

Equality, Diversity, and Inclusion Provision in Gloucestershire: Current Landscape and Future Directions

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A note about language

Throughout this report, we refer to the topic as Equality, Diversity and Inclusion (EDI) to engage a wider audience, as this is the most widely used terminology. We recognise and encourage the shift towards using the term Diversity, Equity and Inclusion (DEI), as this reflects a deeper awareness of systemic and institutional inequalities and emphasises the importance of fairness. We also recognise that organisations may prefer to use the term corporate social responsibility (CSR). Nevertheless, as we aim to raise awareness of this provision and its benefits in the local area, we have chosen to use the most recognised term.

1. Introduction

1.1 Background

Like many local areas, Gloucestershire faces the critical challenge of ensuring that its workforce is diverse, skilled, and equipped to meet the demands of a rapidly changing economy. Equality, diversity, and inclusion (EDI) is essential for economic growth, innovation, and social cohesion. EDI not only addresses ethical concerns but also contributes to economic growth by unlocking untapped potential in the workforce. The UK could see a £24 billion annual increase representing 1.3% of GDP with better representation of Black, Asian, and Minority Ethnic individuals.¹

This EDI report provides additional insights to the overall Local Skills Improvement Plan (LSIP) project, which is focused on training provision related to post-16 technical education and increasing employer access to a potential workforce. It aims to provide a comprehensive overview of the EDI skills landscape in Gloucestershire, analysing key trends, labour market dynamics, and existing initiatives and provisions available in the local area. The report offers insight into the EDI provision that already exists in the local area of Gloucestershire including courses, initiatives and wider support programmes plus highlighting any shortfalls in provision/support.

Since completing the research and mapping the provision, it became clear that EDI topics and trends were difficult to navigate. This is because the demand for EDI training often stems from personal experiences and specific business cases, with many providers offering tailored programmes to meet individual and business needs.

Throughout the LSIP research to date, the importance of EDI training in the workplace has been a recurring theme, with most employers reporting they struggle to employ a diverse workforce. The Construction and Built Environment and Agriculture, Agritech and Land Management sectors reported a largely white, male workforce, whilst employers within the digital sector highlighted the interview process being a possible barrier to diversifying the workforce, particularly for those with disabilities or neurodivergence.

However, when speaking to organisations in the local area it is important to note that many are keen to increase diversity initiatives with most stating *“We would love to increase Equality and Diversity”* and *“We aim to be as inclusive as possible so no qualifications will be required in the future too”*.

The importance of equality, diversity, and inclusivity in the workplace and the wider community has gained significant recognition in recent years. A report by CIPD outlined that embracing diversity allows businesses to tap into a wider pool of talent, particularly at a time of skills shortages, ultimately improving performance and productivity².

Therefore, local businesses, representative bodies, training providers, educational institutes, accreditation bodies, and other regional stakeholders must ensure that EDI is prioritised and work together so that Gloucestershire continues to strive towards a diverse, equitable and inclusive county in which, regardless of background, anyone can thrive both in and outside of the workplace.

1.2 Demographic Breakdown of Gloucestershire

¹ (UK Government, 2020) [BME individuals in the labour market: analysis of full representation - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

² (CIPD, 2023) [The case for disability workforce reporting \(cipd.org\)](https://www.cipd.org)

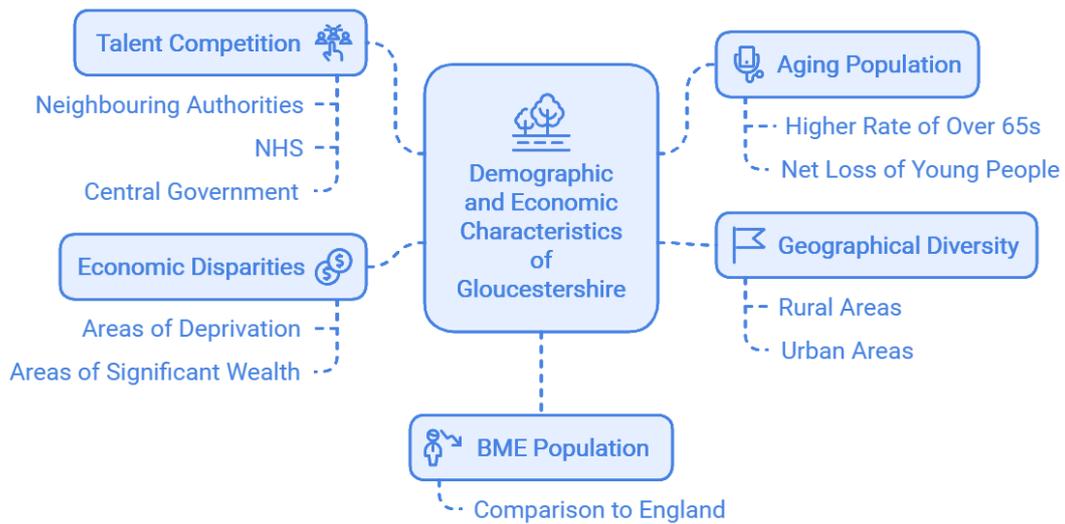


Figure 1 The image was collated from data provided in the GCC Workforce Equalities, Diversity and Inclusion Report (2023).³

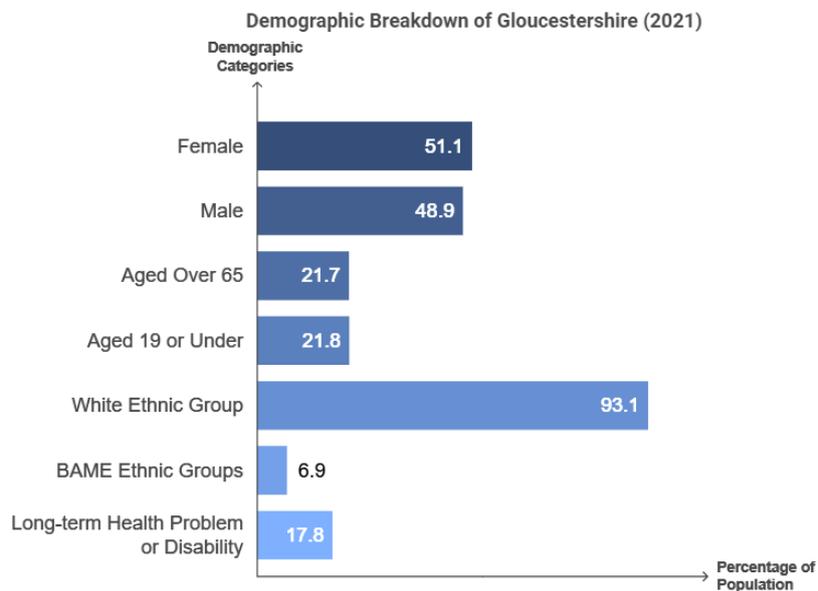


Figure 2 - Data obtained from 2021 Census, ONS⁴

In 2023, Gloucestershire’s rate of 16-17-year-olds classified as NEET (Not in Education, Employment, or Training) was 3.3%, higher than both the South West (3.2%) and national averages (2.8%).⁵ Plus a higher proportion of 16-17-year-olds with Special Educational Needs (SEN) who are NEET or have unknown status—10.7% compared to the 9.6% national average. This disparity signals a need for targeted support to better assist young people with more complex needs in transitioning to education, employment, or training. Addressing this gap will help improve the long-term outcomes for these vulnerable groups within the county⁶.

To summarise, the data suggests that Gloucestershire has an ageing population alongside a

³ GCC Workforce equalities, diversity and inclusion report (2023) [gcc-workforce-equalities-edi-report-2023-draft-v08-1.pdf](https://www.gloucestershire.gov.uk/gcc-workforce-equalities-edi-report-2023-draft-v08-1.pdf) ([gloucestershire.gov.uk](https://www.gloucestershire.gov.uk))

⁴ Gloucestershire County Council Service User Diversity Report 2022/23

⁵ 'NEET and participation LA scorecard' from 'Participation in education, training and NEET age 16 to 17 by local authority', Permanent data table - Explore education statistics - GOV.UK

⁶ [Economic Strategy Executive Summary](https://www.gloucestershire.gov.uk/economic-strategy-executive-summary) ([gloucestershire.gov.uk](https://www.gloucestershire.gov.uk)) and Mid-year Population Estimates, ONS

significant proportion of young people, creating diverse workforce needs, while also highlighting the importance of addressing health and ethnic inclusivity within local policies. These insights are crucial for businesses and organisations to create inclusive and supportive environments that cater to the county's demographic diversity.

1.2 Purpose

The purpose of this report is to assess the current state of EDI training, support, and provision in Gloucestershire. Through conversations with key stakeholders and a review of existing resources, this report aims to identify strengths, gaps, and opportunities for improvement.

A list of recommendations has been created from liaising with local stakeholders and examples of best practices are shared throughout.

1.3 Scope

To align with wider LSIP research and objectives, this project has mapped provision relevant to post-16 technical education and future workforce needs, looking at protected characteristics in the Equality Act 2010, workplace training, and programmes/courses provided by local authorities and support organisations to deliver actionable insights that can support local business needs.

Due to broad scale of this topic and to ensure the project stayed within LSIP specifications the following elements were listed as out of scope:

- Support groups for underrepresented groups
- Courses with EDI embedded
- Analysis of provision i.e. How effective is this training? What is working well and what isn't?

