

# INCLUSIVE TOP50 UK EMPLOYERS



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WE RECRUIT **IN COLOUR**

# 2020/2021 REPORT



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## INCLUSIVE COMPANIES

Equality, Diversity & Inclusion for All



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## FOREWORD

This is the fifth year we have published the Inclusive Top 50 UK Employers List, which has now become the premier cross industry index harnessing best practice and innovation to drive inclusion for all.

This year, more than any other, Inclusive Companies have seen a shift in the inclusion approach of organisations participating in the Inclusive Top 50 UK Employers List. The disruption of Covid-19 followed by the impact of the Black Lives Matter Movement has truly shone a light on the power of inclusive leadership and prompted employers to examine inadequacies internally. Companies featured on this year's list have felt the importance of ensuring individual voices are heard and standing up as responsible employers against inequality, injustice and intolerance.

The topic of diversity, equity, and inclusion (DEI) has become a focal point for major organisations across the globe. The most prosperous employers understand the value of harnessing diverse talent and are taking action to ensure their company is not left behind in the quest to become fully inclusive. Those that ranked on The Inclusive Top 50 UK Employers List 2020/21 have embarked on their journey of advancement and have made great strides to become an inclusive workplace where everyone feels empowered to be the absolute best, they can be.

This list presents UK companies who are integrating an inclusive culture right from the top of their organisations – No one size fits all, and the breadth of initiatives is a reminder of the importance in innovation and diversity of thinking for all employers. It is clear that no organisation is fully inclusive, and there is still a lot of work to be done, but we are proud of the organisations that have highlighted their failings and are making tangible change through action, to ensure they continue to progress and evolve in the D&I space.

For the first time ever, a public sector organisation featured at 1st place on the list, with University Hospitals of Morecambe Bay NHS Foundation Trust (UHMBT) ranking above all other employers. A robust survey submission showed the Inclusion and Diversity agenda at UHMBT continues development at a massive scale in line with its Board approved strategy. Looking at the impact of Covid through an inclusion lens has been a real opportunity for them to engage with and support staff to really make a difference to their lives.

The Top 50 represents the ripple effect that organisations are making on not only their own people, but society as a whole. The following report has been developed from surveys completed for The Inclusive Top 50 UK Employers List throughout 2020; a definitive index focusing on representation not just across their overall workforce, but at management, senior, executive and board level.

In this report, we set out to understand the current state of D&I in the workplace. Collating data from Inclusive Top 50 UK Employer participants, our researchers have leveraged data representing over 350,000 employees across the nation. As the number of companies participating in the Inclusive Top 50 UK Employers List continues to increase, the following report investigates the effect this has on statistics compared to previous years. Now, as we reveal our revelations, Inclusive Companies explores key trends and data across two years, providing an insight into the progress that has been made, as well as the areas where there is still much to be done.

**Paul Sesay**

Founder & Chief Executive



**Precedent Group**  
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# INCLUSIVE TOP 50 UK EMPLOYERS

## 2020/2021 Report



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### THE INCLUSIVE TOP 50 UK EMPLOYERS LIST 2020/21

01



University Hospitals of Morecambe Bay NHS Trust

02



West Midlands Police

03



UK Power Networks

04



Lancashire Constabulary

05



The Calico Group

06



West Midlands Fire Service

07



Auto Trader UK

08



Inspire North

09



Bupa Global & UK

10



Mitie

11



Nielsen

12



Cheshire Constabulary

13



Touchstone

14



St James's Place Wealth Management

15



UK House of Lords

16



Northumbria Police

17



Moneysupermarket Group

18



Capgemini

19



Lancashire Teaching Hospitals NHS Foundation Trust

20



West Yorkshire Police

21



Leeds Community Healthcare NHS Trust

22



Northern Care Alliance NHS Group

23



E.ON

24



Midland Heart

25







West Midlands Combined Authority





## THE INCLUSIVE TOP 50 UK EMPLOYERS LIST 2020/21

|    |   |  |
|----|---|--|
| 26 |       | Financial Services Compensation Scheme               |
| 27 |      | TalkTalk   |
| 28 |      | Morgan Sindall Infrastructure                        |
| 29 |     | Allianz Insurance                                    |
| 30 |    | MSD  |
| 31 |       | Anglo American                                       |
| 32 |      | St Mungo's   |
| 33 |     | Durham Constabulary                                  |
| 34 |    | The Royal Orthopaedic Hospital NHS Foundation Trust  |
| 35 |    | Yorkshire Building Society                           |
| 36 |     | Lancashire & South Cumbria NHS Foundation Trust      |
| 37 |    | Hastings Group Holdings plc                          |
| 38 |    | Royal Institute of International Affairs             |
| 39 |   | Blake Morgan LLP                                     |
| 40 |  | Derwent FM   |
| 41 |     | Avon & Wiltshire Mental Health Partnership NHS Trust |
| 42 |    | Kantar   |
| 43 |    | Hitachi Capital (UK) PLC                             |
| 44 |   | St Gemma's Hospice                                   |
| 45 |  | Jardine Motors Group                                 |
| 46 |    | Electromponents                                      |
| 47 |    | BLM Law  |
| 48 |    | Government Commercial Organisation                   |
| 49 |   | Southern Water                                       |
| 50 |  | The British Army                                     |



## THE INCLUSIVE TOP 50 UK EMPLOYERS 2020/21 TESTIMONIALS

### **PROFESSOR AMANDA KIRBY | INCLUSIVE TOP 50 UK EMPLOYERS JUDGE CEO OF DO-IT SOLUTIONS**



"Thank you so much for this wonderful opportunity to gain an insight into a number of companies across the UK who are taking the concepts of diversity and inclusion in the workplace and are demonstrating inclusive practice in a variety of ways. It was a pleasure and an honour to read through their evidence of the activity they are doing to show real commitment.

Some of the leaders in the UK are doing some amazing 'outward facing work' reaching communities and making a tangible difference to the lives of their customers and supply chain. Some organisations are also more mature in their approach to neurodiversity and are excitingly considering neuro-inclusive recruitment, developing workplace champions, and setting up effective networks and peer mentorship schemes.

It was interesting to note for some organisations they are at the beginning of their journey understanding and considering neurodiversity within their diversity and inclusion agenda. I look forward to seeing their progress and increased maturity in the coming years. It is exciting to see a few excellent companies who are truly going one step further and delivering intersectional and integrated inclusive people-centred approaches and they should be rightly proud of the work they are doing."

### **JITEN PATEL | INCLUSIVE TOP 50 UK EMPLOYERS JUDGE CONSCIOUS INCLUSION SPECIALIST**



"This year, the world was rocked by Covid19 and the senseless killing of George Floyd. Companies are talking about Diversity and inclusion more than ever and, of course, it is incredible to see the efforts organisations are making to create a culture of inclusion. It is clear that the organisations where leaders are fully engaged are making significant strides."

### **TOBY MILDON | INCLUSIVE TOP 50 UK EMPLOYERS JUDGE DIVERSITY & INCLUSION ARCHITECT**



"2020 has been a year of unprecedented changes and societal impact – an acceleration in ethnicity with Black Lives Matter, disproportionate impact of the coronavirus on certain members of our society and organisations now embracing remote or flexible working because they have been forced to change. This has been a challenging year for all businesses and has taken a personal toll on individuals. But the more diverse businesses will bounce back from this faster and harder than homogenous businesses. Make sure you are ready.



## THE INCLUSIVE TOP 50 UK EMPLOYERS 2020/21 TESTIMONIALS

### **SAMANTHA BUDD FRSA**

**CONSULTANT, BOARD ADVISOR, DIRECTOR OF NATIONAL UNION OF STUDENTS UK (INTERIM)**



"As we start to understand the role that employers have in contributing to the creation of a fairer society, we understand the importance of recognising and celebrating excellence in the field of Inclusion and diversity. I believe that the traction that these awards are making across all sectors, sizes and types of organisations is extraordinary. Inclusive Companies shine a light on this important agenda and encourages us as business leaders to step up and ensure that we are playing our role and making a difference."

### **GRAEME K WHIPPY MBE | INCLUSIVE TOP 50 UK EMPLOYERS JUDGE DISABILITY CONSULTANT**



"I was most impressed by those companies who were actively promoting a broad view of inclusion, including disability and age, or who were clearly working to that end. By doing so they showed they had knowledge and commitment to diversity in its widest sense and were often involved in many more community groups and activities as a result."





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## Setting the precedent for recruiting diverse and inclusive talent.

Precedent Group delivers a portfolio of recruitment services with a particular focus on diversity and inclusion. We work with progressive, forward thinking organisations to enable them to capitalise on the competitive advantage of building and maintaining a diverse workforce. We harness our expertise and network to create and deliver future facing talent for the modern world.

Thinking differently is in our DNA and we believe that all candidates regardless of their background, ethnicity and gender should be represented in a manner in line with their skills and abilities. We work with all our partners to fully understand their requirements and hiring practices to seamlessly match talent into their business.



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## THE INCLUSIVE TOP 50 UK EMPLOYERS 2020/21 REPORT

### BEST PRACTICE FROM THE UK'S MOST INCLUSIVE EMPLOYER:

#### UNIVERSITY HOSPITALS OF MORECAMBE BAY NHS FOUNDATION TRUST



Last year, University Hospitals of Morecambe Bay NHS Foundation Trust (UHMBT) were the highest-ranking public sector organisation on the List. Building on that momentum and with numerous resources devoted to Diversity & Inclusion (D&I), it is no surprise that for the first time ever they have ranked 1st on The Inclusive Top 50 UK Employers List 2020/21.

UHMBT provides community and hospital services across the Morecambe Bay area, an area covering a thousand square miles from Millom, across south Cumbria and covering Lancaster, Morecambe and North Lancashire. It operates the three hospital sites - Furness General Hospital in Barrow, the Royal Lancaster Infirmary and Westmorland General Hospital in Kendal, as well as numerous community healthcare premises across the area. They provide integrated hospital and community services, as well as working with partners across nine Integrated Care Communities in the area, grouped around GP Practices.

They have made significant progress in striving to become 'Effortlessly Inclusive'. Ensuring the best possible experience for colleagues and patients is at the heart of their Inclusion and Diversity Strategy – understanding and learning from current lived experience, to make improvements that are far reaching and make a real difference to people in their communities. UHMBT has a number of procedures to help staff understand the organisations commitments to equality of opportunity, which starts on the employee journey even before they begin in post. They have a public facing webpage for Inclusion and Diversity which enables staff and patients to understand how seriously they take equality and diversity. On that page are their annual reports for inclusion and various action plans together with their overall 5 year 'Towards Inclusion' strategy (2016-2021), as well as monthly inclusion newsletters and information about inclusion networks.

Following on from the recruitment process, their corporate induction which is mandatory for all staff, covers information and contact details for their inclusion networks for colleagues (covering BAME, LGBT+, Gender, Forces, Respect, Personal Fair and Diverse champions and Carers) and a Network for Inclusive Healthcare. In addition, they have a mandatory Equality and Diversity training course, which is essential to all roles that staff complete every three years.

In partnership with CETAD at Lancaster University, the Trust has developed a half day Inclusive Behaviours workshop. Over 1,600 staff have attended since September 2018. As well as threading inclusive behaviours and leadership themes throughout internal leadership development programmes, a new Inclusive and Compassionate Leadership Programme is underway – being delivered virtually due to the pandemic.

