

Leaving no-one behind: making workplaces and working arrangements more inclusive

Here are a few things your organisation can do to help make your workplace more inclusive...

Encourage genuine connections and open dialogue so staff feel able to express their needs.

Make D&I a priority, as much as business targets and values.

Track diversity data and how this relates to career progression (especially for under-represented groups).

Use staff engagement to gather ideas and input.

Engage in active management:

Speak with staff about how they are getting on and their ambitions, rather than waiting to be told.

When scheduling a meeting, rather than imposing a time, use a poll so staff can express what time works best for them.

Keep accessibility at the forefront of office design. Consider gender neutral toilets, quiet spaces and prayer rooms.

Adopt direct and open communication between senior management and staff. This will help junior members to have the confidence to reach out to their supervisors.

Encourage community and connection through things like inclusivity/affinity groups, chat outlets, social groups and sports teams which are inclusive and open to all.

Maintain flexibility, even if there are policies. We all demonstrated flexibility and collaboration during the pandemic, so let's continue this.