2. Methodology

The data for this project was sourced through two methods – desktop research, identifying provision and demand, and business engagement, speaking with 20 businesses, support organisations, training providers, educational institutes, and other regional stakeholders with involvement in EDI initiatives, to gain qualitative data on the regional needs in the local area.

Additional labour market intelligence research was conducted to provide supporting evidence and context for these findings.

Key findings from this research can be found throughout this report, as well as recommendations for short-term actions and longer-term strategies, outlined to continue to enhance and promote EDI training, support, and provision in Gloucestershire.

3. Findings

3.1 Overview

The provision mapping exercise (Appendix A) revealed a diverse range of EDI training and support services available across Gloucestershire. These included:

- **Training Programmes:** A variety of EDI training programmes are available, ranging from basic awareness sessions to bespoke workshops on specific topics such as unconscious bias, inclusive leadership, disability awareness and mental health.
- **Support Services:** including employee resource groups and networks, mentorship programmes, and external consultancy services to help organisations develop and implement EDI strategies in the workplace.

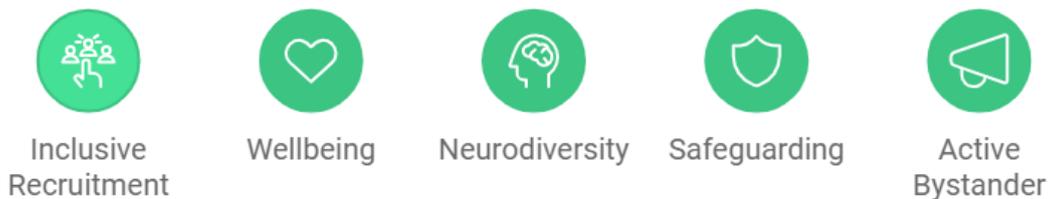
- **Organisational Policies and Impact Reports:** Most organisations have EDI policies in place, though the depth and implementation of these policies can vary with some utilising longer-term strategies, some creating annual EDI impact reports and others focused on creating internal steering groups to discuss short-term plans.

Overall, there is more paid-for provision available than free or funded and the county is lacking in resources on Race and LGBTQ+ training provision, especially in the workplace and employers are required to look to national provision to support with these core topics.

Disclaimer: Due to the short sprint timeframe and the specific requirements for the LSIP it may be possible that other EDI courses and programmes have been missed from the provision tables. Provision is constantly changing and evolving, the scope is outlined in section 1.3 **Scope** of this report, and the mapping was completed between June and September 2024.

3.2 Key Trends Identified

The following topics were the most frequently mentioned in conversations by local businesses, either because they had recently completed training, or it was a key focus for their next annual EDI strategy.



Inclusive Recruitment: Ensures that recruitment processes are accessible and fair to all, particularly marginalised groups. This was highlighted in many engagements and many consultancies can support local organisations with inclusive recruitment efforts and these are outlined in the provision tables.

Neurodiversity: Although not specifically listed as a protected characteristic this was frequently referenced as a key priority for EDI training by those interviewed.

These regional priorities are supported by a recent article from CIPD highlighting that employers who foster neuroinclusive workplaces see significant improvements in employee wellbeing and workplace culture⁷.

Wellbeing and Safety: Staff wellbeing and safety were repeatedly mentioned, with one business leader stating, ‘ensuring that our employees feel safe and supported at work’ was a priority for their business. Plus, research has shown that employees with a higher wellbeing score have a 21% higher productivity rate.⁸

Safeguarding: The need for safeguarding measures was also stressed by one business noting ‘Safeguarding is crucial. We need to ensure that all employees, particularly those from vulnerable groups, are protected from harm and discrimination.’ Establishing robust safeguarding measures to protect vulnerable individuals within the workplace is vital to ensuring everyone feels safe and supported.

Active Bystander Training: This was frequently highlighted by businesses and organisations looking for support on preventing discrimination, the work of the Hollie Gazzard Trust was

⁷ CIPD, 2024 [Neuroinclusion at work report 2024 \(cipd.org\)](https://www.cipd.org)

⁸ [Employee Wellbeing in the Workplace - The Guide for 2024 \(inclusio.io\)](https://www.inclusio.io)

mentioned numerous times as a key organisation supporting the Gloucestershire area. They are also working on a women’s safety charter, for local businesses to sign up to underscoring the importance of safety and wellbeing in the workplace.

3.3 Business and Learner Needs:



Figure 3 Based on conversations with local businesses and organisations, the above graphic outlines the key topics most frequently requested by businesses when seeking training from providers in Gloucestershire.



Figure 4 The image above illustrates the primary topics learners are most interested in when discussing their EDI training needs and requirements.



Figure 5 Discussions with training providers and consultancies across Gloucestershire have identified several reasons businesses request training outlined above.

The primary driver is often a workplace incident that requires immediate attention, or the need to support a broader business strategy. Additionally, many training providers highlighted the significant influence of the media. They noted a marked increase in demand for certain types of training when related issues receive widespread media coverage. In recent years, notable examples include the #MeToo movement, the COVID-19 pandemic, and the murder of George Floyd.

3.4 Highlights and Best Practice from EDI Engagements:

EDI Strategy Development: Organisations in Gloucestershire are successfully embedding EDI into their core values. Including creating a comprehensive EDI strategy focusing on communication, regular policy review, and collecting demographic data to better understand their workforce. This holistic approach has led to improved workplace culture, increased employee satisfaction, and overall engagement. To support managers, HR professionals and Leaders, Unleashed, a prominent EDI consultancy, offers specialised training and certification programmes that help businesses and organisations integrate EDI principles effectively. These include:

- **Level 2:** Equity, Diversity and Inclusion (ICQ), providing foundational knowledge.
- **Level 5:** Managing Equality, Diversity, and Inclusion (CMI), focusing on mid-level management approaches to EDI.
- **Level 7:** Strategic Approaches to Equality, Diversity & Inclusion (CMI), aimed at senior leaders and executives looking to embed EDI strategically across their organisations.

Race: In 2020, the Gloucester City Commission to Review Race Relations⁹ was established as an independent body to tackle racism with Rupert Walters as Chair and Gloucester City Council facilitating the work of the Commission. The formerly named Gloucestershire Race Equality Action Group (GREAG) rebranded to the Gloucester Race Collective in 2023 and organisations like Lives of Colour are providing diversity training for local businesses.

Race has been a prominent theme, with one respondent sharing, 'Race and inclusive recruitment are areas where we see significant room for improvement. It's not just about meeting quotas, but about genuinely valuing diversity in our workforce.' Efforts to ensure racial equality and inclusive recruitment practices are pivotal and Gloucestershire has been proactive in its approach yet the provision available is sporadic. Employers reported struggling to talk about race, with appropriate terminology and not knowing how to start the conversation being the main concerns. [BBLK](#) helps

⁹ [gloucester-city-commission-to-review-race-relations-final-report](#)

organisations address this, however, to meet demand additional free and funded programmes and more localised training provision is required.

Disability: Gloucestershire has a small but strong network of providers to support with Disability training. Inclusion Gloucestershire provides a wealth of courses to support organisations from basic disability awareness to co-production training and accessibility, assisting organisations in making their services and premises accessible to all. Over 66% of their staff have lived experience of disability, with that figure rising to 75% within the training team and all provision is delivered by those with lived experience. Inclusion Gloucestershire collaborate with Gloucestershire’s other Healthcare and NHS support in the county and are in the process of broadening their range of training to support local business.

Gloucestershire County Council is a Disability Confident Employer¹⁰ and through its Forwards and AIM Forwards Programmes¹¹ it supports young people with SEND, or EHCP, or aged 16-24 who are not in education, employment, or training (NEET) who need intensive support to enter the workforce or re-engage with education. They also run assisted internships with Gloucestershire College, National Star College and SGS College. In addition, the council ran Inclusivity Works¹² which was an opportunity for employers to meet up to four times a year to discuss inclusion initiatives and network with other local businesses.

In 2022, The Barnwood Trust reported on the disability employment gap which is displayed below. The Forest of Dean had the largest disability employment gap of all districts in Gloucestershire, at 46%. Providers are aware of the low employment rate among adults with learning disabilities, highlighting the need for inclusive employment practices. The main challenge presented is cost as many local organisations are hesitant to invest in training, especially if costs are high (e.g., the cost of a full-day session vs. a shorter, cheaper alternative) emphasising the need for more funding and initiatives to be offered.

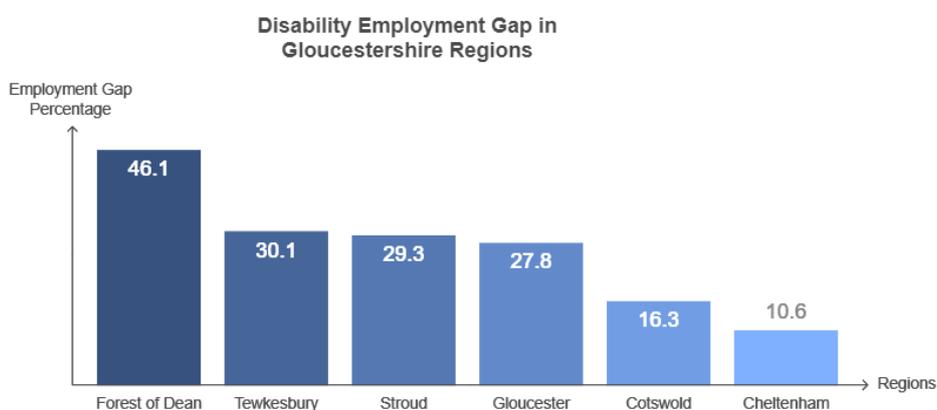


Figure 6 Data acquired from Barnwood Trust Executive Summary¹³

Neurodiversity: Neurodiversity was mentioned in all the 1:1 interviews that took place as part of the project which included conversations with businesses, training providers and educational institutions. Therefore, establishing it as a key theme that requires further focus, especially on supporting neurodiverse individuals within the workforce.