UHMBT have a monthly inclusion and diversity publication, which pulls together updates from the inclusion networks and also any wider communications which contribute to this agenda. The newsletter is distributed directly to inclusion network members and this publication is also directly linked to the Trust wide newsletter which is circulated to all staff. The Trust also features a weekly 'Friday message' from the Chief Executive and this regularly includes a news update on an area of the Inclusion and Diversity work programme.

As well as the national Workforce Race Equality Standards, the Gender Pay Gap reporting and the NHS Equality Delivery System, the trust have developed their own local Disability (replaced last year with the national NHS Workforce Disability Standard) and Sexual Orientation workforce metrics. Their network of 15 RESPECT Champions provide advice and support to staff regarding bullying, harassment and incivility related issues, having received bespoke training including an equality related module.





## 2020/2021 Report



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In May 2018, the Careers & Engagement Team were approached by Brian Evans (Lead Nurse for Learning Disabilities, Autism and Complex Needs) and Dianne Smith (Matron for Dementia) to design a programme which would upskill young people with learning difficulties and give them the opportunity to gain work experience within the hospitals at UHMBT. The first of its kind locally in the NHS, this programme has been developed in conjunction with the Right2Work team at the Oaklea Trust. The Supported Internship programme is a DfE approved scheme for young adults aged between 16 and 24 years with an Educational Health Care Plan. The aim - to offer a 'hands on' approach and to support each learner to integrate into the world of work.

The #thisisme project has been successfully implemented across acute hospital wards. The idea was developed by a UHMBT colleague who had a family member admitted to Furness General Hospital. "This is me" project is an initiative to help bring a personal and comforting touch to patients care and their families experience while in hospital. Relatives are encouraged to bring a photograph of their loved one which is placed in a frame behind the patient's bed to encourage conversations both with the patient and their family to learn more about them as an individual.

UHMBT were one of the 200 hospitals who launched a dedicated scheme that support lesbian, gay, bisexual and transgender (LGBT+) patients. The Rainbow Badge Scheme was introduced as a way to demonstrate that UHMBT and Bay Health and Care Partnership (BHCP) are open, non-judgemental and inclusive places for people that identify as LGBT+. UHMBT have linked this scheme with its LGBT+ Awareness training and allies programme, developed and delivered in partnership with a local LGBT+ organisation, Renaissance.

UHMBT's Youth Forum has been created to give 11-18-year olds the opportunity for their voices to be heard. Working together with healthcare professionals they want to improve the experiences of other Children and Young People who access services in hospital and the community.

Following a successful pilot of a new way of providing language including British Sign Language interpretation services in their ED department at FGH, the Trust has now been implemented across other sites. The service offers spoken and visual communication to reduce the risk of misunderstanding by capturing body language and facial expressions to read visual cues. InSight® video remote interpreting (VRI) empowers clinical staff to provide outstanding service and exceptional care, on-demand, to the Limited English Proficient and the Deaf and Hard-of-Hearing through the power of video interpreter.

The Inclusion and Diversity agenda at UHMBT continues development at a massive scale in line with its Board approved strategy. With focus and leadership at all levels it involves staff across the organisation. Of particular importance in truly embedding inclusion and diversity in everything they do is skills development for staff – with significant investment through the roll out of the new Inclusive Behaviours and Leadership Programme and dedicated resource for the Becoming Anti-Racist Board sponsored transformation programme. Looking at the impact of Covid through an inclusion lens has been a real opportunity for them to engage with and support staff to really make a difference to their lives.

The UHMBT approach is about learning from evidence based best practice, and actively seeking out and listening to the lived experience of staff and service users to make improvements and become an organisation that is a Great Place to be Cared For; Great Place to Work for every individual.



## THE INCLUSIVE TOP 50 UK EMPLOYERS 2020/21 REPORT

### WEST MIDLANDS POLICE

**Ranked No.2 – 2020/2021**

A robust submission from new entry West Midlands Police (WMP) has seen the second largest force in the country rank second in the 2020/2021 Inclusive Top 50 UK Employers List, in recognition of its continued dedication to workplace diversity.

Covering an area of 348 square miles and serving a population of almost 2.8 million in one of the most diverse areas of the UK, West Midlands Police employ over 11,000 Police Officers and Staff. The region sits at the very heart of the country and covers the three major centres of Birmingham, Coventry and Wolverhampton. It also includes the busy and thriving districts of Sandwell, Walsall, Solihull and Dudley.

The West Midlands is an area rich in diversity, with 18 per cent of its population from ethnic minority backgrounds. Against this backdrop, the force deals with more than 2,000 emergency calls for help every day, as well as patrolling the streets and responding to incidents 24-hours-a-day, seven days a week.

In 2017, as part of their 2020 strategy, WMP took the decision to significantly invest in their diversity and inclusion function to help them deliver a more ambitious agenda and achieve their challenging goals around diversity and Inclusion. In June 2018 they launched their inclusion strategy, 'Inclusion from the Inside out' which features four key themes:- Fair Representation, Inclusive culture, Inclusive Leadership, Inclusive services. The department is unique in that it covers D&I specialists and Fairness in Policing specialists aiming to increase legitimacy with diverse communities.



Evidence of their progression has been showcased through a number of initiatives and projects. They recently launched a new Equality Assessment process after consultation with staff support associations, and external training inputs are on-going to ensure that those completing Equality Assessments are aiming for best practice rather than meeting legal compliance. West Midlands Police uses positive action to encourage under-represented communities to apply for a career in policing. Every colleague joining West Midlands Police undergoes an induction to the organisation which includes all areas of Diversity and Inclusion awareness training.

Their Workforce Strategy reports enable employees to look at their department makeup, with monthly updates being available to all within WMP. They constantly review their new employee and student officer uptake and are working hard to meet the challenge set by the Office of Police and Crime Commissioner of recruiting 1000 new BAME recruits within the next year. Previously questions and scenarios testing D&I experience and cultural competence have been used in promotion processes. They are now going a step further with the launch of their new talent management process where each employee has a D&I objective set for them.

West Midlands Police offer dedicated discovery and inclusion days, providing bespoke support for those applicants who have protected characteristics. They operate 'blind interviewing' where candidate details are unknown until after the selection decision is made. Those who are undertaking selection activity (interviews and assessment centres) have completed unconscious bias awareness training.

There is an extensive employee resource network and a large number of staff associations, who provide proactive buddying and mentoring to diverse candidates. WMP showcase the work that their staff associations do during the recruitment stage, so that candidates are aware of the support network and facilities available to them when they join.

To ensure consistency and no bias in the process, the Positive Action Team and Employee Resource Network are included in decision making around background checking. For all of marketing material around recruitment, WMP ensure the images they use represent the people living in the communities they serve and include a range of diverse role models from different backgrounds.



## THE INCLUSIVE TOP 50 UK EMPLOYERS 2020/21 REPORT

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**Ranked No.2 – 2020/2021**



Last year, WMP invested a significant sum of money to commission an external organisation to enhance their understanding of their communities and the best marketing approaches for them. The company conducted ethnographic interviews with diverse community members and provided analysis of not only different ethnic groups perceptions of policing but overlaid with socio-economic categories with recommendations about what messages would appeal and how to market to different groups. This work led to the revelation of the inner purpose of their organisation and launch of the new Force strategy 'This work matters'.

West Midlands Police offers a wide range of diversity training to all of its employees such as 'Disabled adventures in customer service', 'The impact of micro behaviours' and 'Supporting trans and non-binary people at work'. They hold regular workshops on reasonable adjustments, Mental Health, Wellbeing, Stress management and their Chaplaincy service has provided a training package for officers on the frontline regarding how different cultures may react to a Police Officer visiting, and how to respect the inhabitants beliefs and religious activities when they attend someone's home.

Their new BSL video translation service will enable the deaf community to contact WMP directly through a link on their website where they can speak with a BSL interpreter directly who will then relay their message to the call handler facilitating a conversation. This technology will soon also be available in their front offices and on Frontline officer and staff mobile devices enhancing their ability to communicate through BSL.

The WMP Disability Staff network regularly holds training and awareness inputs on a wide range of health conditions to help supervisors and colleagues to understand these conditions better and the effect they may have on a colleague. Sessions are being held by a full time reasonable adjustment officer on how adjustments can support colleagues at work. Over the last 12 months WMP and staff networks have carried many events such as Women in Policing, Dyslexia awareness, and National prayer day. Their Women in Policing and LGBT+ network are planning a joint event which will specifically look at intersectionality and how working practices such as flexible working can help colleagues with their work life balance.

During Covid-19 WMP Sikh Association has worked to design and provide Sikh friendly face coverings for colleagues. They have also provided face coverings with a clear panel to enable colleagues who lip read to be able to communicate easily, as well as face coverings that connect around the back of a person's neck for those who use hearing aids finding face coverings with ear loops difficult to secure.

It is clear that West Midlands Police firmly believe that inclusion underpins every part of their organisation, this is at the heart of their organisation policies and procedures they are focusing on organisational wide strategies that will help to ensure they take full responsibility for their progress on inclusion. In the UK they have a very special and largely unique policing model whereby they police with the consent of the public, this is not possible unless they have the trust of the public and to maintain that trust they strive to have a police force that reflects the public they serve.



## THE INCLUSIVE TOP 50 UK EMPLOYERS 2020/21 REPORT

### UK POWER NETWORKS

**Ranked No.3 – 2020/2021**

Back in 2018/19, UK Power Networks ranked 16th in the Inclusive Top 50 UK Employers List. However, their comprehensive package of D&I initiatives has this year secured them a place as the UK's third most inclusive employer, demonstrating significant improvement across the organisation.

UK Power Networks is the country's biggest electricity distributor, making sure the lights stay on for more than eight million homes and businesses across London, the South East and the East of England so that over 18 million people are able to stay connected and go about their daily lives.

The company continues to be listed in the Sunday Times' Top 25 Best Big Companies to Work For, listed in the top 10 for the past two years. They are also the first Distribution Network Operator to be awarded the National Equality Standard (NES) accreditation and were awarded Platinum by Investors in People (IiP), an accolade held by just 2% of the 15,000 companies worldwide that participate in IiP.

They invest more than £600 million in its electricity networks every year, offering extra help to vulnerable customers at times of need, and are undertaking trials to ensure that electricity networks support the transition to a low carbon future.

This year marks UK Power Networks 10th Anniversary and its commitment to Diversity and Inclusiveness, as one of their six founding values, has never been stronger. Supporting and protecting their diverse workforce and customers has been paramount in their response throughout the Covid-19 pandemic.



All UK Power Network employees continued to receive full pay, including those who needed to self-isolate, take care of children, and/or assume a caring role. They placed flexible working at the heart of their approach and invested significantly in provisions to support employees, including daily videos and question and answer sessions with employees via their online social media platform. During this time they have increased efforts around wellbeing, mental health and diversity through a series of webinars and resources by working with external partners.

Since their previous submission, UK Power Networks have continued to move at pace to implement their commitments to drive meaningful change that benefits their employees. This year they introduced new Equality, Diversity and Inclusiveness (EDI) training framework to ensure all staff receive the appropriate training by role type. Their new D&I Strategy: Everyone Matters uses a different approach; the strategy will look at managing bias throughout the employee lifecycle (including Attract and Recruit, Learn and Develop, Communicate and Engage, Reward and Recognition, Retain and Exit), and places more of a focus on their business divisions rather than just at the overall company level.

