

DIVERSITY & INCLUSION

AAB **PEOPLE**

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Promoting and supporting diversity in the workplace is important however, in order to properly benefit from a diverse workforce, it is key that an inclusive environment exists, where everyone feels able to participate and that their contributions and opinions are valued.

The Equality Act (2010) sets the minimum standards for diversity but in order to have a truly diverse and inclusive work environment, it is important to ensure that the diversity and inclusion strategy is adding value and contributing to employee wellbeing and engagement.

What are diversity and inclusion?

Diversity and inclusion are often interlinked but in reality, they are very different from one another.

Diversity is about recognising differences and acknowledging the advantages of a range of perspectives within the organisation, both for decision making and for ensuring the workforce is representative of the organisation's stakeholders.

Inclusion is about how well these differences are valued and how well an organisation integrates the opinions of people across all areas of the organisation.

An inclusive workplace should have fair policies and practices in place that enable a diverse range of people to work together in an effective way.

How can you achieve diversity and inclusion in the workplace?

One of the key challenges to achieving diversity in the workforce is unconscious bias that is present in hiring decisions. One action that can remedy this is to expand recruitment searches in order to widen the candidate pool and attract a more diverse range of candidates.

To do this, you could:

- Review job adverts and role specifications to remove gendered or other biased wording
- Review talent attraction methods, including recruitment web pages and other branded resources.
- Examine recruitment data to understand how diverse the talent pool is at each stage of recruitment

To create a more inclusive workforce, it is important to remember that a standard 'one size fits all' approach may not be fair and equal for everyone. Differences can be visible things but also include non-visible things such as background, culture, personality and work style. Therefore,

Some key areas that can enhance inclusivity are:

- Access to flexible work – consider whether jobs allow flexibility or whether they can be designed to be flexible
- Ensure policies are applied in a way that is consistent and fair, while still being flexible to support the needs of individuals and of the organisation.
- Review existing data on factors such as pay and progression or collect data to understand whether employees perceive the organisation to be inclusive and to identify barriers to progression.

GET IN TOUCH

If you have any questions, or would like further support, please get in touch with Georgia Wilson by calling 0141 221 2984 or by email at georgia.wilson@aab.uk.

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Benefits of a diverse and inclusive workforce

Building an inclusive and diverse workforce is not only beneficial for the financial sustainability of organisations and economies. It has also been shown that a diverse and inclusive workforce enhances a sense of belonging among employees, and subsequently improves team performance.

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