



Welsh Rugby Union

Equality, Diversity & Inclusion (EDI) Training

Evaluation Report
April 2023



COMMUNITY TRUST
At The Heart Of The Community

Registered Charity Number
1096222

About us

EDI Training, Education, and Support

We are an award-winning professional sports charity with extensive experience and a proven track record of successfully delivering tailored, leading edge EDI training, education, and support.

We have worked with a number of organisations from across the Sports, Public, Private and Charitable Sectors, including the EU, Home Office, FA, and the Institute of the Motor Industry.

Our Lead EDI Consultant, Dr Michael Seeraj, previously formed part of the influential EU Fundamental Rights Agency (FRA) programme examining exclusion and discrimination across the EU Member States, and is a former Chair of both the *London FA Inclusion Advisory Board*, and the *English Football League (EFL) EDI Leaders Forum*. He has also been recognised twice on the highly regarded *Football Black List* for his EDI work, alongside the likes of *Bukayo Saka*, *Raheem Sterling*, *Marcus Rashford*, *Lianne Sanderson*, *Patrick Vieira*, and *Vincent Kompany*.



“

“CACT always prove themselves to be one of the premier EDI training providers across Football and beyond...I would highly recommend CACT training in any environment”

Head of EDI, English Football League (EFL)

“[CACT EDI] exemplified everything that is right in EDI practice”

FA EDI Special Advisor to the Chair and CEO

”

Introduction

This Report presents the results of an evaluation of the equality, diversity and inclusion (EDI) Training programme delivered to the WRU Council and Board Members during April 2023. The EDI landscape is evolving faster than ever before, and it is crucial that organisations develop the knowledge, skills, and understanding in this moving, fast-paced environment. The purpose of the Training was to increase awareness and understanding of EDI, and to promote a more inclusive workplace culture, among both the WRU Council and Board Members.

Background

The training covered topics such as the importance and benefits of EDI, strategic EDI implementation, EDI operational delivery, and Unconscious Bias. The evaluation was designed to assess the effectiveness of the Training in achieving these goals. To this end, we collected feedback from participants through questionnaires, and analysed the data to determine the impact of the training on participants' attitudes and behaviours. In this report, we present our findings, including the overall effectiveness of the Training. We also provide recommendations for future Training and Strategic Development, based on our analysis of the data, and feedback received by the Trainer at the two sessions.

“

*“Excellent session – left with more confidence
and understanding”*

(WRU Council / Board Member, 2023)

”

The EDI Training

The training was specifically designed, developed and tailored to meet WRU needs i.e., it is **NOT** a 'one size fits all' approach.

We use a range of teaching methodologies, to incorporate different learning styles - this helps participants to achieve the best learning outcomes.

Course Outline

EDI

- EDI – Wider Context
- Define: Equality; Diversity; Inclusion
- Unconscious Bias
- Why is EDI Important (Impact and Benefits)?

