INFINITY
INCLUSION & TRANSFORMATION

Infinity Inclusion & Transformation

Everything you need to know before your EDI training session

Inclusive workplaces across the UK



EQUALITY | BELONGING | DIVERSITY | INCLUSION | ACCESSIBILITY | RESPECT

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01 · YOUR SESSION

About your session

Thank you for choosing Infinity Inclusion & Transformation for your in-house Equality, Diversity & Inclusion training. This guide covers everything you need to know about your booked session with us.



QUESTIONS BEFORE THE DAY?

info@infinityitlearning.co.uk

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NEW COURSE · ANTI-RACISM AWARENESS

From awareness to action

This half-day course explores the difference between individual prejudice and structural racism, how racism shapes experiences of work and public services in the UK, and what anti-racist practice looks like for individuals, teams and organisations.



DURATION
Half day

DELIVERY
Online, face-to-face or in-house

TAILORING
Adapted to your sector

A STORY TO START WITH

Nobody said a word

Priya, a housing officer, joins her team meeting. A colleague grins: “I’m not even going to try your surname — can we just call you Pam?” A few people chuckle. The meeting moves on.

Nobody in that room would call themselves racist. Yet Priya leaves feeling smaller — and quietly decides not to speak up next time.

An illustrative scenario, typical of those explored in the session.

“

Being “not racist” can mean staying silent. Being anti-racist is what you do next.

THE QUESTION WE ASK

What would you have done in that room?

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WHAT THE SESSION COVERS

Six modules, one journey

01
Race, racism and the language of anti-racism
Why words matter — and how to talk about race with confidence.

02
Individual, institutional and structural racism
From one person's prejudice to systems that produce unequal outcomes.

03
Experiences of racism in the UK
Real stories from UK workplaces and public services.

04
Privilege and power, explained clearly
What privilege is (and isn't), without blame or jargon.

05
Anti-racist practice in your role
What it looks like day to day, wherever you sit.

06
Action planning for teams and organisations
Turning insight into practical, measurable commitments.

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MODULE 02 · THREE LEVELS OF RACISM

It’s not just about individuals

INDIVIDUAL

Prejudice in one person’s attitudes, words or actions.

FOR EXAMPLE

A manager assumes a candidate with a strong accent “won’t fit in”.

INSTITUTIONAL

Policies and practices that disadvantage some groups — often unintentionally.

FOR EXAMPLE

Promotion relies on informal networks some staff are never invited into.

STRUCTURAL

Inequalities across housing, health, education and justice that reinforce each other.

FOR EXAMPLE

Unequal outcomes persist even when every individual means well.

“The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin.”

— Definition of institutional racism, Macpherson Report (1999)

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MODULE 03 · EXPERIENCES OF RACISM IN THE UK

Stories that changed the UK

1993

Stephen Lawrence

Black teenager Stephen Lawrence is murdered in a racist attack in south-east London. Serious failings in the police investigation follow.

1999

The Macpherson Report

The public inquiry finds the Metropolitan Police “institutionally racist”, bringing the term into UK public life.

2010

The Equality Act

Race is protected in law as one of nine protected characteristics, with a duty on public bodies to advance equality.

2018

The Windrush scandal

Commonwealth-born people who had lived legally in the UK for decades are wrongly denied work, healthcare and housing; some are detained or deported.

The lesson: harm can come from systems and silence — not only from individual intent.

MODULE 04 · PRIVILEGE AND POWER

The wind at your back

Cycle with the wind behind you and you feel strong and fast. You hardly notice the wind at all — until you turn around and ride straight into it.

Privilege works the same way. It doesn't mean your life has been easy. It means some obstacles were never in your path.

A simple metaphor we use to explain privilege clearly, without blame.

PRIVILEGE IS NOT GUILT

It's about noticing advantage — not blaming anyone for having it.

POWER IS WHO DECIDES

Who sets the rules, controls resources and gets heard in the room.

INFLUENCE IS A TOOL

Everyone has some. The question is how you choose to use it.

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MODULES 05–06 · FROM INSIGHT TO ACTION

What anti-racism looks like

YOU

- Notice and name bias when you see it
- Speak up — or back up those who do
- Keep learning; listen to lived experience

YOUR TEAM

- Agree ground rules for respectful challenge
- Share opportunities fairly, not via networks
- Check whose voices are heard in meetings

YOUR ORGANISATION

- Use data to spot unequal outcomes
- Review recruitment, policy and progression
- Set measurable goals and report progress

A STORY OF CHANGE (ILLUSTRATIVE)

After the session, a college HR team looked at its own recruitment data and found ethnic minority applicants were reaching interview less often. They introduced anonymised shortlisting and diverse panels — and now review the numbers every term.

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WHAT YOU WILL LEARN

You'll leave able to...

1. **Distinguish** between individual prejudice and institutional or structural racism
2. **Understand** how racism affects experiences of work and services in the UK
3. **Reflect** on your own role, influence and responsibilities
4. **Identify** practical anti-racist actions for your team and organisation

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WHY IT MATTERS FOR UK ORGANISATIONS

From “not racist” to anti-racist

UK-WIDE

Equality Act 2010

Race is a protected characteristic in law.

NHS · ENGLAND

Workforce Race Equality Standard

Holds NHS organisations to account on race equality for staff.

SCOTLAND

Race Equality Framework for Scotland

A long-term national framework for race equality.

WALES

Anti-racist Wales Action Plan

A national commitment to an anti-racist Wales.

SECTOR-RELEVANT

Reflects the race equality frameworks for your sector and nation.

WIDELY APPLICABLE

Relevant to public bodies, the NHS, education and employers.

ACTION-FOCUSED

Turns awareness into practical, measurable action.

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WHO IT'S FOR & HOW IT'S DELIVERED

Built for real workplaces

WHO IT'S FOR

- Local authorities
- NHS organisations
- Schools & colleges
- Universities
- Housing associations
- Charities
- Private-sector employers
- Leaders & all staff

HOW IT'S DELIVERED

Interactive and discussion-based, using realistic workplace scenarios rather than lectures — a respectful space to ask questions honestly.

DURATION
Half day

DELIVERY
Online · Face-to-face · In-house

LOCATION
Online, or at your venue anywhere in the UK — London, Manchester, Birmingham, Leeds, Bristol, Newcastle, Glasgow, Edinburgh, Cardiff, Belfast and beyond

TAILORING
Examples, length and emphasis adapted for in-house groups — or combine with wider EDI training and consultancy.



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03 · WHAT TO PREPARE

Venue & equipment

1

WE PROVIDE

Your trainer brings all session materials and resources. A projector and screen can be supplied too — just let us know in advance.

2

THE VENUE PROVIDES

A comfortable, accessible room with space for group discussion. Please tell us about any delegate accessibility needs in advance.



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SEE YOU SOON

Thank you

for choosing Infinity Inclusion & Transformation Training

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