



BLUEPRINT FOR ALL CONSULTING

We help organisations translate Justice, Equity, Diversity and Inclusion commitments into leadership practice, organisational systems, and measurable outcomes.



Our approach:

Organisations today face increasing pressure to demonstrate meaningful progress on Justice, Equity, Diversity and Inclusion (JEDI) while maintaining performance, trust, and long-term sustainability. Many have clear intentions, yet struggle to translate commitments into organisational systems, leadership practice, and measurable outcomes.

Blueprint for All Consulting works alongside boards and senior leadership teams to embed inclusion as organisational infrastructure. Drawing on organisational psychology, research insight, and practical advisory experience, we support organisations to address complex structural challenges, strengthen decision making, and create environments where employee voice, equity, and performance can coexist.

Our work focuses on sustainable change rather than short term interventions. We partner with leaders to diagnose organisational barriers, align strategy and governance, and build the internal capability required to deliver lasting impact. Every engagement is designed to produce tangible outcomes, supported and owned by senior leadership.

Our guiding principles:

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Leadership Owned Outcomes

We accept projects focused on delivering tangible organisational outcomes, led and supported by senior leadership.

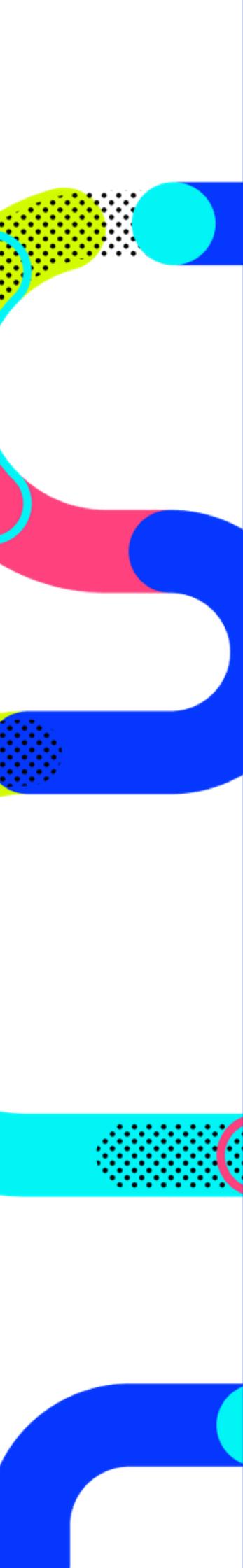
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Long-term Structural Change

We specialise in complex challenges requiring long-term systemic solutions rather than quick fixes.



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Strategic Advisory

How We Support Organisational Change

Our work combines research insight, organisational psychology, and practical advisory experience to deliver measurable organisational outcomes.

1 Strategy, Governance and JEDI Integration
Embedding inclusion within organisational strategy and decision-making.

2 Leadership Capability and Psychological Safety
Strengthening leadership practice and enabling constructive challenge and employee voice.

3 Workforce Systems and Talent Practices
Designing equitable recruitment, progression, and talent systems.

4 Organisational Development and Culture Change
Embedding inclusion through everyday organisational practice.

5 Research, Insight and Social Impact
Using research to inform strategy and support meaningful organisational change.

How we work with clients:

Our engagements follow a structured organisational change pathway, supporting leaders from initial diagnosis through to sustained implementation and review.



Organisational Challenges We Help Leaders Navigate

Organisations operate within complex workforce environments shaped by identity, expectation, and power dynamics. We support leaders to navigate these challenges with confidence and clarity, recognising the impact of all protected characteristics and the ways in which experiences intersect across identities.

Leadership and Psychological Safety

- Psychological safety and speaking-up cultures
- Allyship and leadership accountability
- Mental health and organisational culture
- Inclusive leadership and equitable decision making

Workforce Equity and Inclusion

- Race and ethnicity
- Gender equity and transition support
- Disability and neurodiversity inclusion
- Faith, religion and belief
- Sexual orientation and LGBTQ+ inclusion
- Age and intergenerational equity
- Addressing bias, discrimination and microaggressions

Workplace Change and Life Experience

- Caregiving and family responsibilities
- Socioeconomic background and access to opportunity
- Life transitions and workplace inclusion
- Social and cultural change in the workplace

Intersectionality and Organisational Practice

- Understanding how multiple identities shape workplace experience
- Moving beyond single-issue approaches to inclusion
- Embedding equitable practice across policies, systems and leadership behaviours

Our Impact:

Since 2011, Blueprint for All Consulting has supported over 200 organisations to address complex organisational and inclusion challenges. Working across sectors, we partner with senior leaders to design and implement strategies that strengthen organisational effectiveness, leadership capability, and equitable outcomes.