Understanding the diverse needs of their employees and their lived experience at UK Power Networks is critical to devising an effective D&I strategy. As a result, they partnered with external experts Business in the Community (BITC) to conduct listening circles with employees. Eighteen sessions took place in September covering a variety of diverse characteristics. This year they also launched a new Count Me In campaign which aims to encourage employees to disclose their diversity data.

UK Power Networks continue to review their recruitment process, which includes Blind CV's for early career roles, gender neutral job descriptions, and partnering with key organisations such as Scope and the Association of BAME engineers.

During National Inclusion Week in 2018, UK Power Networks launched its EMPower Community pulling together disparate employee networks under a central umbrella with the key aim of accelerating equality and inclusion within UK Power Networks. Since launching, they have surged from 35 passionate members, to over 211. In less than two years the community has celebrated 17 EMPower events covering a range of awareness days and undertaken over 20,000 engagement points with the business on diversity and inclusion.





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### UK POWER NETWORKS

**Ranked No.3 – 2020/2021**

This year the EMPower Community, introduced a series of “DiversiTea” webinars aimed at keeping staff connected during the pandemic.’ Nine DiversiTeas sessions were delivered in partnership with various internal and external partners, including the Head of Employee Relations, Business in the Community (BITC) and the Women’s Utilities Network (WUN). The DiversiTeas looked at topics such as inclusion in a crisis, the gender pay gap, intersectionality and allyship, STEM ambassadors, and understanding privilege to name a few.

Last year, their Working Well programme successfully facilitated the training of over 200 employees as Mental Health First Aiders, senior executives took part in a Mental Health Awareness course, and the organisation produced a series of powerful videos depicting UK Power Networks’ employees opening up about their own struggles with mental health. This year, building on this success, UK Power Networks turned their attention to equipping managers with the knowledge and skills they need to effectively manage mental health in the workplace. To support managers who may have employees who may be struggling with poor mental health they launched new Managing Mental Health ELearning. 70 managers have completed the ELearning to date.



UK Power Networks have more than 100,000 people on their Priority Services Register who are deaf or hard of hearing. The organisation has retained its Action on Hearing Loss Accreditation “Louder Than Words Charter” – a nationally recognised accreditation that demonstrates UK Power Networks are striving to offer excellent levels of service and accessibility for customers and employees who suffer from hearing impairment.

Since the Gender Pay Regulations were introduced in 2017, there has been a 2.73% improvement in 3 years of UK Power Networks Median Gender Pay Gap, which demonstrates that UK Power Networks are making stepped improvement on their Gender Pay Gap. An example of how UK Power Networks intends to continue progress with this is their plans to incorporate additional managerial support into their Maternity Policy, prior to and on their return to work by implementing a buddy system or parental-specific coaching.

UK Power Networks has run a mentoring programme since 2015 and started a review of recently which will bring together and formalise all mentoring opportunities for apprentices, graduates, staff participating in the engineering development programme, the Leadership Academy as well as those with development plans and career aspirations. The Inclusion Survey results highlighted the need to provide support specifically to women and BAME employees and increase focus on these communities.

This year has seen sustained focus and significant growth in UK Power Networks’ D&I activity. It is evident that UK Power Networks feels a responsibility to ensure that D&I continues to be a key focus area, not just among their employees but also more widely among the communities they serve as a respected corporate citizen. They have worked hard to evolve their traditional culture in the engineering industry to understand and embrace inclusion.

Its diversity and inclusiveness journey is continuous, there will always be work to do, but UK Power Networks are making progress year on year and is committed to always strive to access and nurture a diverse workforce.





## THE INCLUSIVE TOP 50 UK EMPLOYERS 2020/21 REPORT

### LANCASHIRE CONSTABULARY

**Ranked No.4 – 2020/2021**

For the first time ever, Lancashire Constabulary have reached the top 10 on the 2020/21 Inclusive Top 50 UK Employers List, coming in at 4th place. Founded in 1839, Lancashire Constabulary covers some 2,000 square miles. The county has a population of nearly 1.5 million with a wide range of communities, all with varying policing needs. They have 3028 Police Officers, 2549 Police Staff – of which 277 are Police Community Support Officers and 180 Special Constabulary Officers, Police Cadets and Community Volunteers.

Their mission is 'to keep people safe and feeling safe and to be trusted, to consistently deliver a competent and compassionate service twenty-four hours a day, seven days a week'. Underpinning this is College of Policing's code of ethics which has been adopted by Lancashire Constabulary to ensure that the police service provide a service that is honest, fair and ethical. They strive to maintain diversity and inclusion with honesty and integrity and for all staff to be able to challenge and report improper conduct.

Lancashire Constabulary are a leading force when it comes to looking after its staff and this is reflected in their wellbeing ethos locally and nationally. As an organisation, they recognise that inclusion, wellbeing and engagement both internally and externally are intrinsically linked. Their nationally recognised Wellbeing strategy is firmly linked to their approach to inclusion and is built upon the identified key drivers for staff wellbeing, work/life balance, mutual respect, feeling valued, inclusion, purpose and development.



Lancashire Constabulary is a police force that leads by example with its senior leadership at the forefront which allows staff to reach out for help or support whenever they need it. The Deputy Chief Constable holds bi-monthly meetings with the executive representatives from all staff network executives to ensure that he personally understands any singular or intersectional issues that may need addressing.

Lancashire Constabulary have a history of effective and open staff engagement across the Constabulary both through its internal BUZZ open conversation forum and internal BUZZOMETER staff surveys. Both are incredibly comprehensive and serve as a measurement tool to enable them to understand their organisational culture and areas for improvement. Their embedded, developed and supported Staff Networks and support groups pro-actively support the Constabulary and its people. The force recognise that networks are key to building a sense of community across geographic and cultural barriers and act as a collective voice for peer support, employee engagement, influencing change, challenging discrimination and promoting equality. The organisation's definition of inclusion is "Feeling respected, valued, safe, trusted, having a sense of belonging, being able to be my best self and do my best work".

In 2019, Lancashire Constabulary introduced an 'Inclusion Leads' programme which has representation from all departments across the force; they introduced an internal Tactical Ethics Committee to promote good ethical practice and to enhance trust and confidence in the ethics, decisions and actions of staff and leaders. They also introduced a Coaching and Reverse Mentoring Scheme whereby all the Chief Officers were mentored by members of staff networks. Following evaluation of this programme and empowered by the experience, it was introduced across the senior leadership team in 2020, pairing frontline officers and support staff from 'protected characteristics' groups as mentors to members of the extended leadership team.

The Diversity and Inclusion lead for the force and Chair of the Black Police Association participated in a national session with Chief Constables and national staff networks leads from across the country to share learning and influence on "next steps" for improving policing legitimacy around the #Blacklivesmatter protests. Lancashire Constabulary's Diversity and Inclusion lead also represents the police force on a county wide Inequalities Group made up of representatives from Public Health as well as faith and community leaders. This group leads on the response to Covid-19 for the communities in Lancashire addressing any inequality issues.



## THE INCLUSIVE TOP 50 UK EMPLOYERS 2020/21 REPORT

### LANCASHIRE CONSTABULARY

#### Ranked No.4 – 2020/2021

Lancashire Constabulary regularly produce 7-minute briefings on a wide variety of subjects e.g. hate crime, the deaf community, human trafficking, modern slavery, honour-based violence, etc., which are stored on their websites, published as posters, and displayed in all police stations and offices. Seven-minute briefings are based on a technique borrowed from the FBI. Their Equality and diversity training, Unconscious Bias and Code of Ethics training is mandatory for all staff. The diversity team have developed a knowledge portal on the force intranet to increase awareness of Diversity & Inclusion through webinars, videos, ted talks, etc with a vast range of advice/reports on cultural issues.

They have dedicated response teams in all divisions across Lancashire with specialist capability, cultural and bilingual skills that respond to hate crime, honour-based crime, modern slavery, human trafficking, child sexual exploitation, etc. The Constabulary also work closely with charities and third sector organisations that support the disabled and LGBT+ community such as Galloways for the Blind, Deafway, Lancashire LGBT, UR potential and many more.



Staff Networks regularly run awareness raising sessions on various issues such as menopause, mental health, wellbeing, neurodiversity, transitioning at work, autism, dyslexia, Stephen Lawrence Memorial Day, etc. In addition, external speakers from diverse backgrounds are invited to speak at these events. Diversity runs through all of their strategic briefings and is a key objective for all staff to demonstrate on professional development appraisals as well as in all promotion interviews. In the run up to Brexit, the constabulary added to their many networks by establishing an Eastern European staff network to support both staff and communities who might be living in fear of the increased hate crime because of Brexit.

From the outset, Lancashire Constabulary work towards creating an inclusive culture to ensure they recruit people with protected characteristics and from under-represented groups. They have a dedicated team of specialist outreach workforce representation officers whose primary aim is to reach out to diverse communities to attract and increase applicants with protected characteristics into the workforce. Following a focussed recruitment campaign of new police control room operators (PCROs), 11% of the new recruits now identify as BAME.

Lancashire Constabulary's Transgender Critical Friend Group (TCFG) was formulated to critically appraise police policies and procedures, which may particularly affect Trans communities, and to act as a critical friend in all aspects of interactions between the police and Trans people. The group has been established and active for now for over 4 years is made up of volunteers and chaired by an independent chair. Amongst others, they also have dedicated mental health nurses who work in control rooms as well as attend mental health incidents with police officers to ensure they are able to give vulnerable community members an informed level of service. Furthermore, the Constabulary has collaborated with SignLive in order to ensure an accessible and inclusive police service to the deaf community.

Lancashire Constabulary have shown they are committed to creating an environment that staff can feel they can thrive in and bring their true selves to work. They continue work in this area to ensure they create an inclusive culture that understands difference in all forms. As a police force they are not complacent and understand that real effort needs to continue to truly embed ED&I within their culture and values, and have highlighted their commitment to investing in what they recognise as a priority area for policing.



## THE INCLUSIVE TOP 50 UK EMPLOYERS 2020/21 REPORT

### THE CALICO GROUP

**Ranked No.5 – 2020/2021**

The Calico Group are a group of innovative charities and businesses working together to make social profit, rather than financial profit, this is the driving force behind their wide range of high quality services. This year they jumped an astonishing 20 places to rank 5th place on the Inclusive Top 50 UK Employers List 2020/21 showcasing

Calico's customers are some of the most vulnerable people in our society; they support people who are in active addiction, give refuge to women and their children fleeing domestic abuse, and offer safe houses to men fleeing domestic abuse. They support homeless people who are suffering from mental health issues or substance misuse. They work in the prisons to help rehabilitation and work with ex-offenders, so they have a contributory life. They support and house refugees fleeing war torn countries. The diversity of Calico's customers is reflected in the diversity of their colleagues; this helps them understand their customers, empathise with, and know their circumstances so they can support and make a real difference to their lives.



the calico group

Calico's "This is Me" Diversity & Inclusion Strategy is easily accessible on their intranet for all colleagues to access. They have "This is Me" networks across the organisation representing colleagues from different communities including LGBTQ+, BAME and YOUTH. The purpose of these networks is to celebrate and champion diversity across the Calico Group and communities through lived experience. Calico have also created an ally programme allowing people who are passionate and fully embrace diversity to support their colleagues and communities. At the One Calico Conference (Calico's annual conference for every employee in the group) each year, they have speakers from the This is Me groups, demonstrating their contribution to external and internal inclusivity and also the organisation's desire and commitment to share their diversity commitment with the whole group.