¹⁰ [Disability Confident employer scheme - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

¹¹ [Forwards | Forwards \(forwardsgloucestershire.co.uk\)](https://forwardsgloucestershire.co.uk)

¹² [Inclusivity Works | Inclusivity Works \(gloucestershire.gov.uk\)](https://gloucestershire.gov.uk)

¹³ Barnwood Trust Executive Report - Office for National Statistics (2022) Annual Population Survey Data – Last Updated December 2021: [State-of-Gloucestershire-Exec-Summary-report-DIGITAL-VERSION.pdf \(barnwoodtrust.org\)](https://barnwoodtrust.org)

One educational institution emphasised the importance of supporting neurodiverse individuals stating it 'is not just a moral obligation; it's essential for tapping into a diverse talent pool that brings unique perspectives to our business.'

Despite the demand, there is limited free or funded provision available. However, many consultancies and training providers can create bespoke support tailored to business needs.

Gender: Throughout our LSIP engagements, gender diversity was a recurring theme, particularly concerning workforce recruitment within the Digital Industries (IT, Tech and Business Services), Construction and Built Environment, Agriculture, Agritech and Land Management and Advanced Manufacturing and Engineering sectors. Before the COVID-19 pandemic, Gloucestershire had established a STEM network aimed at supporting marginalised women in the area. There is optimism from one training provider that this initiative will be revived.

In sectors such as Cyber and Digital, while there is a strong desire to increase gender diversity and encourage more women to join, the clearance requirements often present challenges. In the Construction industry, a company shared that while they employ several female surveyors, there is still a gap in industry education and support, particularly at post-16 level. This sentiment echoes across the Agricultural sector, where schools have begun to emphasise that 'children need to see it to be it,' underscoring the need for early exposure to these careers.

At the 2024 Women in the Workplace Summit, several key national statistics were highlighted:

- **1 in 10 women** leave their jobs due to menopause-related issues.¹⁴
- Women remain underrepresented in senior roles, with only **35%** in management and **25%** in C-suite positions. However, companies that embrace gender diversity report tangible benefits, with those having women on their boards seeing up to **15% growth**.¹⁵

Despite these challenges, Gloucestershire boasts several training consultancies that focus on gender equity. Independent Training Provider, Inclusive Leaders, acknowledge that 77% of men want to play a part in supporting gender diversity in the workplace,¹⁶ and so offer female leadership and male allyship training with the mission of closing the gender gap.

LGBTQ+: Support infrastructure in Gloucestershire is growing, with resources such as the GLIDE (Gloucestershire LGBTQ+ Inclusion & Diversity for Employers) Consortium providing a network for employers to better understand and support their LGBTQ+ colleagues. However, the availability of EDI-specific training—particularly on LGBTQ+ topics—remains limited within the county. The local LGBTQ+ community, according to the 2021 Census, includes a small but significant population with 0.08% identifying as trans women, 0.07% as trans men, and 0.07% as non-binary, with higher concentrations in urban areas like Cheltenham and Gloucester.¹⁷

Many local businesses have implemented internal diversity networks led by employees, illustrating the demand for organisations to provide formal EDI training. Key topics that have been highlighted as training needs include allyship, creating an inclusive culture, and supporting transgender individuals. This aligns with findings from a McKinsey report, which noted that while 87% of

¹⁴ [\(17\) Pay Transparency, Flexible Working, and Courageous Career Conversations - Key to Closing the Gender Pay Gap | LinkedIn](#)

¹⁵ [READ THE 2024 REPORT - womeninworkgroup](#)

¹⁶ [Fostering Women's Leadership & Workplace Inclusion | Lean In](#)

¹⁷ [sexual-orientation-and-gender-identity-briefing.pdf \(gloucestershire.gov.uk\)](#)

companies claim to be highly committed to gender diversity, only 38% of employees feel that progress is being made.¹⁸

Age: The county is facing a projected deficit in high-skilled labour by 2030, driven by increasing demand for higher-skilled occupations and the challenge of replacing a significant portion of its workforce due to an ageing population. As many of the older workforce retire, the working-age population will need to be equipped with the necessary skills to fill these gaps. The Gloucestershire Economic Strategy 2024–2034 highlights this as a critical challenge, emphasising the need for upskilling across the workforce to ensure long-term economic sustainability.¹⁹

Organisations such as Age UK Gloucestershire, play a vital role in supporting older adults by offering community groups and guidance on later-life issues. Meanwhile, local advocates like Sarah Taylor Phillips from Career Voyage have brought attention to the difficulties faced by women over 50 and women returning to work after career breaks, ensuring valuable experience and skills are utilised.

Addressing the specific needs of older adults within the workforce, particularly in the context of digital skills, is a growing concern. There is a recognition that while much of the focus is often on younger generations, the over-50 demographic also requires tailored support to remain active and engaged in the labour market, with more initiatives aimed at female returners and gender-specific challenges such as menopause-related employment issues.

Local reports from Gloucestershire County Council and Age UK Gloucestershire continue to advocate for a more inclusive approach, ensuring that age is considered in EDI strategies across industries, and helping to bridge the generational skills gap while fostering inclusivity and engagement across all age groups.

Wellbeing, Mental Health and Safety: Promoting mental and physical wellbeing is a priority for many businesses in Gloucestershire, with one respondent stating, ‘It’s at the heart of our EDI strategy.’ The Barnwood Trust has highlighted that inclusive practices, particularly those focusing on wellbeing, lead to improved outcomes in workplace engagement.²⁰

Mental health, though not a protected characteristic, is a widely reported priority by employers and it is positive to see from the various training programmes available, including certified Mental Health First Aid and Suicide First Aid training, and wellbeing initiatives targeting stress and financial health. Gloucester and Swindon MIND also provide businesses with employee assistance offerings and counselling sessions.

Inclusive Leadership, Recruitment and Culture: These were all reported as key priorities for businesses in Gloucestershire, with one employer noting, ‘Creating an inclusive culture is about more than just policies—it’s about ensuring that every employee feels valued and included, regardless of their background.’

Businesses are adopting more conscious and deliberate inclusion efforts. Many organisations interviewed noted the use of inclusive recruitment strategies that address unconscious bias. Incorporating unconscious bias training and auditing recruitment processes are crucial steps in ensuring accessibility and inclusivity for all applicants. As per a McKinsey report, companies with

¹⁸ [Women in the Workplace archive reports \(2015-2022\) | McKinsey](#)

¹⁹ [Gloucestershire’s Economic Strategy 2024–2034 Summary](#)

²⁰ [Employment-Booklet-DIGITAL.pdf \(barnwoodtrust.org\)](#)

ethnic diversity in leadership are 39% more likely to financially outperform their peers, reinforcing the business case for diversity.²¹

Many organisations are focusing on inclusive leadership training, with some educational institutions aiming to provide all managers with this training by the end of 2024. The development of inclusive recruitment toolkits ensures that hiring managers and HR teams are equipped to remove bias and support diverse candidates. These efforts are particularly important in hiring individuals from marginalised groups and fostering diversity within leadership roles. Employee-led internal support networks have also proven to be a vital resource, creating spaces for employees to share experiences, promote inclusivity, and support each other, while directly contributing to the organisation's EDI strategy.

Inclusion Gloucestershire offers a course on Inclusive Language, while the Gloucester Race Commission has emphasised the need for unconscious bias training and auditing recruitment materials for accessibility, as essential for sustainable inclusivity.²² Diversity in executive teams has also been shown to drive profitability, with companies having diverse teams 21% more likely to outperform financially.²³ Further research indicates a substantial return on investment for businesses that adopt inclusive practices. A 2017 study by Equal Approach suggests a potential £15 return for every £1 invested in inclusion, underlining the long-term business case for EDI.²⁴

The Gloucester VCS Alliance, initially established by Gloucestershire County Council, offers free training and webinars on various EDI topics for the Voluntary, Community and Social Enterprise (VCSE) sector. These sessions enable organisations in the voluntary and community sectors to build their capacity for inclusion, ensuring sustainable and impactful EDI practices within their operations. These training opportunities help leaders and managers foster inclusive environments while aligning with broader EDI goals.

These efforts to foster inclusive cultures and leadership in Gloucestershire's workplaces demonstrate a proactive approach to embedding EDI, reflecting its growing importance in creating competitive and sustainable businesses in the area.

3.5 Challenges Identified

The following key challenges were identified by businesses in Gloucestershire.

Resource Constraints: Smaller organisations often lack the resources to invest in comprehensive EDI training and initiatives. Many businesses reported they were "too small" to warrant the full provision of EDI, reflecting a limited understanding of its potential benefits.