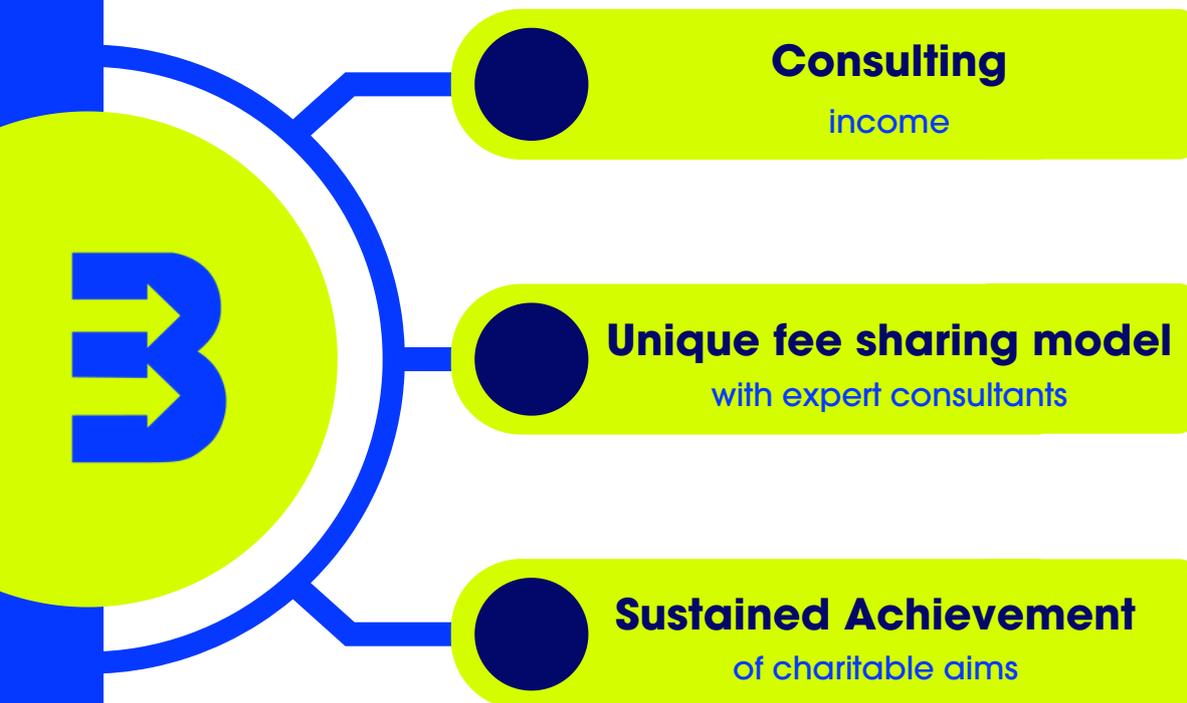
Our advisory work combines organisational psychology, research insights, and practical implementation experience, enabling organisations to move beyond intention towards measurable, sustained change.

Our work supports organisations to:

- Embed JEDI within governance and strategy
- Strengthen leadership decision-making and accountability
- Improve employee voice and organisational trust
- Deliver inclusion as a driver of performance and sustainability



Our Fees:



Our Approach to Engagement

Every organisation faces unique challenges. We design tailored engagements aligned to organisational context, scope, and desired outcomes. Fees are calculated on a case by case basis to reflect the depth of advisory support required and the value delivered.

Consultancy with Purpose

Blueprint for All Consulting operates as a not for profit consultancy. A proportion of consultancy income directly supports Blueprint for All's charitable mission to expand access to opportunity for young people from underrepresented backgrounds. By partnering with us, organisations receive senior level consultancy while contributing to long-term social impact.



**EMBEDDING INCLUSION.
STRENGTHENING LEADERSHIP.
ENABLING ORGANISATIONAL CHANGE.**

Blueprint for All provides organisational psychology-led advisory supporting leaders to build equitable, healthy and high-performing organisations.

Contact Us

 consulting@blueprintforall.org

 www.blueprintforall.org

 [Blueprint for All](https://www.linkedin.com/company/blueprintforall)

Blueprint for All is a registered UK charity.
Consulting income supports programmes expanding access
to opportunity for young people from underrepresented backgrounds.