

# The Work of Equality and Diversity UK (EDUK) in 2025

## Impact and Offer



Equality and Diversity UK

### Who We Are

Equality and Diversity UK (EDUK) is a values-led equality, diversity, inclusion and safeguarding organisation working across education, public services, the voluntary sector and industry. Our work is grounded in lived experience, evidence, and integrity. We support organisations to move beyond compliance into meaningful, sustainable change.

EDUK is led by Alyson Malach, whose leadership across governance, race equality, safeguarding, arts and public accountability informs everything we do.

### Our Impact in 2025

2025 has been a year of depth, reach and credibility for EDUK. Our work has combined national influence with local action, and strategic leadership with direct support for individuals and organisations.

This page brings together **what we have delivered, how we work, and how organisations can work with us going forward.**



## Governance, Education and Leadership

### Schools, Colleges and Education Networks

In 2025, EDUK has worked extensively with schools, FE colleges and college networks to strengthen inclusive leadership, safeguarding and governance. This has included:

- Equality-focused curriculum development
- Safeguarding and trauma-informed practice
- Race equality and anti-racism training
- Governance and Chair development
- Support for governors to confidently meet statutory and moral duties

Alongside consultancy and training, we have produced **accessible pocketbooks and practical resources**, available via the Equality and Diversity UK website, translating complex duties into clear, usable guidance for staff, leaders and governors.

### Cross-Sector Training and Consultancy

EDUK delivers training and consultancy across **diverse sectors**, adapting our approach to reflect the realities of each environment.

In 2025, this has included work with:

- **NHS and health partners** – addressing race equality, harassment, workforce wellbeing, safeguarding and inclusive leadership in complex systems
- **Construction and infrastructure** – supporting dignity at work, tackling bullying and harassment, and strengthening reporting cultures in traditionally male-dominated sectors
- **Charities and voluntary organisations** – supporting trustees, senior leaders and staff with governance, safeguarding and accountability
- **Public sector partnerships** – providing scrutiny, challenge and strategic equality support

Our cross-sector reach demonstrates our ability to translate equality principles into **sector-specific, realistic solutions**.



## Networks, Learning Spaces and Digital Resources

A core part of EDUK's work in 2025 has been building sustainable learning infrastructure through:

- Professional networks focused on equality, safeguarding and leadership
- Anti-Racism Book Club spaces that prioritise reflection, accountability and action
- Human Library work, supporting and safeguarding 'Living Books' with lived experience
- Videos, recorded learning and digital resources to extend access beyond live sessions

These approaches ensure learning is inclusive, ongoing and embedded — not one-off or performative.



## Race Equality, Policing and Public Accountability

### Greater Manchester Race Equality Leadership

Through regional and national roles, EDUK has contributed to race equality strategy, scrutiny and accountability across Greater Manchester, applying an intersectional lens and centring lived experience as evidence.

This work was formally recognised in 2025 with an award from Andy Burnham for contribution to the Greater Manchester Race Equality Panel.

### Police Scrutiny and Disproportionality

EDUK plays a significant role in policing accountability, including:

- Membership of the **Bury Police Scrutiny Panel**
- Chairing the **Police Disproportionality Panel**

Our work involves reviewing data and practice, challenging disproportionality, supporting transparency and ensuring community voice is treated with seriousness and care.

### Mentoring, Advocacy and Leadership Development

Much of EDUK's impact comes through **direct support to people**, including:

- One-to-one mentoring for individuals facing racial inequality across the UK
- Support for emerging leaders through the Greater Manchester Civic Leadership Programme
- Advocacy and guidance for people navigating discrimination, complaints and systems of power

This work is often unseen but central to our ethos: **people matter as much as policy**.



## Research, Writing and Thought Leadership

In 2025, EDUK has produced and contributed to:

- Research papers and written evidence on race equality and disproportionality
- Guidance packs and action plans for organisations
- Blogs, reflective writing and accessible learning materials

Our work is evidence-led, ethically grounded and designed to inform real-world decision-making.

## Recognition and National Influence

In May 2025, EDUK's work in the charity and voluntary sector was recognised at Buckingham Palace. During this visit, Alyson Malach was personally told by His Majesty King Charles that she was "*wonderful*" — a moment of public affirmation for years of values-driven service.

This recognition reflects the credibility and national significance of the work we do.

## How We Work

Everything EDUK delivers is:

- **Values-led** and rooted in social justice
- **Trauma-informed** and psychologically safe
- **Intersectional** and evidence-based
- **Practical**, accessible and honest

We believe courageous conversations are essential and that challenge can be delivered with care.



## **Working With EDUK – 2026 and Beyond**

Organisations that work with EDUK are looking for more than compliance. They are seeking **credible partnership**.

### **Our Services**

#### **Training and Learning**

- Race equality and anti-racism
- Sexual harassment law and organisational duty
- Domestic abuse awareness and employer responsibility
- Safeguarding and inclusive leadership
- Courageous conversations

#### **Consultancy and Strategic Support**

- Sector-specific equality consultancy (NHS, construction, education, voluntary sector)
- Equality audits and action planning
- Culture change programmes
- Independent scrutiny and critical-friend roles

#### **Governance and Board Support**

- Trustee and governor development
- Chair support and governance reviews
- Policy development and implementation

#### **Mentoring and Leadership Development**

- One-to-one mentoring
- Support for racially minoritised professionals
- Leadership programme input and facilitation

#### **Resources and Digital Content**

- Pocketbooks and toolkits
- Videos and recorded learning
- Practical guidance for staff and leaders



## **Why Organisations Choose EDUK**

- Credibility across sectors
- Integrity and honesty
- Accessibility and clarity
- Ability to challenge safely
- Focus on impact, not performance

## **Invitation**

If your organisation is serious about equity, safety and inclusive leadership and ready to move from intention to action we welcome conversation.

The work of 2025 has laid strong foundations. Our focus for 2026 and beyond is deepening impact, strengthening accountability and supporting organisations to do this work well.