Shared Responsibility: EDI is often treated as everyone's responsibility but rarely becomes one individual's sole role. Businesses have stated that this has led to difficulties in maintaining employee-led groups or initiatives due to a lack of capacity, as employees struggle to balance it with their core responsibilities.

Resistance to Change: In some sectors, there remains resistance to EDI efforts, which businesses we spoke to attributed to a lack of understanding and fear of "getting it wrong". In contrast, a further business responded on the importance of addressing EDI proactively, stating, 'commercial risk/reputation and fear of getting it wrong often hinder progress, but the long-term benefits of an inclusive culture outweigh the challenges.'

²¹ [Why diversity matters even more | McKinsey \(2022\)](#)

²² [Gloucester City Commission to Review Race Relations \(2021\)](#)

²³ [Why diversity matters even more | McKinsey](#)

²⁴ [Invest in Inclusion: The Business Case for EDI – Diversity Digest \(kcl.ac.uk\)](#)

Commercial Risk and Reputation: Failing to address EDI presents commercial risks, including reputational damage and potential legal repercussions. One business leader noted, 'The risk to commercial reputation is significant if we ignore EDI. It's about staying competitive in a diverse marketplace.'

Lack of Confidence in Allyship: During EDI discussions employers highlighted hesitancy from their employees to act as active bystanders or engage in difficult conversations related to EDI, despite understanding its importance. Equipping them with the right skills, such as discreet actions that make a significant impact, is to overcome this challenge and utilise training such as Active Bystander awareness and others available in the provision tables of this report.

Lack of Standardisation: Inconsistent EDI practices were identified by local educational institutions, due to the absence of a standardised approach across the county. This leads to varying levels of commitment and effectiveness in addressing EDI challenges.

4. Analysis and Industry-Specific Findings

4.1 Gaps and Opportunities

Although there are nearly 100 courses mapped in the provision tables, localised provision is still very limited with gaps in key areas including race, age and LGBTQ+ topics, there is also limited free or funded training available with much of the support obtained through paid consultancies.

Local businesses have highlighted the national providers and others in the South West region they utilise to support them. This shows that there are opportunities available, but it requires businesses to look further afield, for example, SGS College listed a variety of organisations including [Sari](#), [Vitamins](#), [Unity Sexual Health](#), [The Diversity Trust](#), [Babbasa](#), and [BOLD Voices](#) that they have utilised to support both students and staff through training and workshops.

Businesses have also highlighted the following topics as priorities for future training opportunities: gender equality, racism education, allyship and LGBTQ+. The following providers have been identified as delivering training in these areas:

- [Mermaids](#) - which offers tailored, CPD-accredited gender diversity training modules for professionals including Neurodiversity, Trans Identities and LGBTQ+ healthcare.
- [The Diversity Trust](#) – provides a variety of EDI training provision including Transgender Awareness Training, Race, Menopause and Men's Mental Health.
- [SAYIT](#) - have developed five core training programmes, aimed at all businesses and service providers who want to ensure their environment is LGBTQ+ inclusive including awareness, history and allyship.

4.2 Industry-Specific

Construction and The Built Environment

In the construction sector, EDI training is vital for addressing the industry's skills shortage and broadening the potential recruitment pool. Skills in promoting inclusion are crucial to increasing the participation of marginalised groups, such as women and ethnic minorities, which currently stand at 12.3% and 7%, respectively²⁵. This sector requires leadership and cultural awareness skills to attract a more diverse workforce, as diverse teams enhance innovation and problem-solving. EDI-

²⁵ [EDI in Construction](#), [CIOB](#)

focused training can help improve retention by fostering an inclusive work culture where employees feel valued. Embracing diversity allows businesses to tap into a wider pool of talent, particularly at a time of skills shortages, ultimately improving performance and productivity.²⁶ However, for this sector, we must look to national provision for support, including the Construction Industry Training Board ([CITB](#)) and Chartered Institute of Building (CIOB) who offer EDI courses and wider support specifically tailored for the construction industry.

Digital Industries

The digital sector in Gloucestershire thrives on innovation, and EDI is key in building inclusive digital teams. Unconscious bias training, cultural competence, and inclusive design are essential to ensure that products and services are accessible to all.

‘Techxclusion’ was mentioned by one business from the sector, referring to exclusion based on technical knowledge, different from digital exclusion due to lack of resources and skill. This is a challenge faced within the sector, particularly when fostering inclusivity in environments driven by advanced technical skills. Addressing these issues is vital, as 72% of the digital workforce is male, with women making up only 28%, dropping to 17% in cybersecurity. Without male allyship, change will be slow. The business benefits of EDI are clear: diverse teams increase creativity, with companies seeing a 20% improvement in innovation and better risk management²⁷. A focus on EDI can not only improve innovation but also productivity and talent retention.

Advanced Manufacturing and Engineering

In this sector, the need for EDI is significant, as the sector often struggles with gender imbalance and a lack of ethnic diversity. Key EDI skills include greater cultural awareness, inclusive leadership, and cross-cultural communication. Engineering firms are encouraged to implement mentoring programmes and unconscious bias training to support marginalised groups.

An EngineeringUK report stated that 12% of those working in engineering are female, 8% of apprenticeship starts are female and just 9% are from an ethnic minority background²⁸. By increasing the diversity within manufacturing and engineering, firms will not only raise the quality of engineering but also address the skills shortage faced by these industries. Investing in more diversity and inclusion training, awareness and support for all staff will only benefit the sector and those working in it.

Agriculture, Agri-Tech and Land Management

The agriculture sector in Gloucestershire is evolving, with a growing focus on sustainability and technology, which can benefit from EDI practices. Important EDI skills include understanding the social and cultural barriers faced by minority groups in rural areas, as well as creating pathways for diverse talent to enter agricultural roles.

Training in inclusive recruitment practices, unconscious bias, and awareness of socio-economic diversity can support a more representative workforce in agriculture. Although they do not offer specific EDI training, the Royal Agricultural University²⁹ (RAU) and Hartpury College and University have EDI policies and impact reports they release yearly. Hartpury hosts an annual Inclusivity Symposium³⁰ which has included talks from Gay Glos and The Charlie Waller Foundation in the past and the RAU holds an NCFE Equality and Diversity Award and Disability Confident Employer status.

²⁶ [The case for disability workforce reporting \(cipd.org\)](#)

²⁷ [Eight truths about diversity and inclusion at work | Deloitte Insights](#) (Deloitte Review, 2017).

²⁸ [edi-strategy-final.pdf \(engineeringuk.com\)](#)

²⁹ [Equality and diversity | Royal Agricultural University \(rau.ac.uk\)](#)

³⁰ [Equality, diversity and inclusion | Hartpury University & Hartpury College](#)

EDI training and support for the agriculture sector can be found through providers and regional bodies focused on rural development including the Institute of Agriculture and Horticulture ([TIAH](#)) and [RABI](#).

5. Recommendations

Overall, the findings highlight that EDI training is essential across all aspects of an organisation, from enhancing staff wellbeing and retention to diversifying talent and closing local skills gaps. EDI is a shared responsibility, requiring foundational training for everyone. To support local businesses and stakeholders, the following recommendations are outlined below.

5.1 Short-Term Actions:

- **Neurodiversity Training:** Provide training to help managers and staff better understand and support neurodiverse individuals, unlocking their unique strengths.
- **Wellbeing Initiatives:** Prioritise and promote employee wellbeing as a core aspect of EDI efforts. Ensure that mental health and wellbeing resources are accessible to all staff.

5.2 Long-Term Strategies:

- **Embed EDI in Business Strategy:** Incorporate EDI into company-wide initiatives while allowing local adaptation. A “global-local” approach ensures strategies reflect the local workforce and community. Launching pilot programmes in specific areas before scaling them across the organisation can help fine-tune initiatives, and work with a local consultancy if budget allows. Most importantly, create an EDI strategy if you do not already have one in place.
- **Disability Confident Employer Status:** Review your EDI policies and strategies and add gaining Disability Confident Employer status to your business (if not already obtained).
- **EDI Networking and Events:** Join a local network such as the GLIDE Consortium or engage with other organisations and create internal steering groups to share best practices and new ideas. The creation of an annual EDI-focused conference or smaller pop-up events within the county, allowing for further collaboration and understanding and awareness of key topics.
- **Routine Feedback Loops:** Create a culture of continuous feedback on EDI efforts through pulse surveys and social listening. Pay special attention to dissenting voices, which can highlight roadblocks and opportunities for improvement.³¹
- **Continuous EDI Awareness:** Provide ongoing training on protected characteristics, including race, ethnicity, gender identity, sexual orientation, disability, and more. This builds an understanding of marginalised groups and ensures accessibility for all. Training needs to be offered on a repeat basis enabling those to learn at any time and at multiple instances across the year.