EDI Business Case

- Demographic Trends

Responsibilities under the Law

- Equality Act 2010
- Protected Characteristics
- Unlawful Discrimination

The Importance of Language

- 'Banter'
- Microaggressions

The (in)Appropriate Use of Language

- Disability
- Race & Ethnicity

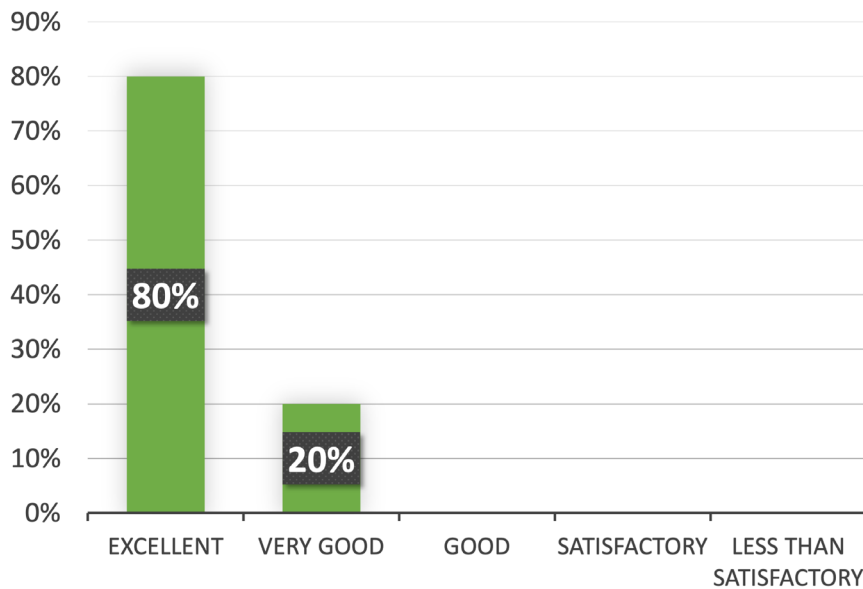
What we can we do

- Allyship
- EDI Strategy and Operational Delivery

Findings

Session 1
25th April 2023

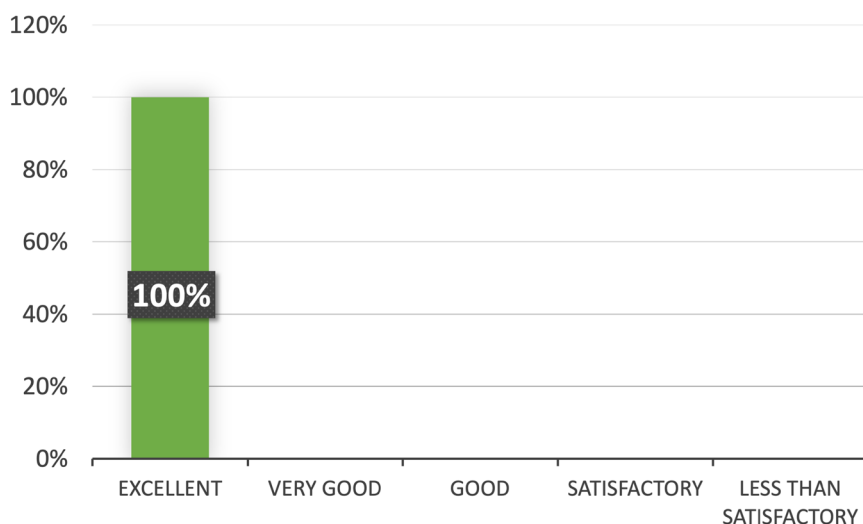
QUALITY OF TRAINING / DELIVERY



QUALITY OF VENUE AND FACILITIES



QUALITY OF TRAINER(S)



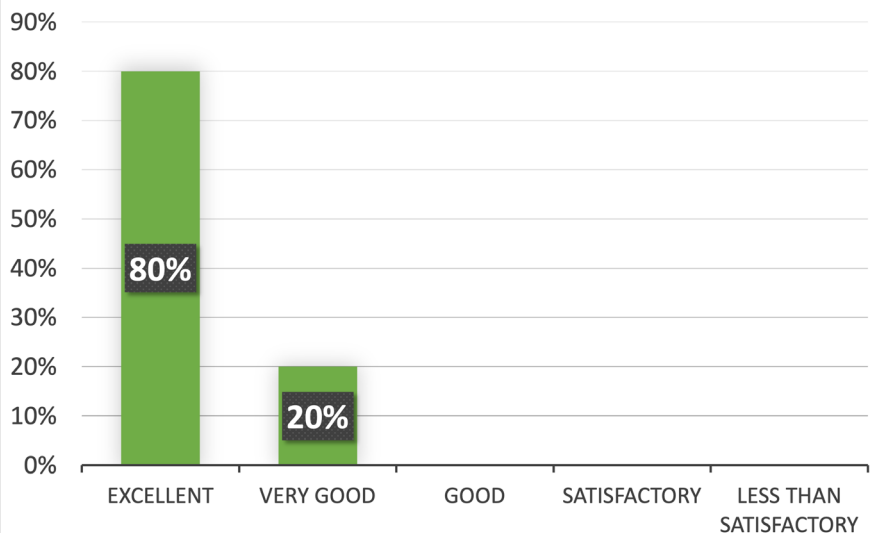
Findings

Session 1
25th April 2023

WORKSHOP / TRAINING ON OFFER



TEACHING METHODS



OVERALL EXPERIENCE



Participant Feedback told us the following:

What did you learn?