Refresher training on EDI and Unconscious Bias is delivered three times a year at Calico and they measure inclusion across the whole Group on monthly KPIs and then pull these together in an annual report. Previously they identified their employee ratio was on the more aging side, so have targeted young people with an innovative and unconventional recruitment campaign via WhatsApp whereby Calico used job carving; recruiting people and finding roles for them, rather than recruiting to roles. Due to their ageing workforce, Calico continue to tailor their wellbeing offer in response to this through Retirement Planning Workshops, over 40's health screening and Menopause Workshops.

Calico look at absence and proactively targeted a strong focus on supporting the mental health of employees through a new Employee Assistance Programme. Mental Health First Aiders were introduced across the Group, along with a Building Resilience Toolkit focusing on practical day to day tools, to help employees build their resilience to all of life's challenges. They have a commitment to have as many Mental Health First Aiders, as physical first aiders. During the Covid lockdown, they trained 14 new Mental Health First Aiders to support their colleagues.



## THE INCLUSIVE TOP 50 UK EMPLOYERS 2020/21 REPORT

### THE CALICO GROUP

**Ranked No.5 – 2020/2021**

The organisation also provide “Learning lunches” on inclusive and topical subjects including:- “Coming Out:- How many times do I come out a day?” – LGBT training explaining that people come out every day as others assume they are heterosexual. “No I Can’t Even Drink Water” – explanation of Ramadan, why and how it works. “Diabetes Awareness” – difference between type 1 and type 2 and reducing stereotypical thoughts around people with diabetes. “I Don’t Think Like You” – a talk by Project Search colleagues who are on the neuro diversity spectrum. They also held a Managers Workshop called “Inclusivity starts with I” to showcase Calicos diversity and demonstrate how they can increase support around inclusion for colleagues.

Calico works tirelessly to help improve, educate, collaborate, inspire and connect its colleagues, customers and communities. Their project “Happy and Proud” is an example of this, where Calico worked with girls who were at risk of permanent exclusion from school and raising their aspirations. Amongst other initiatives, The Syrian Refugee Project (SRP) supports refugees who were fleeing the war from Syria. Calico take these families from the airport, house them and support them in a safe and inclusive way. Going forward, they will be working with refugees from Iraq as well. Initially (2016) they had 10 families and now they look after 55.



the calico group

Calico are a “disability confident” employer and have also been accredited with the LGBT accreditation for North West for their domestic abuse services. In addition, they are part of the HouseProud North West; a network for housing providers to improve the way they engage, support and deliver services to LGBTQ+ communities and Building Equality which supports LGBTQ+ people in construction industries.

Calico’s gender pay gap has reduced by considerably more than the national average in the last 12 months and they continue to work across the group to address this. They offer coaching to potential female leaders to help them explore their opportunities across the Group and are actively looking to increase representation of women in their construction areas.

All new managers entering into the Calico group receive a Step Further ambassador. These Step Further ambassadors mentor the managers in their first 18 months to learn and embed Calico’s culture management, policies and procedures, and their values. This is in conjunction with the Leader’s Journey which is a training programme that all new managers undertake and all managers across the Calico group have already undertaken.

Bringing the Calico Group and its communities together is vital to their success. They have carried out many initiatives to promote understanding and intersectionality. Their “Calico Come Dancing” event late last year saw 40 dancers from across the group train for six months to put on a show to rival Strictly. They had a same sex couple, Michael who danced in his wheelchair, Ammar who is from their Syrian Refugee Programme, and colleagues who are in recovery from substance misuse. During lockdown Calico contacted a local school to ask their children to write letters and cards for the residents of their care home. This has proven extremely popular and the children have made cards and brought gifts for residents, increasing wellbeing and forming new friendships.

Calico Makes a Difference to People’s Lives. Their submission showcases understanding that everyone, both colleagues and customers are unique, recognising and celebrating individual differences. It is evident that Calico want people to bring their whole-selves to work, feeling safe in doing so. They recognise and value differences; creating culture and practices that embrace their uniqueness. Their Values and Behaviours reflect how they do things within The Calico Group. Calico have shown clear dedication to work on increasing representation at board level, and are constantly developing constantly from colleagues and customers.





## 2020/2021 Report



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## THE INCLUSIVE TOP 50 UK EMPLOYERS 2020/21 REPORT

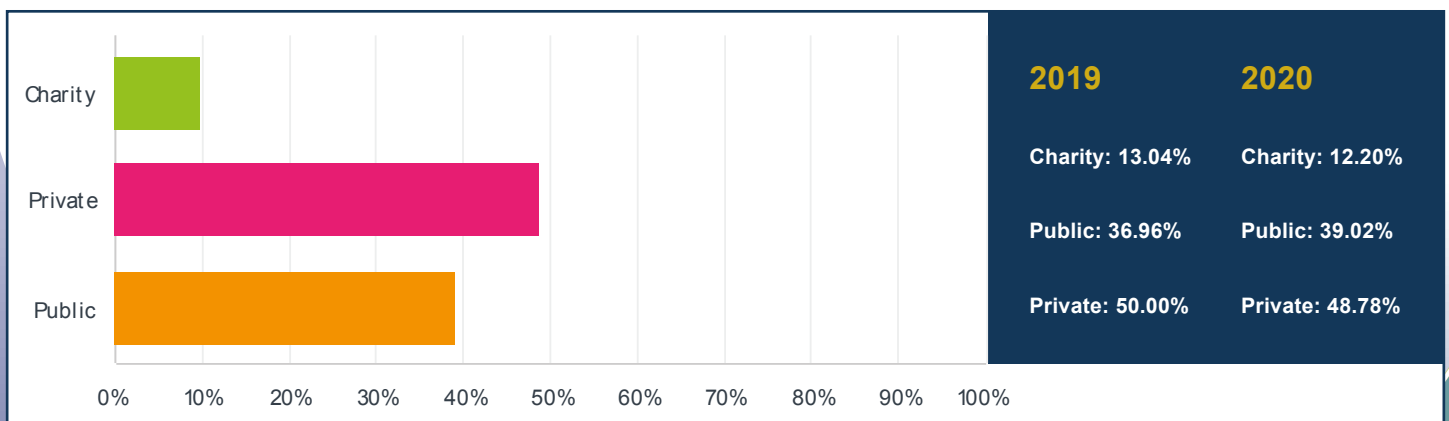
### WHAT DOES THE DATA TELL US?

#### SECTORS:

The definitive list of the UK's most inclusive companies showcased organisations across a range of industries and sectors. This was the first year since the inception of the index that a public sector organisation ranked in first place.

However, it was the private sector that dominated the majority of completed surveys with figures decreasing slightly by 1.22% in 2020 compared to 2019. With a small increase of 2.06% compared to last year, public sector organisations also remained widely represented on the list. Charity sector organisations were the least represented sector on the list decreasing by 0.84%.

The percentage of surveys completed by each sector is as follows:



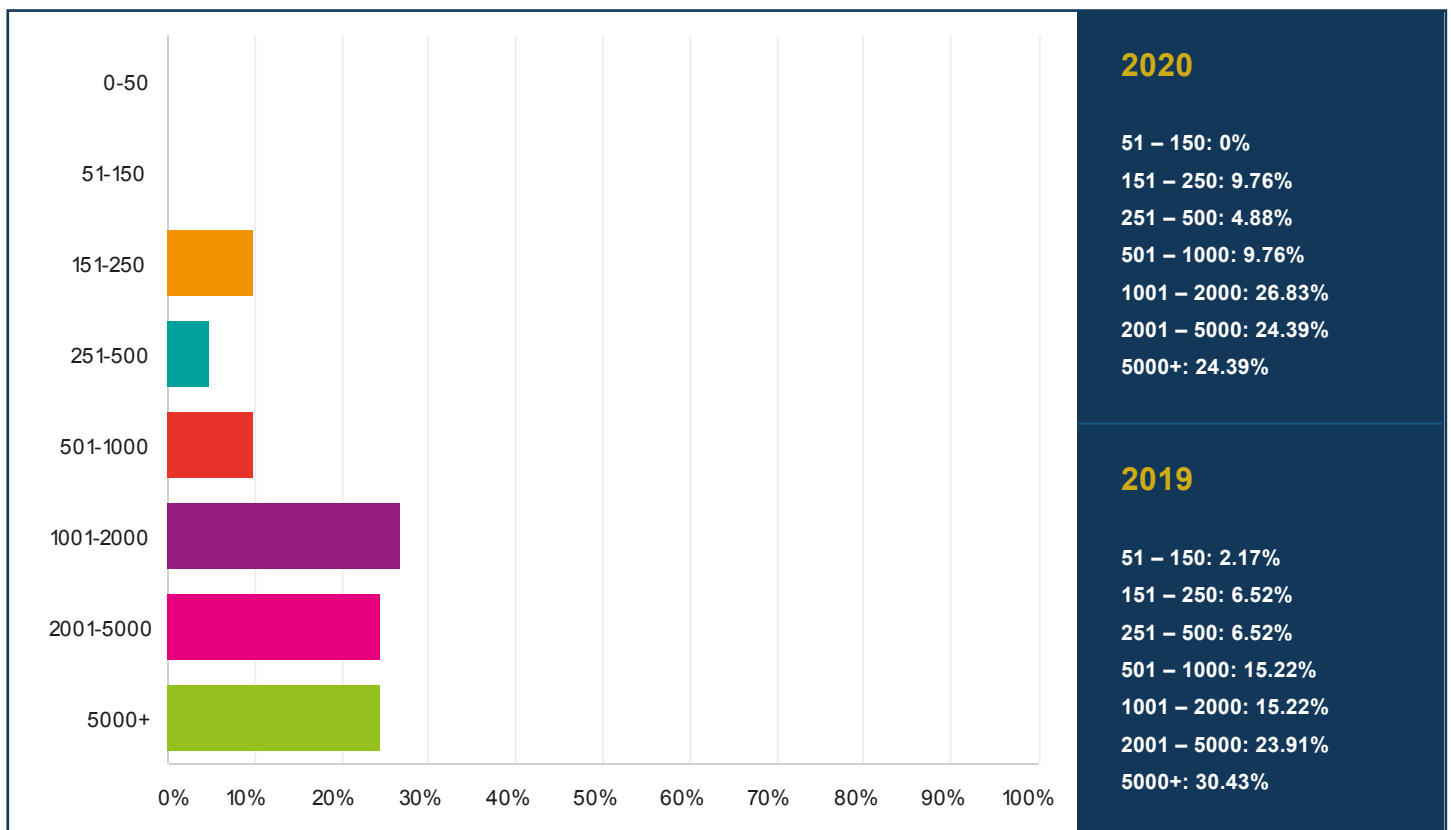


## THE INCLUSIVE TOP 50 UK EMPLOYERS 2020/21 REPORT

### COMPANY SIZE

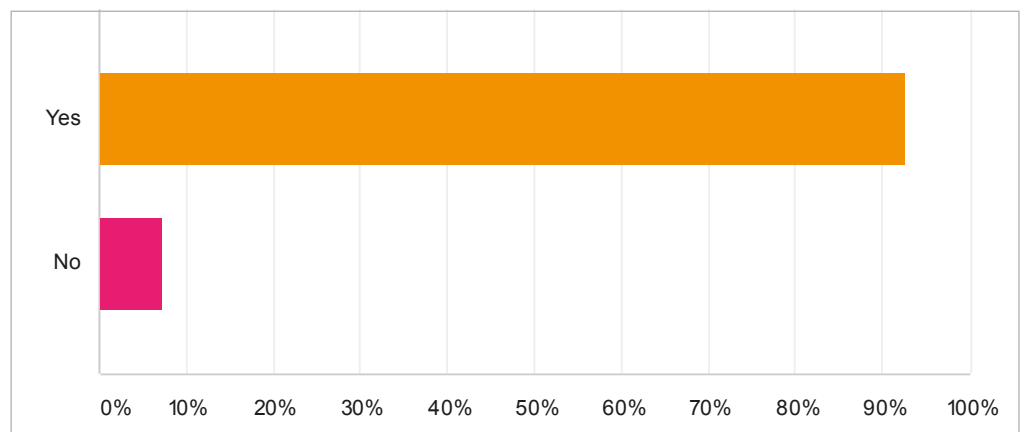
A variation of different sized organisations participated in the Inclusive Top 50 UK Employers Survey with the majority employing over 5000+ people, and the least submissions coming from companies with 51-150 employees.

