



## **THE EQUALITY FOUNDATION – UK**

The Equality Foundation is an independent Equality and Diversity Consultancy that has been in operation since 1995. Its purpose is to "Integrate the essence of Equality and Diversity into a habitual part of efforts to achieve excellence in organizations"

This is carried out through:

- The Framework for Excellence in Equality and Diversity (FEED), a progression from the first international benchmark system for Equality and Diversity used across the EU and US known as EOQF and developed by the Equality Foundation.
- Equality and Diversity training events which are both off the shelf and customized.
- Delivering approximately 1500 training events to a minimum of 23,000 individuals in 150 organizations annually since inception.
- Consulting and innovating through partnerships in new areas such as online training, CD-ROM, videos and open learning packages.
- Publishing Inclusion magazine and a range of books on the subject of Equality and Diversity.
- Equality Audits: review and facilitation of development of good practice in Equality and Diversity

Further training programs include:

- Managing Diversity
- Fair recruitment and selection
- Preventing harassment and bullying in the workplace
- Disability Equality
- Training for trainers
- Diversity and Equality for Harassment Officers

In addition to carrying out audits and equal opportunities training directly with and for clients the Equality Foundation also holds a wide range of workshops and presentations each year as well as carrying out work on a European and international level, with clients in Sweden, Nigeria and USA.

## **FEED (Framework for Excellence in Equality and Diversity)**

### **What is it?**

Created in Europe, FEED is a framework designed to measure the impact of inclusion and diversity on business performance. The output of FEED is intended to shape the operations, policies and practices of your business to achieve excellence in performance through a culture positioned to maximize diversity and inclusion.

As a self-assessment tool, FEED is used as a foundation for continuous improvement based on the Baldrige National Quality Program and European Quality Framework (also known as the European/U.K. Quality Award and Business Excellence Model).

### **What effects and values will it deliver?**

- Supports and enhances other models or standards, including Baldrige National Quality Award, Investors in People, European Quality Framework
- Builds wider ownership of your Diversity and Inclusion agenda by integrating it into your business improvement system
- Measures and manages improvement by identifying what works and what can be improved so that you can be efficient and effective in your efforts
- Improves the business results of your Diversity and Inclusion efforts
- Builds your organization's reputation as a committed partner to customers, employees, suppliers and the community

For further information, please visit <http://www.equalityfoundation.com/>