5.3 For Local Businesses in Gloucestershire:

- **Inclusive Recruitment Practices:** Ensure your recruitment processes are inclusive by reviewing job postings and hiring protocols to eliminate bias. Partner with EDI consultants to facilitate this audit.³²

³¹ [Why diversity matters even more | McKinsey](#)

³² [Why diversity matters even more | McKinsey](#)

- **Focus on Neurodiversity:** Offering neurodiversity training empowers managers to leverage diverse cognitive styles within teams, enhancing productivity and creativity. As one respondent shared – ‘Providing training on neurodiversity can help us better support employees who think differently and bring unique strengths to the team.’
- **Prioritise Wellbeing:** Make employee wellbeing a central part of your EDI strategy, with ongoing programmes that support mental health – review where support is hosted, and ensure you have Mental Health First Aiders or Mental Health Champions that can support with this too. For easier steps print materials or posters from Mental Health charities to put up in the office and add wellbeing questions to pulse surveys. Provide line managers with mental health training to ensure they can help direct reports on a holistic basis.
- **Active Bystander Training:** Equip employees to be confident in recognising non-inclusive behaviour and enable them to safely intervene. This encourages a shared responsibility for maintaining an inclusive work environment
- **Diversity in Race and Ethnicity:** Review initiatives such as the Business in the Community Race at Work Charter and provision provided by national providers
- **Charters and Internal Networks:** sign up to various charters including age and mental health, create employee support groups for the protected characteristics and trial moving away from heavily written policies to more accessible easy to engage with documents.

5.4 For Training Providers, Educational Institutions and Local Authorities:

- **Support Funding and Resources:** Stakeholders can provide crucial financial support for EDI initiatives, helping businesses fund training programmes and implement inclusive practices.
- **Promote Policy Development:** Advocating for the development of strong, local-level EDI policies gives businesses the guidance and support they need to adopt best practices across all industries.
- **Foster Collaboration:** Collaboration between businesses, local authorities, and organisations can drive more effective EDI strategies. Sharing best practices will help stakeholders collectively create a more inclusive environment.
- **Increased Local Provision:** Training providers to enhance offerings and continue to provide bespoke options for businesses. Plus, local authorities and councils to provide free and funded EDI-specific training and initiatives.
- **Educational Institutions Collaboration:** Increased cooperation between local universities, colleges, and businesses is essential for advancing EDI. A wider EDI steering group, composed of educational institutes and professionals in HR, safeguarding, and learning and development, can support shared strategies, review best practice and impact reports.

6. Conclusion

One employer shared, ‘At the root of it all, it’s probably just about being kind’. Building a more inclusive and equitable Gloucestershire is essential for a thriving economy and society. As another shared, ‘EDI is not just a box to tick; it’s about creating a workplace where everyone can thrive,’ by embracing diversity, creating opportunities for all, and addressing existing barriers, the county can unlock its full potential. By focusing on inclusive recruitment, supporting neurodiversity, and prioritising wellbeing, businesses can create a more equitable and productive work environment.

In summary, EDI is an ever-growing and evolving subject and requires continuous review and updates to training provision, awareness and support. Gloucestershire has an array of excellent

training provision to support local businesses with its EDI initiatives, but key areas of focus include Neurodiversity, LGBTQ+, Race and Gender Equity and do require further development whether from local support or by looking to national providers and programmes.

The recommendations outlined in this report alongside the provision maps provide key resources and foundational roadmaps for businesses, educational institutes, training providers, and local stakeholders to work together towards a more inclusive future for Gloucestershire and all who live, work and learn here.

7. Acknowledgements

Thank you to all the local businesses, educational institutes, training providers, and stakeholders across Gloucestershire who took the time to speak with us and share their insights, resources, and reports with us. You can find a detailed list of providers and their contact details in Appendix A.

8. Appendices

- **Appendix A:** Provision Maps
- **Appendix B:** Additional Resources and Bibliography
- **Appendix C:** Contact Detail of Providers

Appendix A

Provision Mapping of EDI training in Gloucestershire

Funded/Free Training Provision

Anti Racism Training

Provider	Name of Course	Virtual/In Person	Length of Course	Ages/Eligibility	Funded or Cost Fee
The Music Works	Youth Social Action	In-Person	Ongoing	New Generation is a collective of young people aged 13 to 18 of Black, Mixed, and Asian heritage who have come together as part of a collaborative youth social action project to raise awareness on the inequalities stemming from hidden racism and underrepresentation in society, with a focus on cultural, music and education sectors.	Funded by the BBC Children in Need's We Move Fund: Youth Social Action, aims to empower Black, Mixed and Asian children and young people, enabling them to use their voice to address issues that matter to them the most.

Disability Equality Training

Provider	Name of Course	Virtual/In Person	Length of Course	Ages/Eligibility	Funded or Cost Fee
Inclusion Gloucestershire	Oliver McGowan Mandatory Training	Need to enquire	Need to enquire	For Health and Social Care Organisations	Free

General EDI Training

Provider	Name of Course	Virtual/In Person	Length of Course	Ages/Eligibility	Funded or Cost Fee
Gloucestershire College	Certificate in Equality and Diversity	Online	Part time 8 -12 weeks (based on an average of 10-15 hours of self-study per week)	This course is aimed at those 19 years (as at 31st of the academic year you are applying for) and over.	Free
The Music Works	Making It Programme	Unknown	20 1 to 1 sessions	For young offenders and those on the edge of the criminal justice system aged 14 to 18, referred to us by the county's youth support/justice team	Funded

Inclusive Leadership Training

Provider	Name of Course	Virtual/In Person	Length of Course	Ages/Eligibility	Funded or Cost Fee
BOOST	BOOST Leadership Programme	In-person	1 day	The programme is designed primarily for young people aged between 9 and 18. Boost is not only delivered in schools. It can be delivered in partnership with any organisation working with young people.	FREE for schools in Gloucestershire

Preparing for the Workplace

Provider	Name of Course	Virtual/In Person	Length of Course	Ages/Eligibility	Funded or Cost Fee
Prospect Training Services	Illumin8 Additional Needs Programme	Need to enquire	Need to enquire	16-18 year olds with a EHCP (potential for those up to 24 years old to enrol)	Need to enquire

Prospect Training Services	Work and Health Programme (on behalf of DWP and Seetec Pluss)	In-person	Fortnightly sessions	You must be unemployed and aged between 18-65 to apply. All participants will be expected to join in on a fortnightly basis (for long-term unemployed customers this will be weekly) for reviews to incorporate IAG, workshops and job clubs in groups and 1-1 supported sessions.	Need to enquire
Gloucestershire College	Preparing for Employment - Interview Skills	In-person	2 days	Aged 19+	These courses will be free of charge for learners aged 19 and over (as at 31st August of the academic year) in receipt of certain benefits or employed learners earning less than £20,319.00 annual gross salary
Cirencester College	Level 2 Award in Support Work in Schools and Colleges (with a focus on EDI in work with children and young people)	In-person	6 months. Tuesdays: 09.30am – 14.00pm Nov 2024 to April 2025	To enrol onto this course learners must be aged over 19 from the 31/08/24. Required to have been a UK/EU citizen for at least 3 years. Students should already possess or be willing to work towards a level 2 qualification in both Maths and English. This is due to jobs in this industry requiring this to be considered for perspective roles.	This course is fully funded if you meet the above eligibility criteria and are: Employed and earning an annual salary of less than £25,000 Unemployed and in receipt of state benefit

Workplace Wellbeing Training

Provider	Name of Course	Virtual/In Person	Length of Course	Ages/Eligibility	Funded or Cost Fee
Gloucestershire VSC Alliance	Menopause at Work	In-person	2 hours	Places are fully funded for VCSE sector groups & organisations delivering services in Gloucestershire.	Funded

Gloucestershire VSC Alliance	Introduction to Neurodiversity for VCSE groups & organisations	In-person	2 hours	Places are fully funded for VCSE sector groups & organisations delivering services in Gloucestershire.	Funded
Gloucestershire VSC Alliance	A safe space to talk race	In-person	90 minutes	Places are fully funded for VCSE sector groups & organisations delivering services in Gloucestershire.	Funded
Gloucestershire VSC Alliance	Transgender Conversations with Beyond-the-Binary	In-person	90 minutes	Places are fully funded for VCSE sector groups & organisations delivering services in Gloucestershire.	Funded
Gloucestershire Careers Hub	Champion Care Aware Training	Both	Need to enquire	For businesses / for employees who are carers	Free

Mental Health

Provider	Name of Course	Virtual/In Person	Length of Course	Ages/Eligibility	Funded or Cost Fee
Gloucestershire College	Awareness of Mental Health Problems	In-person	8-12 weeks	This course is aimed at those 19 years (as at 31st of the academic year you are applying for) and over	Free
The Music Works	Key Changes	Need to enquire	Need to enquire	Key Changes supports young people who might be struggling with mental health challenges. They're open to anyone aged 11-25, specifically those struggling with low-level anxiety and depression.	Need to enquire

RABI	RABI Mental Health Training	Both	3 options of half day, 1 day or 2 days	farming-focused training The courses discuss: <ul style="list-style-type: none"> • Understanding common mental health conditions • Recognising signs and symptoms • How to support others to access the support they need • Looking after our own mental health 	Funded
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Paid For Training

Anti-racism Training

Provider	Name of Course	Virtual/In Person	Length of Course	Ages/Eligibility	Funded or Cost Fee
Lives of Colour	Lives of Colour Leadership, Diversity and Inclusion Training on Race	Need to enquire	5 days	Organisational Leaders / Businesses	Need to enquire
Lives of Colour	Diversity and Inclusivity Training	Need to enquire	Various	Businesses (of all sizes) Schools Local government Educators - head teachers, school librarians and parents HR and Training Managers Ethnically diverse communities	Need to enquire