This trend remained the same as 2019, however, despite having the largest representation on the list, companies completing the survey with 5000+ employees has decreased by 6.04% this year. Organisations sized between 1001-2000 employees have a representational increase of 10.61%.

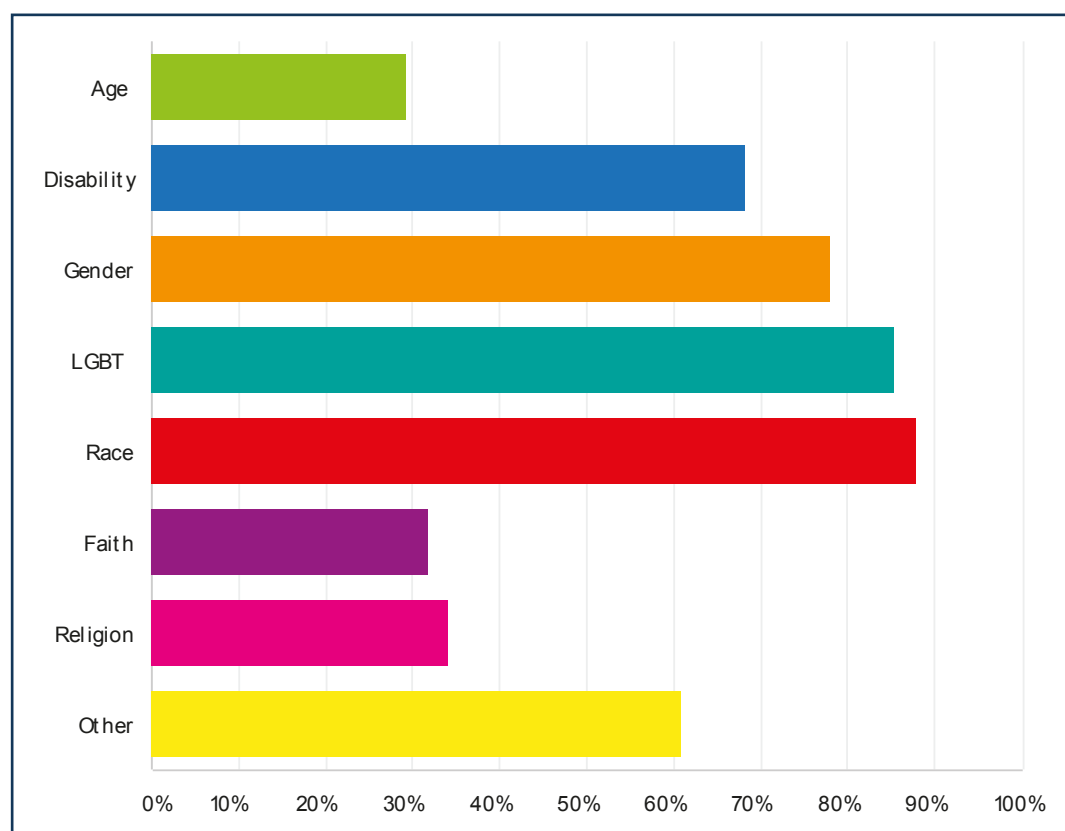


### DIVERSITY OFFICER

92.68% of survey participants employ a diversity officer or an employee specializing in equality, diversity and inclusion (Compared to 93.48% in 2019, 92.31% in 2018 and 91.67% in 2017) showing a small decrease from last year of 0.8%.



## INTERNAL DIVERSITY NETWORKS



### 2020 STATISTICS

29.27% of participants had age related networks  
 34.15% of participants had religion related networks  
 31.71% of participants had faith related networks  
 68.29% of participants had disability related networks  
 78.05% of participants had gender related networks  
 87.80% of participants had ethnicity related networks  
 85.37% of participants had LGBT related networks  
 60.98% selected other

### 2019 STATISTICS

30.43% age networks  
 45.65% religion networks  
 47.83% faith networks  
 60.87% disability networks  
 67.39% gender networks  
 69.57% ethnicity networks  
 80.43% LGBT networks

## SUMMARY

Of the surveys completed, Ethnicity and Race related networks are now the most popular amongst companies, with 87.80% of organisations implementing a network of this nature. This has changed from previous year's where LGBT+ networks were the most popular from 2016-2019.

Both Faith & Religion focused networks have decreased in 2020 from the previous year. Faith based networks have dropped from 47.83% of companies having a network of this nature to 31.71%. Religion focused networks have also decreased from 45.65% to 34.15%. The least represented network is Age, with just 29.27% of organisations implementing networks of this nature.

However, Disability related networks have increased from 60.87% to 68.29%, and gender related networks have also soared from 67.39% to 78.05%. Although no longer the most represented, LGBT+ related networks have also increased by 4.94% with 85.37% of companies now hosting a network of this nature.

Following the tragic death of George Floyd and subsequent Black Lives Matter Movement, many companies were prompted to focus on ethnicity and race within their own organisations, and this is evident with race related networks seeing the largest increase from 69.57% to 87.80%, an increase of 18.23%.

DIVERSITY AT SENIOR, EXECUTIVE & BOARD LEVEL

In 2020 Inclusive Companies asked participants to provide data for each level of employment separately, allowing us to provide a clear and focused report. As we delve into our findings, let's take a closer look at the demographics of the employers we considered.

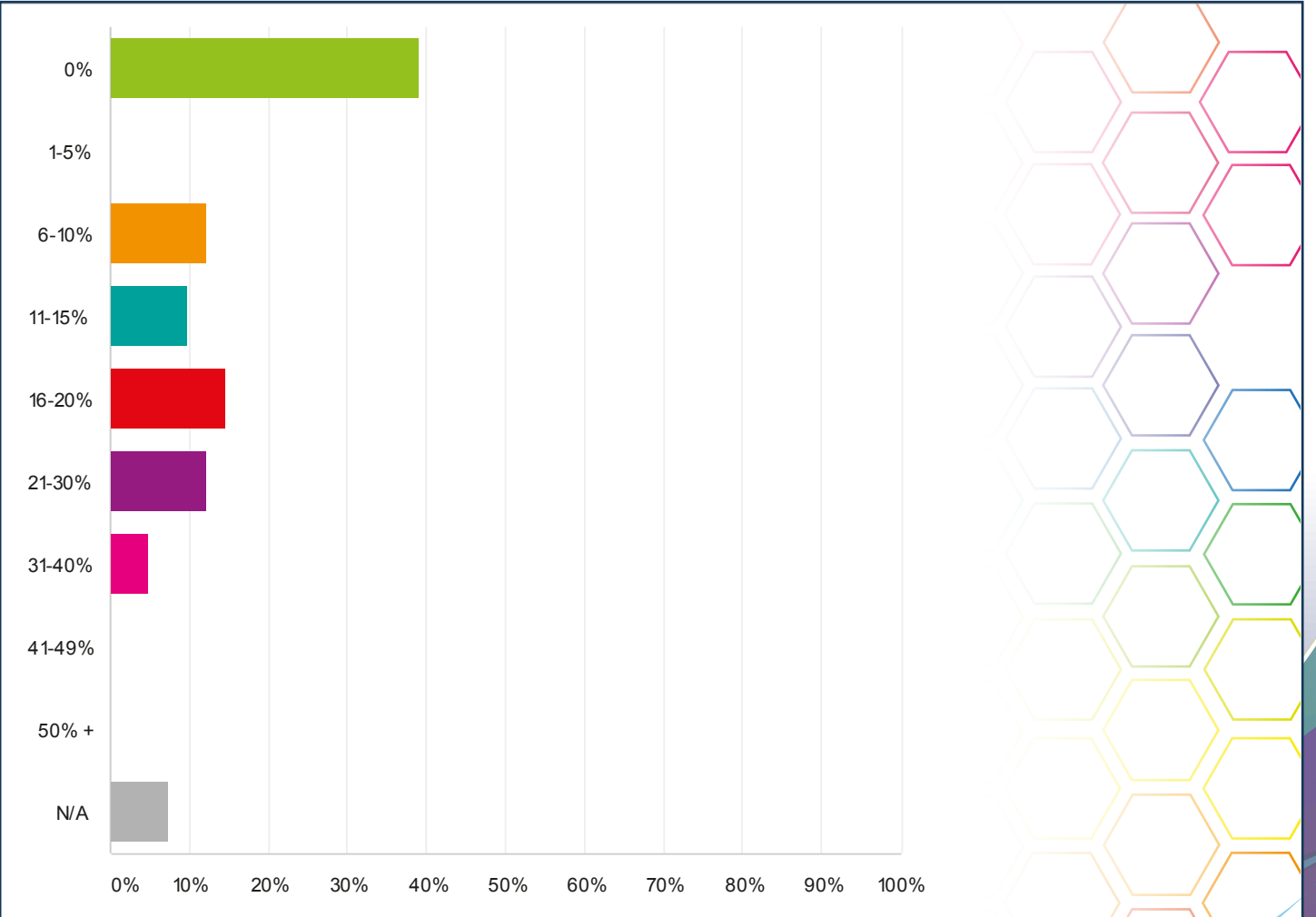
For the purpose of this report, these employers represent the UK workforce. Below, we've included a breakdown of the data provided by companies highlighting workforce ethnicity, gender, sexual orientation, sexual identity and disability.

Keep in mind that workforce and population data are not interchangeable, as the following metric refers just to actively employed individuals. Even at this general level, we immediately found that certain demographics were underrepresented in the workforce, specifically at senior, executive and board level, however, improvement has been made in some areas.

