

acas working
for everyone

Challenges Facing Equality, Diversity and Inclusion Initiatives.

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Going beyond the employer's basic EDI responsibilities

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Moving EDI forward in the UK

3

Understanding impact and creating fairer, more representative environments

Who are we?

Prevent or resolve disputes between employers and their workforce



Provide information advice and training



Settle complaints about employee rights



Encourage people to work together more effectively



Workplace conflict is expensive

- Annual cost of conflict in Great Britain stands at **£28.5 billion**
- It impacts nearly half the workforce
- Demand on Acas are rising
- Record levels of sickness absence
- Increase in mental health and neurodivergence

Employment Right Act 2025



Key changes include

- A legal duty to take all reasonable steps to prevent sexual harassment
- New liability for third-party harassment from October 2026
- Day one rights for parental leave and sick pay
- Making flexible working the default
- Stronger requirements for transparency and equality reporting.

Going beyond the employer's basic EDI responsibilities



- Moving from Reactive Compliance to Proactive Culture Building
- Adopt data transparency beyond what is required.
- Building Inclusive Talent Pipelines and not just focusing on the number of diverse hires
- Treating flexible and supportive working as a strategic norm
- Investing in your line manager to ensure they are capable of diverse team
- Embedded EDI into policy, product and service design

How do we move EDI forward in the UK?



- A shift towards prevention
- A stronger focus on workplace health
- Evidence based inclusion
- Targeting structural inequality.

Understanding impact and creating fairer environments



- Moving from activity to outcomes
- Listening to lived experience
- Designing inclusive environments
- Creating a culture of fairness and kindness.

And finally

- EDI is entering a new phase — shaped by stronger legislation and higher expectations
- Compliance alone is no longer enough
- Organisations must focus on culture, accountability and outcomes
- We must work collectively to create workplaces that are fair, inclusive and sustainable.

Contact me directly



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