- *The importance of EDI*
- *Definition of EDI and correct language to use*
- *About equality and why it is important*
- *Different types of discrimination, and how it affects people and businesses*
- *Current thinking and acceptable behaviours*

— “ —

“Training needs to be continued across the organisation”

— ” —

How did it benefit you?

- *Learnt about unconscious bias*
- *Understand more about different groups and why language is important*
- *Understand how we should behave*
- *This is an ongoing subject that will require periodic updates*
- *Increased own awareness of discrimination*
- *Brought issues to the fore*

— “ —

“Understand more about EDI and why it is important”

— ” —

Additional comments

- *Would like more of this training*
- *Very good materials, very well presented*
- *Thoroughly enjoyable*
- *What should we do next?*

— “ —

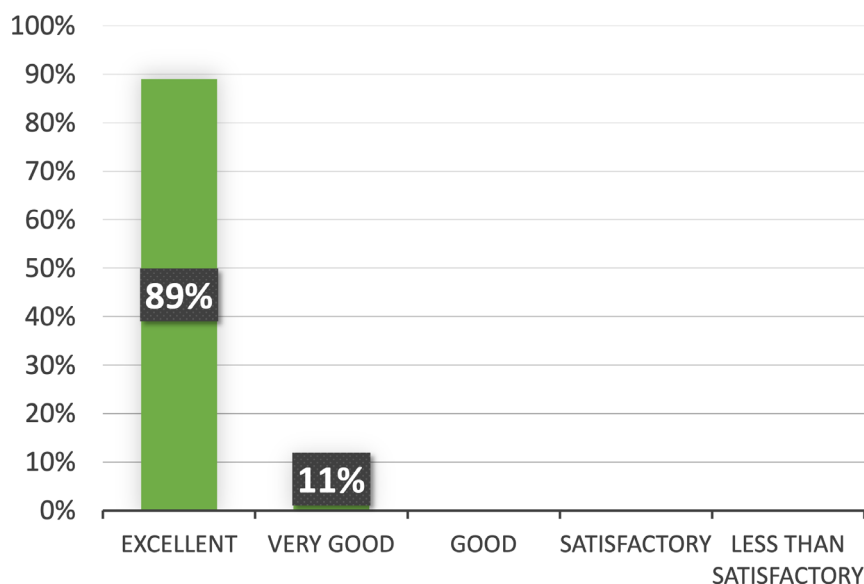
“Really informative, excellent training”