Disability Equality

Provider	Name of Course	Virtual/In Person	Length of Course	Ages/Eligibility	Funded or Cost Fee
Gloucestershire College	British Sign Language	Online	This is a 54-hour course, plus at least 30 hours for homework	designed to enable students to acquire a basic ability to communicate with deaf people about familiar topics and activities using sign language. Learners must have successfully completed the Introduction to BSL course or have passed an assessment prior to enrolling onto this course.	£392 / potential for funding
University of Gloucestershire	Education, Inclusion and Special educational needs	3 years (Full-Time)	In-Person	96 UCAS tariff points, CCC at A levels, MMM at BTEC or a Pass (C and above) in your T-Level. English Language or Literature and Maths Grade 4/C in GCSE (or equivalent) are normally required.	£9,250 per year (2024)
The Music Works	Xpres!	Need to enquire	Need to enquire	For those with long-term health conditions such as: Diabetes Type 1 Epilepsy Respiratory conditions FND Persistent pain	Need to enquire
The Music Works	IncDrop	In-Person	Tuesdays Term-Time only 430-6 pm	IncDrop is our inclusive after-schools club for young people with additional needs. Feel free to bring your family and friends along too!	£4 per session
The Music Works	Disability Programmes	Need to enquire	Need to enquire	The Music Works offer a range of disability programmes. Whatever barriers you're facing, we are confident we can help you make music.	Need to enquire
Inclusion Gloucestershire	Transform Services with Co-Production	In-person	1 day	Up to 25 people / Businesses / Led by experts by experience/people who have lived experience of facing disabling barriers	£590

Inclusion Gloucestershire	Inclusive Communication	In-person	1 day	Up to 25 people / Businesses / Led by experts by experience/people who have lived experience of facing disabling barriers	£590
Inclusion Gloucestershire	Easy Read Communications	Online	3hrs	Up to 16 people. Learn how to create engaging written information that's easy to understand and reaches a wider audience. Led by people who have lived experience of facing disabling barriers	£590
Inclusion Gloucestershire	Disability Awareness	Online	3hrs	Up to 16 people. Led by people who have lived experience of facing disabling barriers	£590
Inclusion Gloucestershire	Oliver McGowan Mandatory Training - Train the Trainer session	Need to enquire	Need to enquire	For Health and Social Care Organisations. We can offer Train the Trainer sessions to other areas, delivered by our skilled staff team who bring a wealth of lived experience and training experience. This training is aimed at trios (including people with lived experience of Learning Disability and Autism) who will deliver the training and enables Integrated Care Boards to have local trainers. Please contact to find out more about what the training involves and costs. ommt@inclusion-glos.org	Need to enquire

Gender Equality Training

Provider	Name of Course	Virtual/In Person	Length of Course	Ages/Eligibility	Funded or Cost Fee
Inclusive Leaders	Female Leadership Programme	A mix of learning modules, "in-practice" workshops and	3-6 months	Women in Businesses and Organisations / Small Cohorts in the Tech Industry	Need to Enquire. All our programmes are fully customisable.

		small group reflections			
Inclusive Leaders	Male Allyship Programme	In-Person. Focuses on helping delegates become better allies in the workplace without fear of shame.	4 weeks	Men in Businesses and Organisations / Small Cohorts in the Tech Industry	Need to Enquire. All our programmes are fully customisable.
GayGlos	We provide external training on Lesbian, Gay, Bi and Gender related issues including equality and diversity.	Both	Various	Typically deliver sessions to colleges and secondary school pupils in Gloucestershire	Need to enquire

General EDI Training

Provider	Name of Course	Virtual/In Person	Length of Course	Ages/Eligibility	Funded or Cost Fee
Gloucestershire College	ESOL - English for Speakers of Other Languages (ESOL)	In-person	2.5 hours per week (Part-Time)	You will need to meet certain residency criteria to do the course.	Age 16-18 your course may be free. Age 19+ £540 but potential for funding
University of Gloucestershire	Working with children, young people and families	In-person	1 year (full-time)	56 UCAS tariff points, DD at A levels, PPP at BTEC or a Pass in your T Level.	£9,250 per year (2024)

South Gloucestershire and Stroud (SGS) College	Certificate in Equality and Diversity	Online	12 weeks	To qualify for a fee waiver and to meet the funding requirements of this course: You must be aged 19 years or over as of 31/08/2023 You must have lived in the EU for the last three years You must currently reside in England You should earn below the income threshold for your funding region. Please follow the finance option key on the main online learning page for Low Waged programme. Please note If you are aged 19-23 and do not already hold a Full Level 2 Qualification we will need to discuss options with you prior to commencing your course.	£100 with free option dependent on requirements
Prospect Training Services	ESOL - English for Speakers of Other Languages	Need to enquire	Need to enquire	Our courses are suitable for young people aged 16-24, with learners being able to sit the individual elements (reading, writing, speaking, listening and communication) of the ESOL Skills for Life certificate. Maths up to entry level 3 is also taught, with emphasis on the functional English used in examination papers.	Support with bursary applications and any other required paperwork is always available.
Unleashed	Education Programme: Conscious Inclusion	Need to enquire	Need to enquire	For businesses	Need to enquire
Unleashed	Education Programme: Allyship	Need to enquire	Need to enquire	For businesses	Need to enquire

Unleashed	Level 2 Equity, Diversity and Inclusion (ICQ)	Need to enquire	Need to enquire	This programme is ideal for those with a passion for EDIB or EDIB Practitioners.	£495+VAT per learner
Unleashed	Level 5 Managing Equality, Diversity and Inclusion (CMI)	Need to enquire	Need to enquire	Designed for practising middle managers and leaders who are typically accountable to a senior manager or business owner	£1195+VAT per learner
Unleashed	Level 7: Strategic Approaches to Equality, Diversity & Inclusion (CMI)	Need to enquire	Need to enquire	To enable senior leaders to develop an in-depth understanding of equality, diversity and inclusion at a strategic level.	£1495+VAT per learner

Inclusive Leadership Training

Provider	Name of Course	Virtual/In Person	Length of Course	Ages/Eligibility	Funded or Cost Fee
Inclusive Leaders	Inclusive Leadership Programme	Both	2 sessions	Developed with tech organisations in mind, our programme is aimed at forward-thinking individuals seeking to elevate their impact and create a workplace where every voice matters.	Need to Enquire. All our programmes are fully customisable.
Unleashed	Education Programme: Inclusive Leadership	Need to enquire	Need to enquire	For businesses	Need to enquire

Preparing for the Workplace

Provider	Name of Course	Virtual/In Person	Length of Course	Ages/Eligibility	Funded or Cost Fee
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Gloucestershire College	Preparing for Employment	In-person (Full Time)	Contact student services	Students are assessed via our Link Experience programme. Students usually have an EHC plan, My Plan, My Plan+ or have received additional support at school. Supported Internship candidates are usually Entry 2 - Entry 3 in English and maths. Funding eligibility will need to be agreed through a multi-agency EHC plan review.	Age 16+ course could be free of charge and funded. Call student services to discuss
Gloucestershire College	Preparing for Employment	In-person (Full Time)	Contact student services	Students are assessed via our Link Experience programme. Students usually have an EHC plan, My Plan, My Plan+ or have received additional support at school. Supported Internship candidates are usually Entry 2 - Entry 3 in English and maths. Funding eligibility will need to be agreed through a multi-agency EHC plan review.	Age 16+ course could be free of charge and funded. Call student services to discuss

Workplace Wellbeing Training

Provider	Name of Course	Virtual/In Person	Length of Course	Ages/Eligibility	Funded or Cost Fee
Hornbeam Workplace Wellbeing	Wellbeing Strategy Consultancy	Bespoke	Bespoke	For businesses and organisations	Need to enquire
Hornbeam Workplace Wellbeing	Menopause in the Workplace	Virtual	1hr	For individuals, businesses and organisations	Need to enquire

Hornbeam Workplace Wellbeing	Food for Mood - Webinar	Virtual	1hr	For individuals, businesses and organisations	Need to enquire
Hornbeam Workplace Wellbeing	Stress and Resilience Webinar	Virtual	1hr	For individuals, businesses and organisations	Need to enquire
Hornbeam Workplace Wellbeing	Intuitive Eating - Webinar	Virtual	1hr	For individuals, businesses and organisations	Need to enquire
Hornbeam Workplace Wellbeing	Sleep and Performance - Webinar	Virtual	1hr	For individuals, businesses and organisations	Need to enquire
Hornbeam Workplace Wellbeing	Positive Relationships Through Empathic Listening - Webinar	Virtual	1hr	For individuals, businesses and organisations	Need to enquire
Inclusive Leaders	Maturity Assessments		Various	For businesses and their inclusion journey	Need to enquire
Inclusive Leaders	Consultancy Services Unlock the full potential of your organisation with our comprehensive inclusion consultancy services. Predominantly focused on digital industries.	Bespoke	Need to enquire	For businesses. Predominantly focused on digital industries.	Need to enquire
Hollie Gazzard Trust	Working without Fear	In-person	1 day	For businesses – up to 15 staff at one time	Need to enquire

