

UKCAE : a strategic model for equality

private sector initiative for business

5 years consultation and £1.5 million R&D

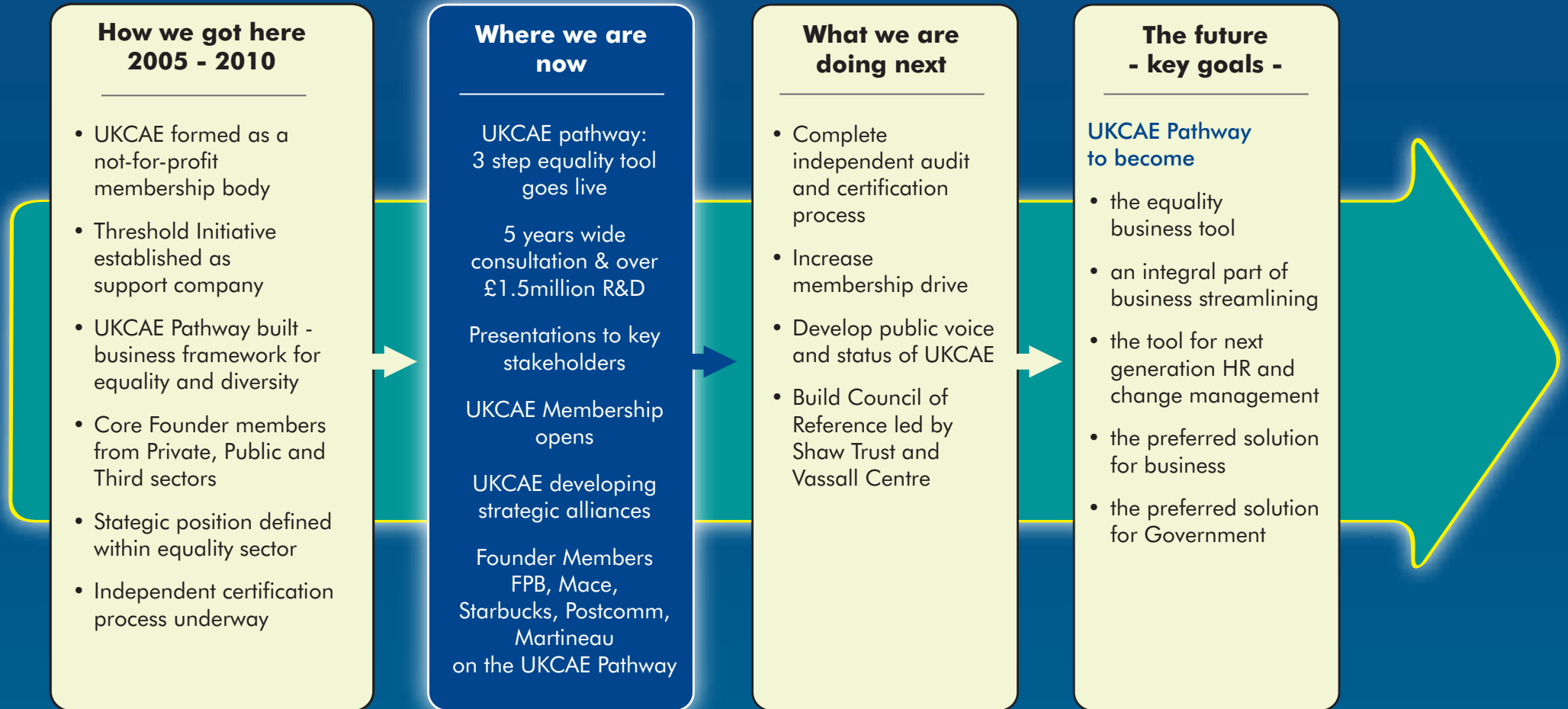
online equality and business improvement framework