— ” —

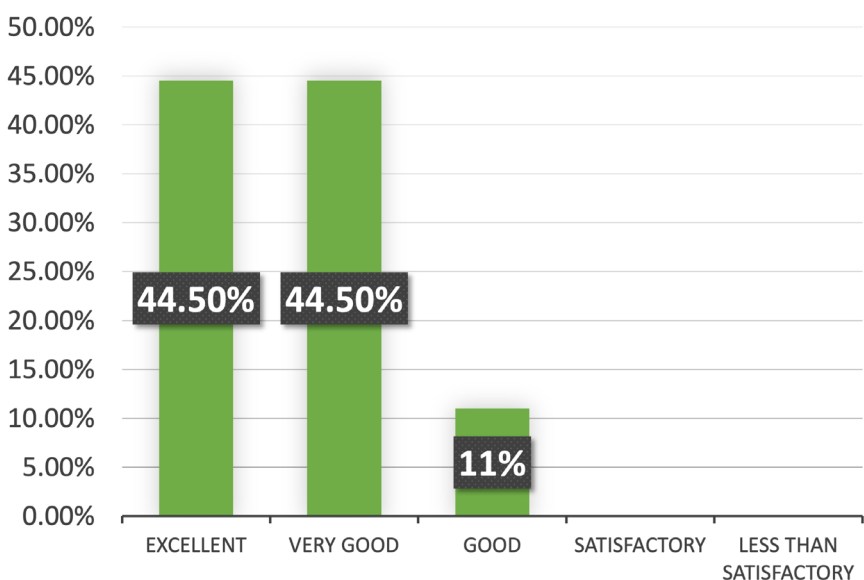
Findings

Session 2
26th April 2023

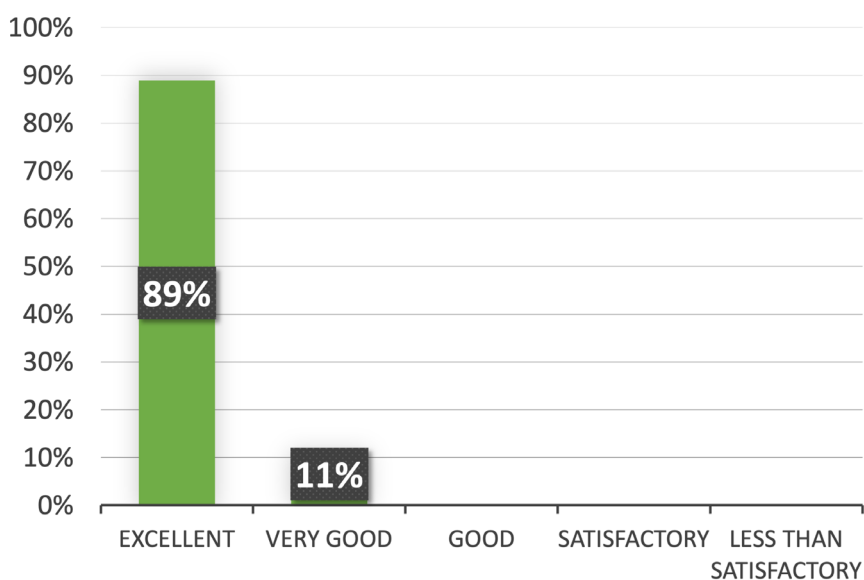
QUALITY OF TRAINING / DELIVERY



QUALITY OF VENUE / FACILITIES



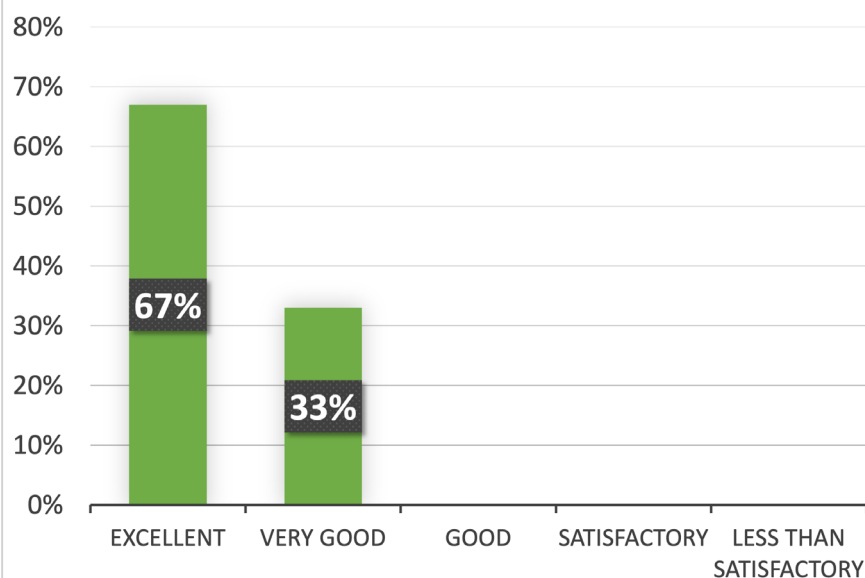
QUALITY OF TRAINER(S)