Hollie Gazzard Trust	Stalking Workshop	In-person	Half day – 3 interactive workshops	For Businesses	Need to enquire
Hollie Gazzard Trust	Coercive Control Workshop	In-person	Half Day	For Businesses. Attendees should, however, consider that coercive control is a sensitive topic and they might find some of the content distressing	Need to enquire
Hollie Gazzard Trust	Hollie Guard Workshop (personal safety app)	Both	60 minutes	For Businesses	Need to enquire
Hollie Gazzard Trust	Domestic Abuse Active Bystander Workshop	Need to enquire	Two 3 hour sessions or three 2 hour sessions	For businesses – 16 to 20 individuals per session	Need to enquire
Hollie Gazzard Trust	Sexual Harassment Active Bystander Workshop	Need to enquire	Two 3 hour sessions or three 2 hour sessions	For businesses – 16 to 20 individuals per session	Need to enquire
Flourishing	Flourishing offers multiple courses including; How to be more resilient How to be a mentor, how to be mentored, and how to set up mentoring structures in your organisation, how to cope better with pressure and stress, Conflict resolution: dealing effectively with difficult people and challenging situations, How to better motivate	Both	Bespoke	For businesses	Varies per course, circa £800 for a full day

	your staff, Effecting behaviour change and Improving communication				
Discover your Bounce	Discover your Bounce offers multiple courses including resilience, combat stress, mental calm, boosting physical health, sleep, happiness and purpose, goal setting, empathy and communication and leadership workshops	Both	Various	For businesses	Need to enquire
Discover your Bounce	Financial Wellbeing	Virtual	1 hour	For businesses	Need to enquire
Discover your Bounce	Leadership Workshop - Enhance your performance and combat stress	Need to enquire	Need to enquire	For businesses	Need to enquire
Discover your Bounce	Leadership Workshop - Mental Health for Managers	Need to enquire	Need to enquire	For businesses	Need to enquire
Unleashed	Education Programme: Inclusive Recruitment	Need to enquire	Need to enquire	For businesses	Need to enquire
Unleashed	Consultancy Services	Bespoke	Bespoke	For businesses	Need to enquire
Unleashed	Insights Discovery Sessions	In-person	Half Day or Full Day	For businesses	Need to enquire
Inclusion Gloucestershire	Consultancy Package	Bespoke	Bespoke	For businesses	£2,200
Inclusion Gloucestershire	Inclusive Practice Annual Training & Consultancy	Both	2 days of in-person and 8 online sessions	For businesses	£6,000

Inclusion Gloucestershire	Inclusive Practice Annual Training & Consultancy	Both	1 day in-person and 4 online sessions	For businesses	£3,000
Inclusion Gloucestershire	Inclusive Practice Annual Training & Consultancy	Virtual	4 online sessions	For businesses	£2,200
Inclusion Gloucestershire	Bespoke Packages	Both	Bespoke	Bespoke training and consultancy packages just for you. We work with our inclusive drama group, Dramatic Change, to deliver powerful and creative training using forum theatre and film. Each event we design is unique to your organisation and to your training needs.	Need to enquire
The Boundaried Horse	Offers Workshops and Training for Organisations, online training and working with horses in the Forest of Dean	Both	Bespoke	For businesses and organisations	Need to enquire

Mental Health

Provider	Name of Course	Virtual/In Person	Length of Course	Ages/Eligibility	Funded or Cost Fee
Inclusion Gloucestershire	Mental Health Awareness	Virtual	3 hours	For businesses up to 16 people.	£590
Hornbeam Workplace Wellbeing	MHFA Mental Health First Aid Training	Virtual	2 days (combination of online modules and virtual sessions)	For businesses	£260

Hornbeam Workplace Wellbeing	MHFA One Day - Mental Health Champions	Virtual	1 day	For businesses	Need to enquire
Hornbeam Workplace Wellbeing	MHFA Refresher Training	Virtual	1 day – 4 hours	If you're a Mental Health First Aider or MHFA Champion, take the MHFA Refresher course every three years	£125
Hornbeam Workplace Wellbeing	Suicide First Aid Lite	Both	Half Day	For businesses	Need to enquire
Hornbeam Workplace Wellbeing	Suicide First Aid Through Understanding Suicide Interventions	In-person	4 parts of approximately 90-minute duration	For businesses	£95
Hornbeam Workplace Wellbeing	Line Management Training - to enhance self-awareness and provide essential knowledge on mental health	Need to enquire	Need to enquire	For businesses specifically line managers	Need to enquire
Hornbeam Workplace Wellbeing	What is Mental Health - Webinar	Virtual	1 hour	For businesses and individuals	Need to enquire
Hornbeam Workplace Wellbeing	Suicide Awareness - Webinar	Virtual	1 hour	For businesses and individuals	Need to enquire
Gloucestershire College	Diploma in Therapeutic Counselling	In-person	2 years	CPCAB Level 2 Certificate in Counselling Skills CPCAB Level 3 Certificate in Counselling Studies You must be aged over 19 at the start	Need to enquire. Age 16-18 - Your course could be free of charge as you may be eligible for financial support to help pay your tuition fees, travel, exams, materials or childcare.

				of the academic year.	
Gloucestershire College	Therapeutic Counselling	In-person	3 years Full-Time	Typical Entry Criteria: CPCAB Level 2 Certificate in Counselling Skills CPCAB Level 3 Certificate in Counselling Studies You must be aged over 19.	£15,400
Swindon and Gloucestershire Mind	Offer a variety of courses for employers and employees <ul style="list-style-type: none"> • Applied Suicide Intervention Skills Training (ASIST) • Bespoke Workshops e.g. Wellbeing Skills, Stress at work, strengthening personal resilience, trauma workshop etc. • Mental Health First Aid (MHFA) • Schools Programme • Suicide First Aid (SFA) • Understanding Self-Harm and Self-Injury (BACP Accredited) • Youth Mental Health First Aid 	Need to enquire	Need to enquire	For businesses	Need to enquire - training@sgmind.org.uk

Appendix B

Additional Resources

Business Networks

[Active businesses | We Can Move](#)

[The Glide Network](#)

Resources for Businesses

General EDI

[Equity, diversity and inclusion | NCVO](#)

[Gloucestershire VCS Alliance - Gloucestershire VCS Alliance \(glosvcsalliance.org.uk\)](#)

[Menopause at work - Gloucestershire VCS Alliance \(glosvcsalliance.org.uk\)](#)

[Support for professionals - Gloucestershire Domestic Abuse Support Service \(GDASS\)](#)

[Safety, security & support for women and children anywhere in the UK - Stroud Women's Refuge \(stroudwomensrefuge.org\)](#)

[Cheltenham BID Training Events Archives - Cheltenham BID](#)

['What can we do to be more inclusive' training - Active Impact](#)

[The Wellbeing Line](#) offers free and confidential mental health & wellbeing support for anyone working in Health & Social Care in Gloucestershire. It is a psychologically led service for any individual in any role who is feeling worried, anxious or depressed, as well as free consultations for managers (this includes team leaders, managers and anyone who is line managing others).

Workplace Wellbeing

[Services For Business | Swindon & Gloucestershire Mind \(sgmind.org.uk\)](#)

[National Healthcare Training Courses | Tidal Training \(Cheltenham\)](#)

Disability

[Community Learning Disability Team \(CLDT\) > Glos Health & Care NHS Foundation Trust \(ghc.nhs.uk\)](#)

[Home - Gloucestershire Carers Hub](#)

[Employer Toolkit - Gloucestershire Carers Hub](#)

[Neurodiversity Network - Active Impact](#)

Anti-Racism

[Gloucestershire Race Collective \(glosracecollective.org.uk\)](#)

[Insight+report+for+GRC+-+statutory+integrated+care+partners+Dec+2023.pdf \(squarespace.com\)](#)

[The Community-Led Momentum in Gloucestershire to Tackle Healthcare Inequalities](#)

Mental Health

[Gloucestershire Suicide Prevention Partnership | Gloucestershire County Council](#)

[Gloucestershire | Home | POhWER](#)

[Guideposts Coaching Services | Guideposts Trust](#)

[Gloucestershire Connect and Offload | Gloucestershire Connect and Offload \(gloucestershirecando.org\)](#)

LGBTQIA+

[GayGlos](#)

[The LGBT+ Partnership - Cheltenham, Gloucestershire & Beyond \(lgbtchelt.co.uk\)](#)

[Welcome to the Gloscats homepage, providing support, social events for the Transgendered in Gloucestershire and beyond](#)

Sector Specific Resources

Construction

[EDI in construction - how to support diversity in construction | FMB, Federation of Master Builders](#)

[Equality, Diversity, and Inclusion | CIOB](#)

[Equality and diversity policy - CITB](#)

Digital

[Inclusive Leaders](#)

Advanced Engineering and Manufacturing

[Reports | Make UK](#)

[How we can achieve full equality, diversity and inclusion in engineering - EngineeringUK | Inspiring tomorrow's engineers.](#)

[Diversity in engineering - EngineeringUK | Inspiring tomorrow's engineers.](#)

Agriculture

[What we do | Newsite \(scrubditchcarefarm.org.uk\)](#)

[RABI helping farming people](#)

[Why inclusion matters - TIAH](#)

[Diversity & Inclusion in Agriculture: Leading With Intentionality - Foundation for Food & Agriculture Research \(foundationfar.org\)](#)