The results are as follows:

BAME (BLACK, ASIAN AND MINORITY ETHNIC) REPRESENTATION

BOARD LEVEL STATISTICS



2020 STATISTICS

- 7.32% of all submissions did not declare BAME representation at board level
- 39.02% of all submissions had 0% of BAME representation at board level
- 0.00% of participants had between 1-5% of BAME representation at board level
- 12.20% of participants had between 6-10% of BAME representation at board level
- 9.76% of participants had between 11-15% of BAME representation at board level
- 14.63% of participants had between 16-20% of BAME representation at board level
- 12.20% of participants had between 21-30% of BAME representation at board level
- 4.88% of participants had between 31-40% of BAME representation at board level
- 0.00% of participants had between 41-49% of BAME representation at board level
- 0.00% of participants had 50%+ of BAME representation at board level

2019 STATISTICS

- 6.52%
- 39.13%
- 6.52%
- 17.39%
- 10.87%
- 4.53%
- 8.70%
- 6.52%
- 0.00%
- 0.00%



## 2020/2021 Report



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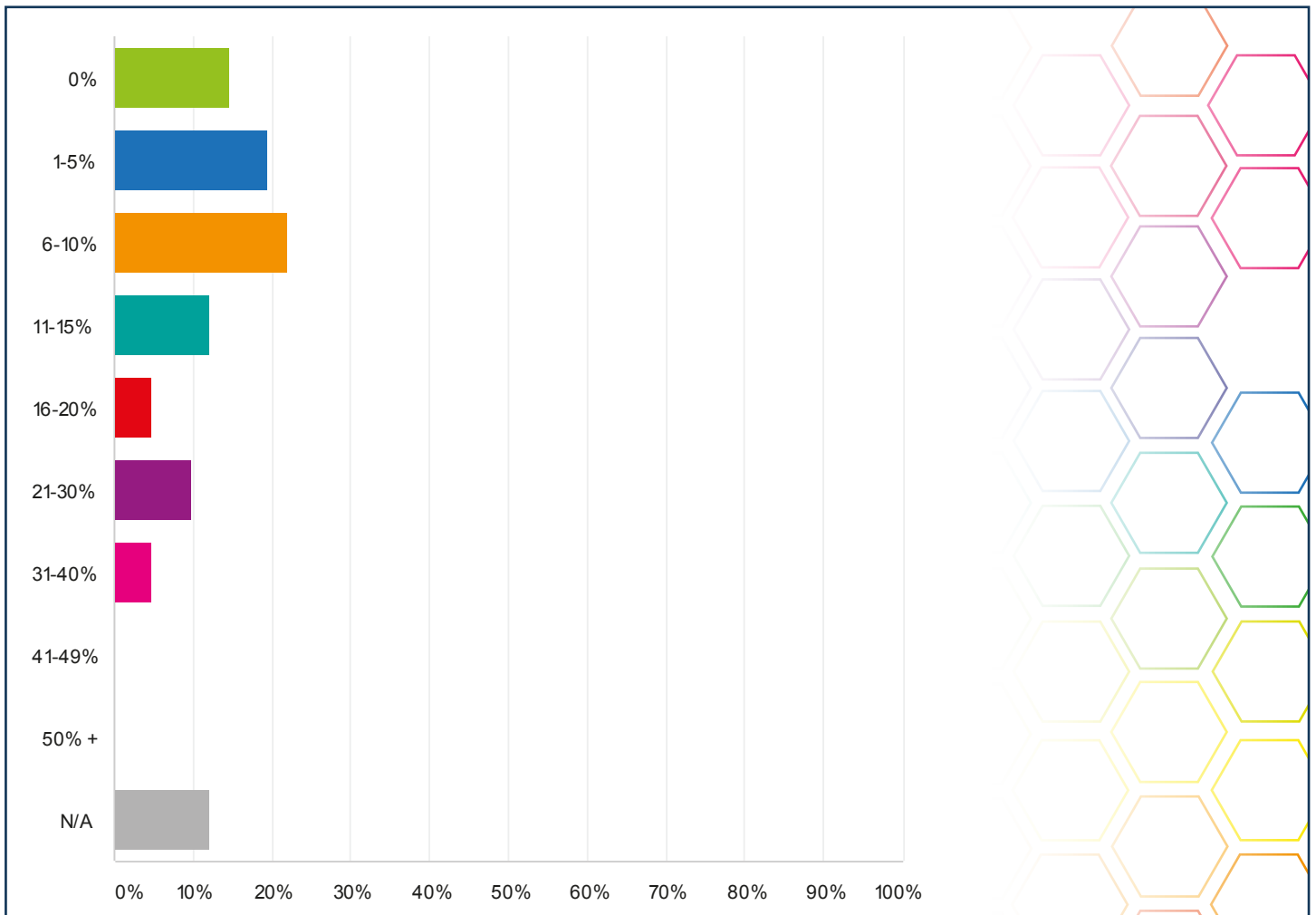
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### DIVERSITY AT SENIOR, EXECUTIVE & BOARD LEVEL

#### BAME REPRESENTATION

##### SENIOR/EXECUTIVE LEVEL STATISTICS



#### 2020 STATISTICS

12.20% of all submissions did not declare BAME representation at senior/exec level  
 14.63% of all submissions had 0% of BAME representation at senior/exec level  
 19.51% of participants had between 1-5% of BAME representation at senior/exec level  
 21.95% of participants had between 6-10% of BAME representation at senior/exec level  
 12.20% of participants had between 11-15% of BAME representation at senior/exec level  
 4.88% of participants had between 16-20% of BAME representation at senior/exec level  
 9.76% of participants had between 21-30% of BAME representation at senior/exec level  
 4.88% of participants had between 31-40% of BAME representation at senior/exec level  
 0.00% of participants had between 41-49% of BAME representation at senior/exec level  
 0.00% of participants had 50%+ of BAME representation at senior/exec level

#### 2019 STATISTICS

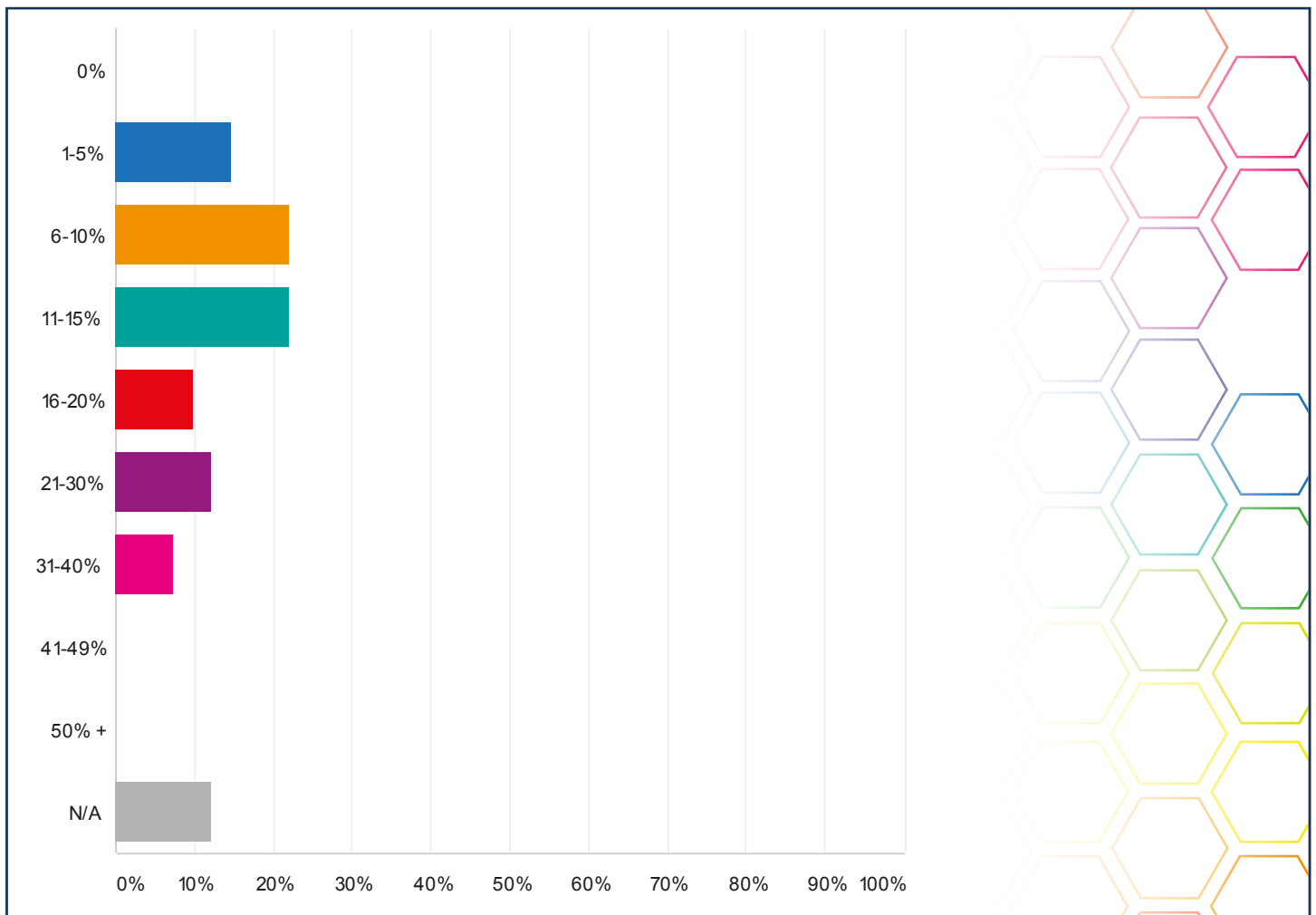
4.35%  
 17.39%  
 39.96%  
 8.70%  
 10.87%  
 10.87%  
 6.52%  
 4.53%  
 0.00%  
 0.00%



## DIVERSITY AT SENIOR, EXECUTIVE & BOARD LEVEL

### BAME REPRESENTATION

#### OVERALL WORKFORCE STATISTICS



### 2020 STATISTICS

12.20% of all submissions did not declare BAME representation for their overall workforce  
 0.00% of all submissions had 0% of BAME representation for their overall workforce  
 14.63% of all participants had between 1-5% of BAME representation for their overall workforce  
 21.95% of participants had between 6-10% of BAME representation for their overall workforce  
 21.95% of participants had between 11-15% of BAME representation for their overall workforce  
 9.76% of participants had between 16-20% of BAME representation for their overall workforce  
 12.20% of participants had between 21-30% of BAME representation for their overall workforce  
 7.32% of participants had between 31-40% of BAME representation for their overall workforce  
 0.00% of participants had between 41-49% of BAME representation for their overall workforce  
 0.00% of participants had 50%+ of BAME representation for their overall workforce

### 2019 STATISTICS

6.52%  
 0.00%  
 10.87%  
 21.74%  
 26.09%  
 23.91%  
 8.70%  
 0.00%  
 0.00%  
 2.17%