Findings

Session 2
26th April 2023

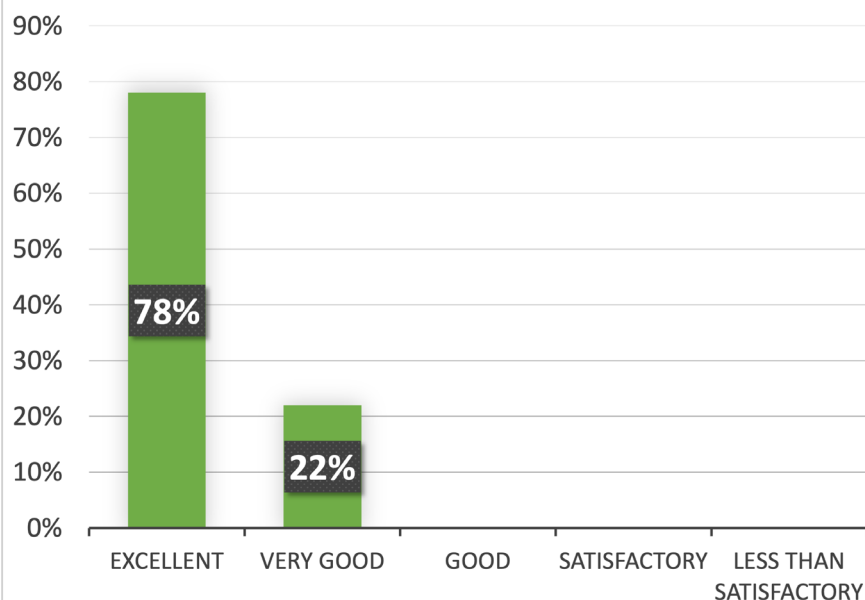
WORKSHOP / TRAINING ON OFFER



TEACHING METHODS



OVERALL EXPERIENCE



Participant Feedback told us the following:

What did you learn?

- *What EDI means*
- *Danger of unconscious bias*
- *Value of having an EDI strategy / impact of not having one*
- *Strategies and policies are key to the importance of inclusion*
- *Legal requirements*
- *Continuous training and education is needed*

— “ —
“The importance of EDI”
— ” —

How did it benefit you?

- *Learnt more about unconscious bias*
- *Importance of taking a lead and calling out unacceptable action*
- *Increased confidence in use of terminology*
- *Understanding of the expectations of leaders in an organisation*
- *Re-affirmed my commitment to change*

— “ —
“Taught me to think more broadly”
— ” —

Additional comments

- *Excellent session – left with more confidence and understanding*
- *Good use of videos to make points*
- *One of the best training sessions I have attended*

— “ —
“Really enjoyable and informative”
— ” —

Conclusion

In summary, our evaluation suggests that the EDI Training was an overwhelming success in increasing awareness and understanding of EDI issues among the WRU participants, and a valuable first step towards creating a more inclusive WRU organisational and workplace culture – which is a continuous process of learning, evolving, and growing. However, there is still much work to be done to ensure that these changes in understanding translates into changes in behaviour in the workplace.

We hope that this Report and our recommendations provide valuable insights, and key areas for future efforts on the WRU EDI journey. Based on our analysis of the data, we have three, key recommendations for future development:

1. EDI Training is made mandatory for all WRU members, employees, and affiliated Clubs and organisations - to support the WRU core business, achieve WRU strategic objectives, and enhance individual and overall performance
2. A targeted WRU programme of online, specialist EDI themed Webinars is established to further develop and extend professional knowledge and understanding. The focus should be on key, current EDI themes, e.g Understanding Microaggressions; Misogyny as Hate Crime; Race and Ethnicity: The Appropriate Use of Language; LGBTQ+ Inclusion
3. To embed and integrate a more inclusive workplace culture, a WRU strategic approach is developed (EDI Road Map), and translated into an EDI Action Plan (operational delivery)

“

“[Increased my] understanding of the expectations of Leaders in an organisation”

(WRU Council / Board Member, 2023)

”

CONTACT US



@CACT_EDU

Email us at:

michael.seeraj@cact.org.uk

Find out more about CACT at: **cact.org.uk**