & Inclusion Support Networks are designed to support organisations to meet their responsibilities under UK equality and governance legislation, including:

- The Equality Act 2010
- The Public Sector Equality Duty (where applicable)
- Employment and safeguarding law
- Charity Commission guidance on governance and accountability
- Ofsted and education regulatory frameworks
- Arts Council and funder equality expectations

Membership does not replace legal advice but provides practical guidance, tools and support to help organisations meet their duties in a proportionate and effective way.

Risk Reduction and Good Governance

Participation in the network helps organisations to:

- Reduce the risk of discrimination and harassment
- Improve decision-making
- Evidence due diligence
- Demonstrate commitment to equality
- Build inclusive leadership and culture

Commitment to Inclusive Practice

All work delivered through the network is based on the principles of:

- Fairness
- Accessibility
- Respect
- Accountability
- Intersectionality
- Co-production and lived experience

We recognise that different organisations have different starting points and aim to provide supportive, non-judgemental guidance.

PRICING TABLE (ANNUAL MEMBERSHIP)

Equality, Diversity & Inclusion Support Network

Annual Membership Options

| Membership Tier | Organisation Size | Annual Fee (example) | Includes |
|---------------------------------------|--|-----------------------------|--|
| Tier 1 – Small Organisation | Community groups, small charities, micro-businesses (under 10 staff or under £250k turnover) | £350 per year | Diversity Calendar, policy templates, quarterly workshops, resource library, peer network, newsletters |
| Tier 2 – Standard Organisation | Medium charities, schools, arts organisations, SMEs (10–50 staff or £250k–£1m turnover) | £750 per year | Everything in Tier 1 plus: annual EDI health check, two advice sessions, action plan support, priority email support |
| Tier 3 – Enhanced Organisation | Large charities, colleges, universities, major arts organisations, large businesses (50+ staff or over £1m turnover) | £1,500 per year | Everything in Tier 2 plus: full organisational EDI review, policy review, leadership briefing, bespoke training session, named support contact |

Optional Add-Ons (for any tier)

- Additional training session: £250–£500
- Additional policy review: £150 per policy
- Bespoke consultancy day: £750
- On-site workshop (where applicable): priced separately

Concession & Access Pricing

We are committed to accessibility and fairness.

Reduced rates may be available for:

- Grassroots community organisations
- Volunteer-led groups
- Organisations working with marginalised communities

Please contact us to discuss appropriate membership levels.

TERMS & CONDITIONS OF MEMBERSHIP

Equality, Diversity & Inclusion Support Network

1. Definitions

“Provider” refers to [Your Organisation Name].

“Member” refers to the organisation purchasing membership.

“Services” refers to all resources, training, advice, and support provided through the EDI Support Network.

2. Membership Period

Membership is provided on an annual basis for a period of 12 months from the date of payment.

Renewal is required annually to continue access to services.

3. Scope of Services

Membership includes access to:

- Diversity calendar and annual programme
- Policy templates and guidance materials
- Training sessions and workshops
- Resource library
- Advice surgeries and support sessions
- Organisational reviews (as applicable to tier)

Services will be delivered online unless otherwise agreed.

4. Legal Status of Advice

The EDI Support Network provides **guidance and support** on Equality, Diversity and Inclusion matters.

It does not constitute legal advice.

Members remain responsible for:

- Compliance with the Equality Act 2010
- Employment law
- Safeguarding obligations
- Any other applicable legislation

Where specialist legal advice is required, members are encouraged to seek independent legal counsel.

5. Member Responsibilities

Members agree to:

- Use resources for internal organisational purposes only
- Not share or distribute materials outside their organisation
- Engage respectfully with other network members
- Nominate a primary contact person
- Inform the Provider of relevant organisational changes

6. Confidentiality

Both parties agree to treat shared information as confidential, including:

- Organisational data
- Discussions during advice sessions
- Peer network conversations

Information will not be shared with third parties without consent unless required by law.

7. Data Protection

The Provider will process personal data in accordance with the UK General Data Protection Regulation (UK GDPR) and Data Protection Act 2018.

Data will be used only for:

- Membership administration
- Delivery of services
- Communication with members

A full Privacy Notice is available on request or via the Provider's website.

8. Payment Terms

All fees are payable annually in advance.

Membership will not commence until payment is received unless otherwise agreed in writing.

Fees are non-refundable once membership has begun, except in exceptional circumstances at the Provider's discretion.

9. Cancellation and Termination

Members may cancel renewal by giving at least 30 days' notice before the renewal date.

The Provider reserves the right to terminate membership if:

- Payment is not received
- The Member breaches these Terms and Conditions
- Behaviour is deemed inappropriate or discriminatory

No refund will be issued in cases of termination for breach of terms.

10. Intellectual Property

All materials provided remain the intellectual property of the Provider.

Members are granted a non-transferable licence to use materials internally only.

Materials must not be reproduced, sold or shared externally without written permission.

11. Limitation of Liability

The Provider shall not be liable for:

- Any loss arising from the Member's implementation of guidance
- Employment disputes or legal claims
- Decisions taken by the Member organisation

The Provider's liability is limited to the value of the annual membership fee paid.

12. Equality and Respectful Conduct

The Provider operates on principles of:

- Equality
- Respect
- Inclusion
- Professional conduct

Harassment, discrimination or abusive behaviour will not be tolerated and may result in termination of membership.

13. Force Majeure

Neither party shall be liable for failure to perform obligations due to circumstances beyond reasonable control (including illness, technical failure, or emergencies).

14. Governing Law

These Terms and Conditions shall be governed by and interpreted in accordance with the laws of England and Wales.

15. Contact Details

For membership queries, please contact:

Equality and Diversity UK

Email: administrator@equalityanddiversity.co.uk

Phone: 0161 763 4783



Equality and Diversity UK

Training ♦ Resources ♦ Network

info@equalityanddiversity.co.uk

0161 763 4783