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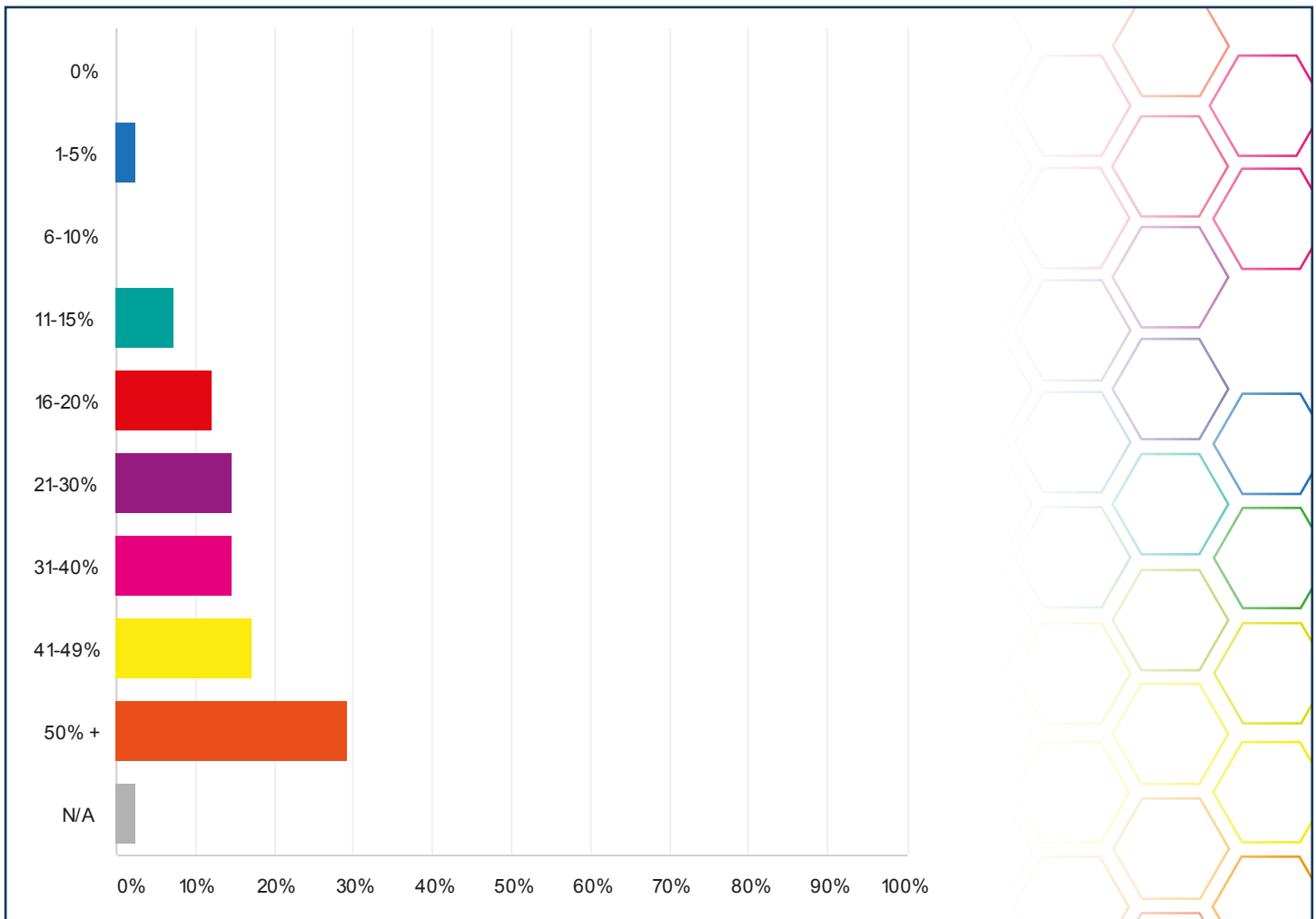
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### DIVERSITY AT SENIOR, EXECUTIVE & BOARD LEVEL

#### GENDER REPRESENTATION

##### BOARD LEVEL STATISTICS (GENDER)



#### 2020 STATISTICS

2.44% of all submissions did not declare female representation at board level  
 0.00% of all submissions had 0% of female representation at board level  
 2.44% of participants had between 1-5% of female representation at board level  
 0.00% of participants had between 6-10% of female representation at board level  
 7.32% of participants had between 11-15% of female representation at board level  
 12.20% of participants had between 16-20% of female representation at board level  
 14.63% of participants had between 21-30% of female representation at board level  
 14.63% of participants had between 31-40% of female representation at board level  
 17.07% of participants had between 41-49% of female representation at board level  
 29.27% of participants had 50%+ of female representation at board level

#### 2019 STATISTICS

4.35%  
 2.17%  
 0.00%  
 2.17%  
 8.70%  
 4.53%  
 17.39%  
 17.39%  
 15.22%  
 28.26%



## 2020/2021 Report



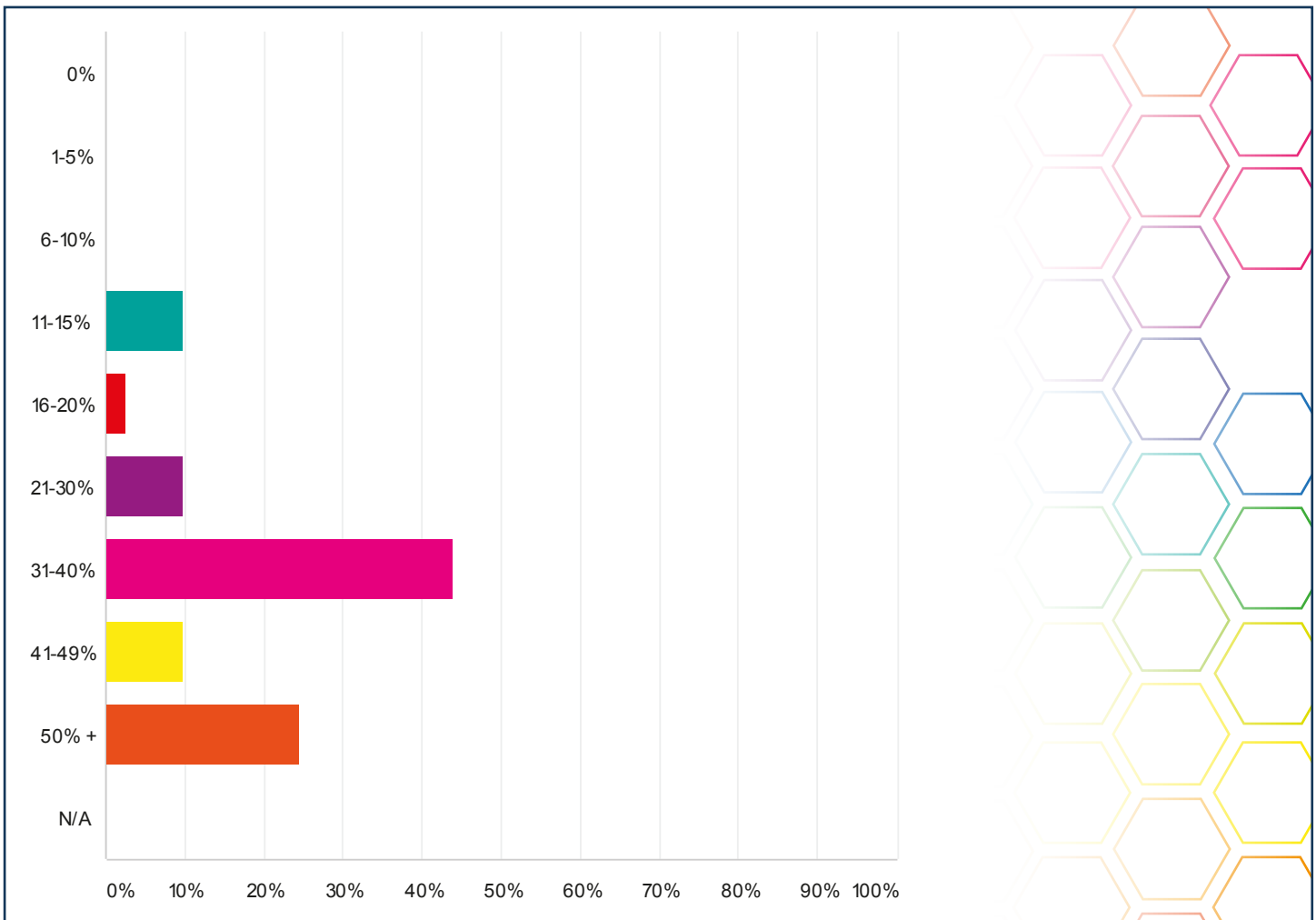
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### DIVERSITY AT SENIOR, EXECUTIVE & BOARD LEVEL

#### GENDER REPRESENTATION

##### SENIOR/EXECUTIVE LEVEL STATISTICS



#### 2020 STATISTICS

0.00% of all submissions did not declare female representation at senior/exec level  
0.00% of all submissions had 0% of female representation at senior/exec level  
0.00% of participants had between 1-5% of female representation at senior/exec level  
0.00% of participants had between 6-10% of female representation at senior/exec level  
9.76% of participants had between 11-15% of female representation at senior/exec level  
2.44% of participants had between 16-20% of female representation at senior/exec level  
9.76% of participants had between 21-30% of female representation at senior/exec level  
43.90% of participants had between 31-40% of female representation at senior/exec level  
9.76% of participants had between 41-49% of female representation at senior/exec level  
24.39% of participants had 50%+ of female representation at senior/exec level

#### 2019 STATISTICS

0.00%  
0.00%  
0.00%  
2.17%  
8.70%  
2.17%  
19.57%  
28.26%  
15.22%  
23.91%



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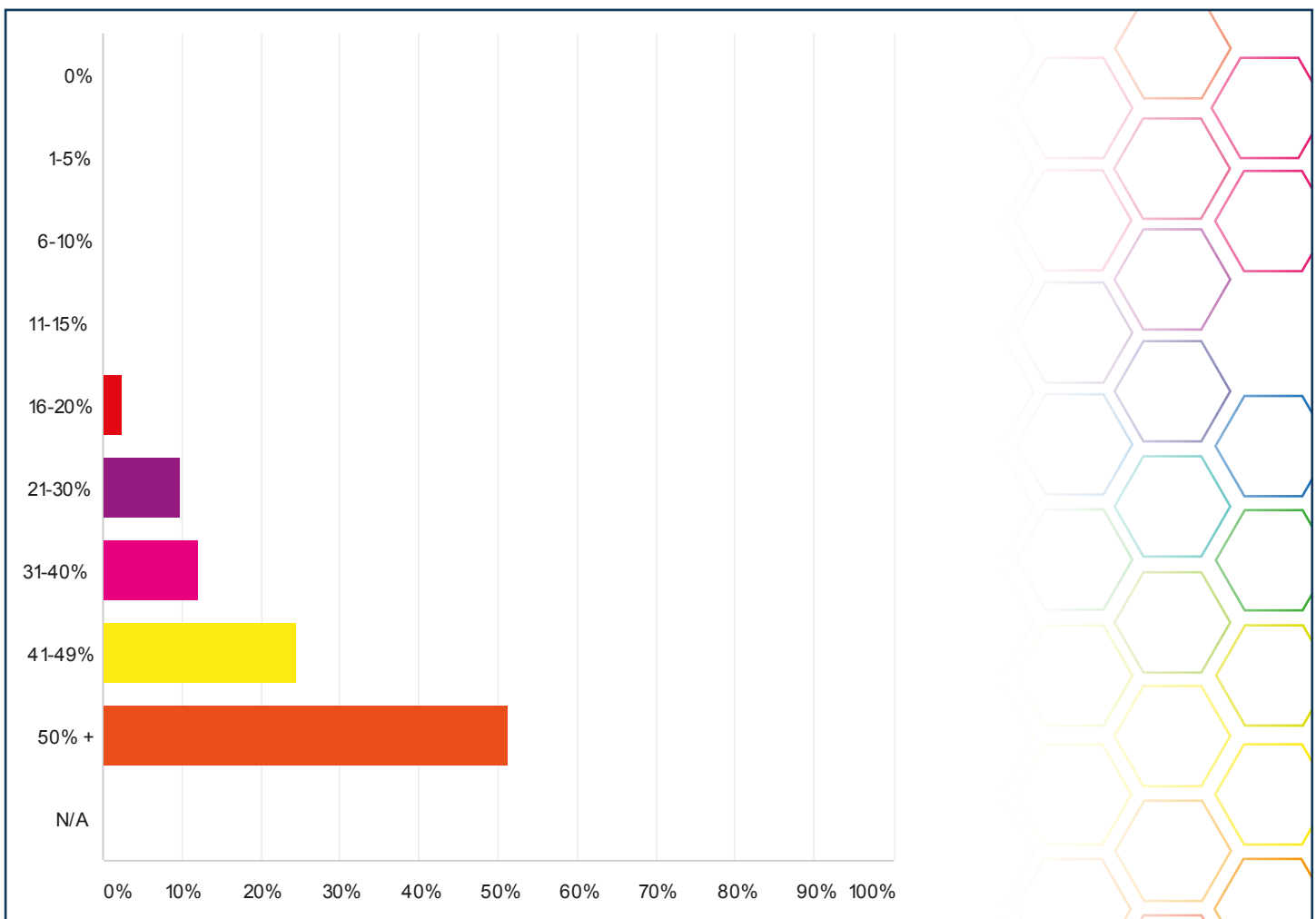
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### DIVERSITY AT SENIOR, EXECUTIVE & BOARD LEVEL

