



LEARN INTENT

PURPOSEFUL ACTIONS FOR TRUE ALLYSHIP

Equality, Diversity and Inclusion
Consultancy

Learn Intent - A Philosophy

Intent can be different to Impact – this is a philosophy we at **Learn Intent** center our work upon. Intent is the goal or purpose behind our actions and the impact is the way these are received by those we interact with. If we are not purposeful with our allyship to those from other cultures, some of which are marginalized communities, we are likely to run afoul of the intent of our actions being different to its impact. For many, the phrase ‘where are you really from?’ can be an innocent question borne of simple curiosity. For others it translates to a feeling of not belonging, not being accepted or at times racism. Helping organisations to understand these and many other nuances is a key part of our work.

Having inclusive teams is not just the moral thing to do, it also makes good business sense

- **Stronger financial returns**
- **Increased access to talent**
- **Smarter decisions**
- **More effective problem solving**
- **Enhanced innovation**
- **Better retention**

Our Mission

Learn Intent is committed to helping organisations build allyship amongst all its staff by teaching purposeful actions to achieve true inclusion.

We have over 20 years-experience working with NHS, local government and third sector organisations to provide excellent training, guidance and support to build a culture of allyship for true inclusion

Our Services

We help with personal and organisational development

Are you ready to create a workplace where everyone thrives?

Learn Intent empowers organizations to build a truly inclusive environment where every employee feels valued, respected, and empowered.

We offer tailored solutions to help you:

- **Develop an inclusive culture:** Our workshops and guidance help you understand and address unconscious bias, microaggressions, and systemic barriers.
- **Build strong allyship:** Equip your workforce with the tools to recognize and combat discrimination, fostering a culture of support and understanding.
- **Boost cultural competence:** We provide training that helps employees navigate diverse perspectives and effectively communicate across differences.
- **Reduce bullying and harassment:** Create a safe and respectful workplace where everyone feels comfortable speaking up and reporting issues.
- **Promote leadership and career progression:** We offer programs specifically designed to empower marginalized groups and provide them with the tools and opportunities to succeed.



- **Virtual & Face-to-Face Training Workshops on**
 - Microaggressions & Privilege
 - The Equality Act 2010
 - Allyship & Active Bystandership
 - Civility & Psychological Safety
 - Reverse & Reciprocal Mentorship
 - Coaching & Leadership Development
 - Career Progression for Marginalized Groups
 - Imposter Syndrome
 - And more!
- **Equality, Diversity & Inclusion (EDI) Policy Development:** Tailored to your organization's specific needs and legal requirements.
- **Guidance and Support:** Expert guidance on implementing effective EDI strategies, ensuring long-term impact.

Invest in an inclusive future that enables everyone to reach their full potential.

“ Hiring diverse talent isn’t enough—it’s the workplace experience that shapes whether people remain and thrive. ” - McKinsey



Talk to us today

Prices available on request.

Our prices will depend on the type of intervention you are looking to deliver. Discounts are available for multiple session bookings.

To submit an inquiry, email office@learnintent.co.uk and discuss your needs.

[[Website: LearnIntent.co.uk](https://www.learnintent.co.uk)] | [[Email: office@learnintent.co.uk](mailto:office@learnintent.co.uk)]