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- Royal Agricultural University [Equality and diversity | Royal Agricultural University \(rau.ac.uk\)](#)
- Hartpury University and College [Equality, diversity and inclusion | Hartpury University & Hartpury College](#)
- Forwards, Gloucestershire County Council [Forwards | Forwards \(forwardsgloucestershire.co.uk\)](#)
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- Women in Work Conference (2024) [READ THE 2024 REPORT - womeninworkgroup](#)
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- McKinsey (2022) [Why diversity matters even more | McKinsey \(2022\)](#)
- McKinsey (2015-2022) [Women in the Workplace archive reports \(2015-2022\) | McKinsey](#)

Appendix C

Providers Contact Details

Provide Name (A-Z)	Website	Contact Details
Accessible Gloucestershire	www.accessglos.co.uk	Christian@accessglos.co.uk
Active Gloucestershire	www.activegloucestershire.org	Have a contact form on website
ActiveImpact	www.activeimpact.org.uk	info@activeimpact.org.uk
Age UK - Gloucestershire	www.ageuk.org.uk/gloucestershire	supporters@ageukgloucestershire.org.uk
Aim Up	aimup.co.uk	enquiries@aimup.co.uk
Allsorts	https://allsortsglos.org.uk	info@allsortsglos.org.uk
Apply Psychology	https://applypsychology.co.uk	Have a contact form on website
Barnwood Trust	www.barnwoodtrust.org	info@barnwoodtrust.org
BBLK	https://www.ourbblk.com/	admin@ourbblk.com
Be Well Gloucestershire (part of one Gloucestershire)	www.bewellglos.org.uk	bewellglos@ghc.nhs.uk
Boost Programme	https://beboost.co.uk/	Boost@gloucestershire.police.uk
Career Voyage	https://careervoyage.co.uk/	sarahtaylor@careervoyage.co.uk
Caring for Communities and People	www.ccp.org.uk	Contact Us (ccp.org.uk)
Cheltenham Alliance for Race Equity	https://raceequitycheltenham.com	info@raceequitycheltenham.com

Cheltenham BID	https://cheltenhambid.co.uk	info@cheltenhambid.co.uk
Cheltenham College	www.cheltenhamcollege.org	info@cheltenhamcollege.org
Cheltenham Festivals	www.cheltenhamfestivals.org	education@cheltenhamfestivals.org
Cheltenham Welcomes Refugees	www.cheltenhamwelcomesrefugees.org.uk	chelt.refugees@gmail.com
Cirencester College	www.cirencester.ac.uk	student.journeyteam@cirencester.ac.uk
Cirencester Town Council	Cirencester Town Council	info@cirencester.gov.uk
Cotswold Riding for the Disabled	www.cotswoldrda.org.uk	info@cotswoldrda.org.uk
Cotswolds District Council	www.cotswold.gov.uk	customer.services@cotswold.gov.uk
Create Gloucestershire	Create Gloucestershire	connect@creategloucestershire.co.uk
CyNam	cynam.org	info@cynam.org
Digital Inclusion Gloucestershire Initiative (DIGI)	https://glosdigi.org.uk	Have a contact form on website
Discover your Bounce	www.discoveryourbounce.com	nicky@discoveryourbounce.com sharon@discoveryourbounce.com
Empowered Employers	https://empoweredemployers.co.uk/	Josh.jones@barnwoodtrust.org
Fear Free	https://www.fearfree.org.uk/	PRGgloucester@fearfree.org.uk
Flourishing	https://www.flourishing.org.uk/	Have a contact form on website
Forest of Dean District Council	www.fdean.gov.uk	customer.services@fdean.gov.uk
Forwards Gloucestershire	www.forwardsgloucestershire.co.uk	Employers@gloucestershire.gov.uk
Future Me Gloucestershire	https://www.glofamiliesdirectory.org.uk/glofamilies	
GARAS (Gloucestershire Action for Refugees and Asylum Seekers)	https://www.garas.org.uk/	info@garas.org.uk
Gecko HR	Sam Duffy FCIPD LinkedIn	sam.duffy@geckohr.com
GLIDE Consortium (part of PRIDE in Gloucestershire)	www.prideinglos.org.uk/glide	Gloucestershire LGBTQ+ Inclusion & Diversity for Employers (GLIDE) Consortium (Page 1 of 3) (office.com)
Gloucestershire Carers Hub	https://gloucestershirecarershub.co.uk/	carers@peopleplus.co.uk
Gloucestershire City Council	www.gloucester.gov.uk/	
Gloucestershire College	www.gloscol.ac.uk	info@gloscol.ac.uk
Gloucestershire Community Foundation	gloucestershirecf.org.uk	Have a contact form on website
Gloucestershire County Council	www.gloucestershire.gov.uk	customerservices@gloucestershire.gov.uk
Gloucestershire Creative Health Consortium (GCHS)	https://gloscreativehealth.org/	info@artshape.co.uk

Gloucestershire Cricket Foundation	Gloucestershire Cricket Foundation	
Gloucestershire Deaf Association	www.gda.org.uk	admin@gda.org.uk
Gloucestershire Disability Fund	www.glosdisabilityfund.org.uk	info@glosdisabilityfund.org.uk
Gloucestershire Domestic Abuse Support Service (GDASS)	www.gdass.org.uk	support@gdass.org.uk
Gloucestershire Healthy Living and Learning	www.ghll.org.uk	ghll@gloucestershire.gov.uk
Gloucestershire Primary Care Training Hub	glosprimarycare.co.uk	glicb.pcwc@nhs.net
Gloucestershire Race Collective (Race and Equality Commission)	www.glosracecollective.org.uk	Have a contact form on website
Gloucestershire Young Carers	https://www.glosyoungcarers.org.uk/professionals	mail@glosyoungcarers.org.uk
Gloucestershire VCS Alliance	https://www.glosvcsalliance.org.uk/	info@glosvcsalliance.org.uk
GROWS Gloucestershire	https://www.grows.ac.uk/	grows@glos.ac.uk
Go Volunteer Glos	www.govolunteerglos.org	support@govolunteerglos.org
Hartpury University and College	https://www.hartpury.ac.uk	admissions@hartpury.ac.uk
Healthwatch Gloucestershire	www.healthwatchgloucestershire.co.uk	info@healthwatchgloucestershire.co.uk
Healthy Workplaces Gloucestershire	hwglos.org	workplaces@hsglos.org
Hollie Gazzard Trust	www.holliegazzard.org	info@holliegazzard.org
Hornbeam Training	www.hornbeamtraining.co.uk	info@hornbeamtraining.co.uk
Inclusion Gloucestershire	www.inclusiongloucestershire.co.uk	info@inclusion-glos.org
Inclusive Leaders	www.inclusiveleaders.co.uk	helen@inclusiveleaders.co.uk
Leonard Cheshire	https://www.leonardcheshire.org/	info@leonardcheshire.org
Lives of Colour	https://www.livesofcolour.co.uk/	Contact form on website
National Star - Cheltenham	www.nationalstar.org	Have a contact form on website
On Your Mind Glos	www.onyourmindglos.nhs.uk	Have a contact form on website
One Gloucestershire (is part of NHS Glos)	www.nhsglos.nhs.uk	Have a contact form on website
PRIDE in Gloucestershire	www.prideinglos.org.uk	info@prideinglos.org.uk
Prospect Training Services	www.prospect-training.org.uk	enquiries@prospect-training.org
Scrubditch Care Farm	www.scrubditchcarefarm.org.uk	info@scrubditchcarefarm.org.uk
SENDIASS Gloucestershire	https://sendiassglos.org.uk/	sendiass@gloucestershire.gov.uk

South Gloucestershire and Stroud College (SGS College)	https://www.sgscol.ac.uk/	info@sgscol.ac.uk
Stroud Town Council	www.stroudtown.gov.uk/	clerk@stroudtown.gov.uk
Stroud Pride	https://www.stroudpride.com/	stroudpride@gmail.com
Stroud Women's refuge	www.stroudwomensrefuge.org	office@beresfordgroup.org
Summerfield Charitable Trust - Cheltenham	www.summerfield.org.uk	admin@summerfield.org.uk
Swindon and Gloucestershire Mind	www.sgmind.org.uk	Have a contact form on website
Tewkesbury Borough Council	www.tewkesbury.gov.uk	stomerservices@tewkesbury.gov.uk
Tewkesbury Town Council	www.tewkesburytowncouncil.gov.uk	admin@tewkesburytowncouncil.gov.uk
The Boundaried Horse	www.theboundariedhorse.com	Maxine@theboundariedhorse.com
The Churn Project - Cirencester	www.churnproject.org.uk	info@thechurn.org.uk
The music works	https://themusicworks.org.uk	info@themusicworks.org.uk
Tic+	www.ticplus.org.uk	admin@ticplus.org.uk
Tidal Training	www.tidaltraining.co.uk	contact@tidaltraining.co.uk
Together Gloucestershire	www.togethergloucestershire.co.uk	hello@togethergloucestershire.org.uk
Unleashed	www.unleashed.org.uk	hello@unleashed.org.uk
Young Gloucestershire	www.youngglos.org.uk	getinvolved@youngglos.org.uk

If you would like to discuss the Equality, Diversity and Inclusion Provision in Gloucestershire report or our findings in more detail, please contact Heidi Hardacre, Business Engagement Executive via email at heidi.hardacre@businesswest.co.uk