ukcae

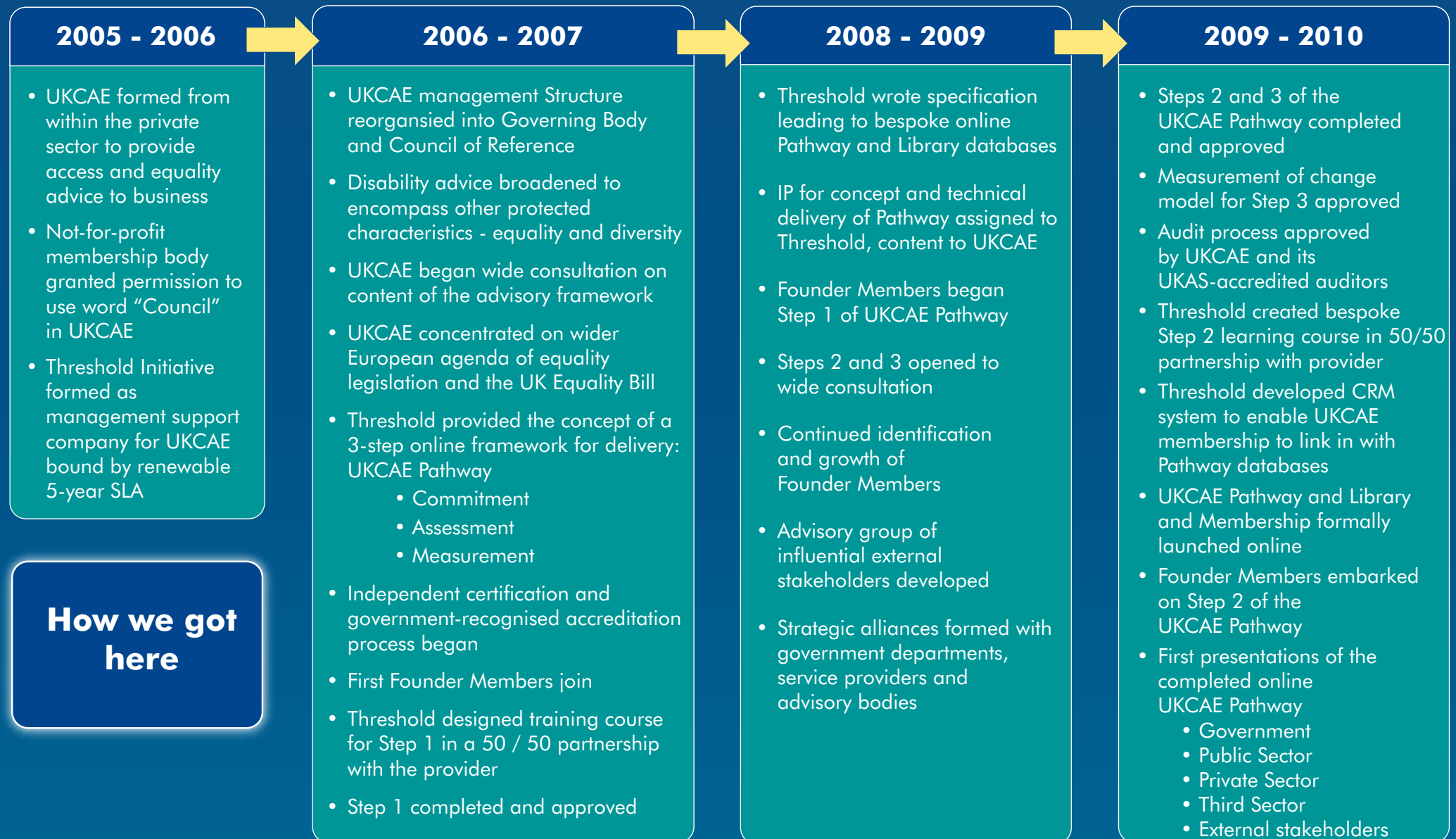
uk council for access and equality



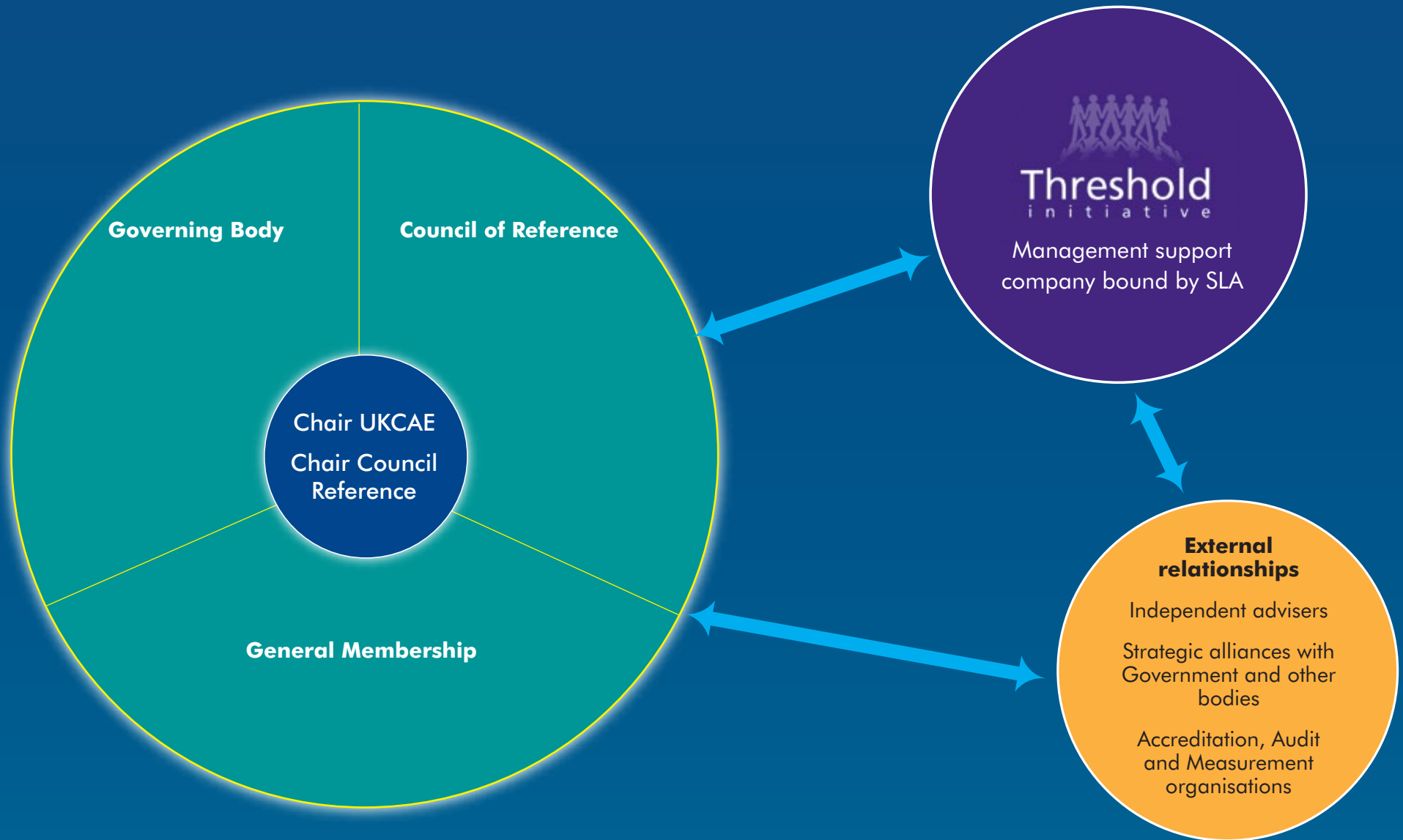
Where we are now - from concept to reality with minimal cost



How we got here - innovative outsourcing allowed UKCAE to concentrate on core services



UKCAE: Structure and Management of the Membership Body



UKCAE Pathway: a practical three step framework for achieving and measuring equality at work

Any organisation of any size and in any sector can follow the UKCAE Pathway, delivered online in conjunction with the Members Library. The UKCAE Pathway is affordable to organisations of any size. Membership per annum, costs as little as £15 per head, for a business of less than 25 employees, with the maximum fee being £14950 for organisations of 5000+ staff. For larger organisations the annual membership fee includes Step 1 training, audit and measurement.

The UKCAE Pathway has been designed with business in mind. It provides a structure that enables any organisation to implement equality at work, demonstrate behaviours and achieve measurable outcomes not seen before, leading to enhanced public reputation.

It is not a box-ticking exercise in equality, nor is it about political correctness. The UKCAE Pathway exists to help organisations meet the challenges of a rapidly changing population. It assesses and aligns practice and embeds equality at work.

The online UKCAE Pathway comprises:

- ➔ **Step 1** : awareness and understanding of equality;
- ➔ **Step 2** : an examination of current organisational practices and the identification of any discrimination; and
- ➔ **Step 3** : the implementation and measurement of change.

The UKCAE Pathway:

- ensures core organisational behaviour and practices have a common alignment, are joined up and inclusive;
- embeds knowledge and skills within the workforce;
- significantly reduces risk and potential cost of discrimination;
- assesses core areas of an organisation: employment, communication, goods and services, including procurement, built environment;
- uniquely incorporates a tool that measures and validates ongoing achievement;
- allows an organisation to develop its own solutions and optimise performance;
- allows an organisation to lead by example and enhance its reputation;
- benefits the organisation, the individual employee as well as customers and clients; and
- is independently audited at Steps 2 and 3 leading to the UKCAE Mark.

UKCAE is working towards recognition by UKAS to provide the public with trust and confidence that its members do what they say.



the UKCAE Mark

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