#### GENDER REPRESENTATION

##### OVERALL WORKFORCE STATISTICS



#### 2020 STATISTICS

0.00% of all submissions did not declare female representation for their overall workforce  
 0.00% of all submissions had 0% of female representation for their overall workforce  
 0.00% of participants had between 1-5% of female representation for their overall workforce  
 0.00% of participants had between 6-10% of female representation for their overall workforce  
 0.00% of participants had between 11-15% of female representation for their overall workforce  
 2.44% of participants had between 16-20% of female representation for their overall workforce  
 9.76% of participants had between 21-30% of female representation for their overall workforce  
 12.20% of participants had between 31-40% of female representation for their overall workforce  
 24.39% of participants had between 41-49% of female representation for their overall workforce  
 51.22% of participants had 50%+ of female representation for their overall workforce

#### 2019 STATISTICS

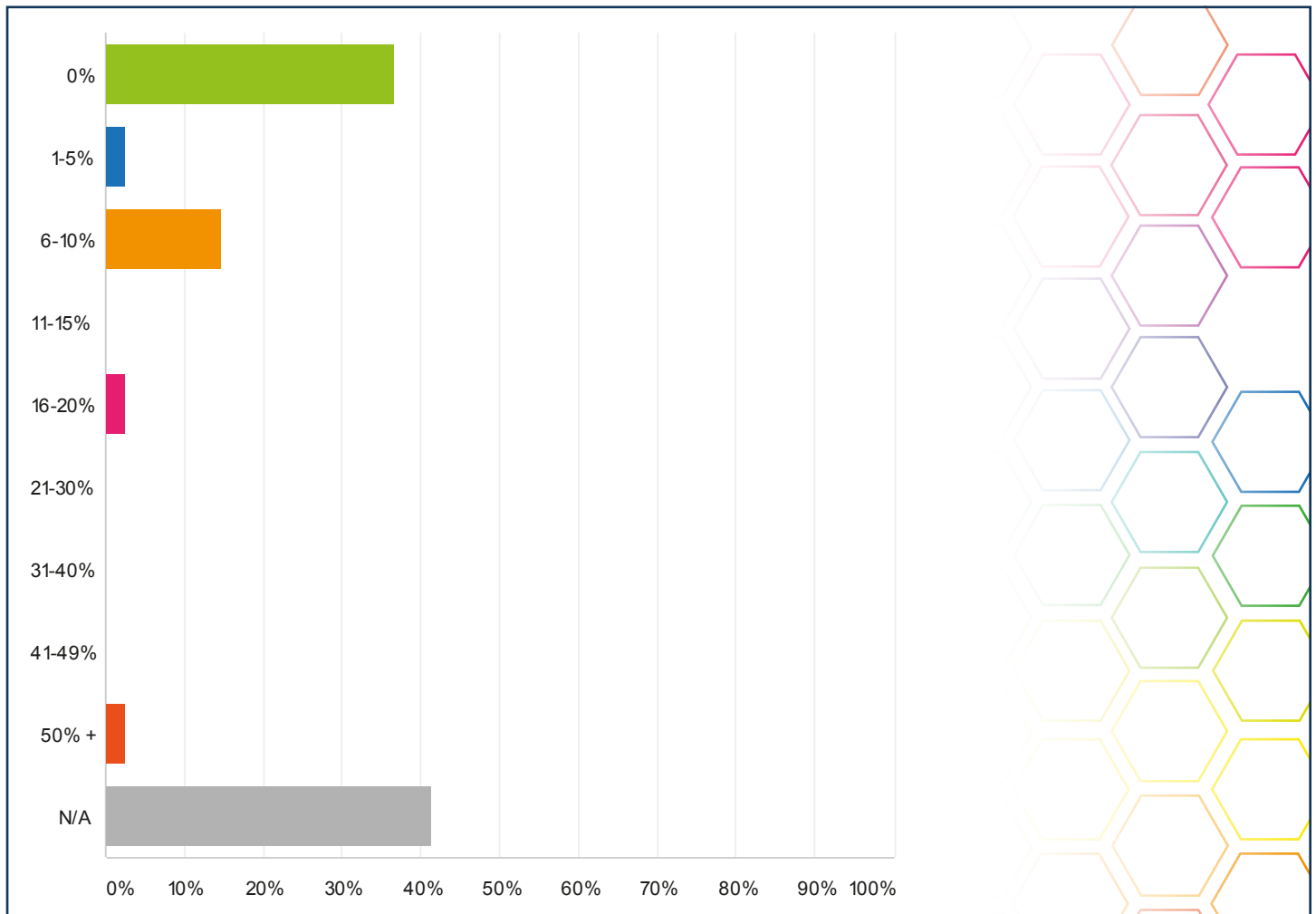
0.00%  
 0.00%  
 0.00%  
 0.00%  
 0.00%  
 0.00%  
 13.04%  
 13.04%  
 21.74%  
 52.17%



### DIVERSITY AT SENIOR, EXECUTIVE & BOARD LEVEL

#### DISABILITY REPRESENTATION

##### BOARD LEVEL STATISTICS



#### 2020 STATISTICS

41.46% of all submissions did not declare disability representation at board level  
 36.59% of all submissions had 0% of disability representation at board level  
 2.44% of participants had between 1-5% of disability representation at board level  
 14.63% of participants had between 6-10% of disability representation at board level  
 0.00% of participants had between 11-15% of disability representation at board level  
 2.44% of participants had between 16-20% of disability representation at board level  
 0.00% of participants had between 21-30% of disability representation at board level  
 0.00% of participants had between 31-40% of disability representation at board level  
 0.00% of participants had between 41-49% of disability representation at board level  
 2.44% of participants had 50%+ of disability representation at board level

#### 2019 STATISTICS

26.09%  
 56.52%  
 6.52%  
 6.52%  
 4.35%  
 0.00%  
 0.00%  
 0.00%  
 0.00%  
 0.00%

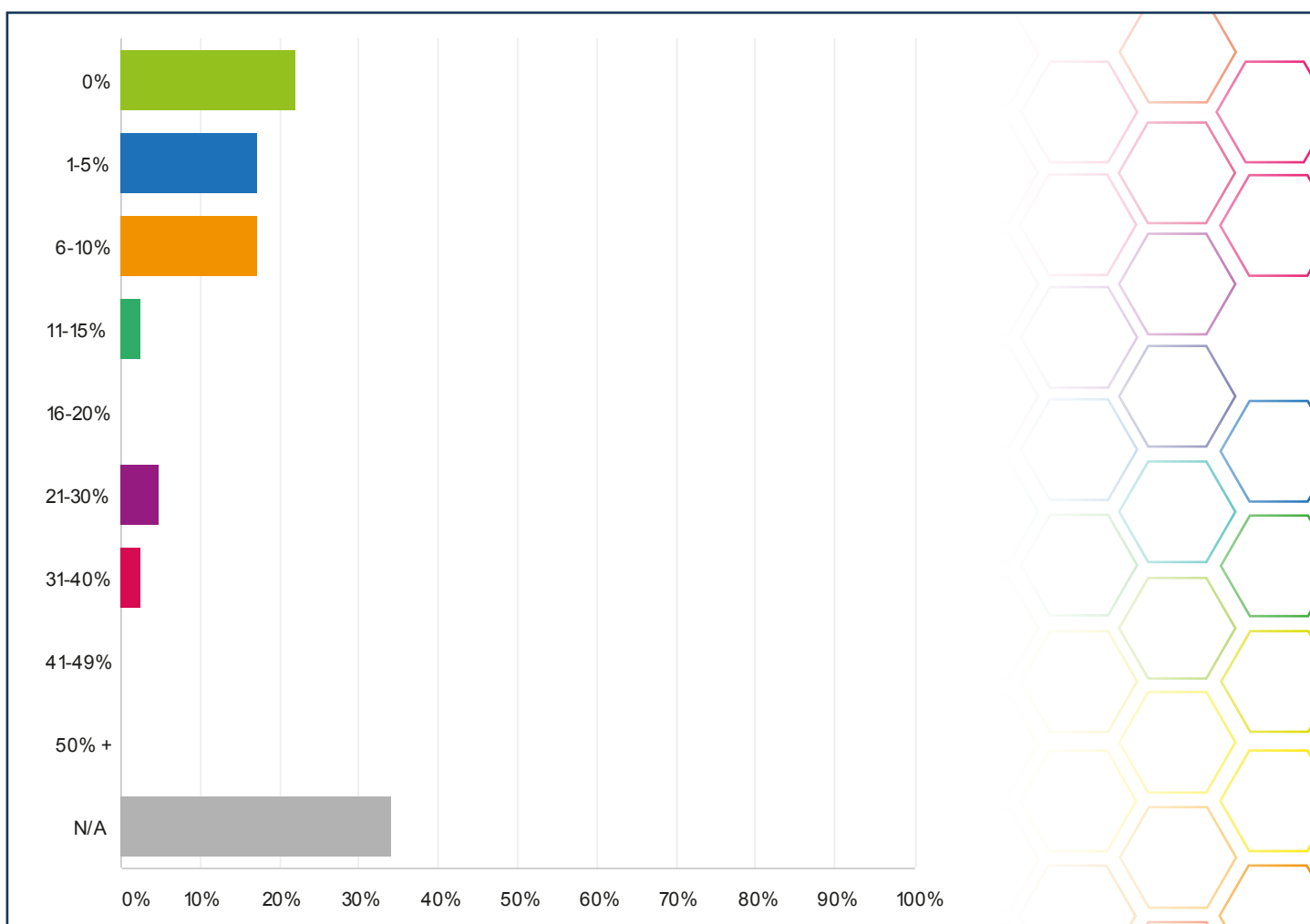




## DIVERSITY AT SENIOR, EXECUTIVE & BOARD LEVEL

### DISABILITY REPRESENTATION

#### SENIOR/EXECUTIVE LEVEL STATISTICS



### 2020 STATISTICS

34.15% of all submissions did not declare disability representation at senior/exec level

21.95% of all submissions had 0% of disability representation at senior/exec level

17.07% of participants had between 1-5% of disability representation at senior/exec level

17.07% of participants had between 6-10% of disability representation at senior/exec level

2.44% of participants had between 11-15% of disability representation at senior/exec level

0.00% of participants had between 16-20% of disability representation at senior/exec level

4.88% of participants had between 21-30% of disability representation at senior/exec level

2.44% of participants had between 31-40% of disability representation at senior/exec level

0.00% of participants had between 41-49% of disability representation at senior/exec level

0.00% of participants had 50%+ of disability representation at senior/exec level

### 2019 STATISTICS

28.26%

32.61%

21.74%

17.39%

0.00%

0.00%

0.00%

0.00%

0.00%

0.00%

0.00%



# 2020/2021 Report



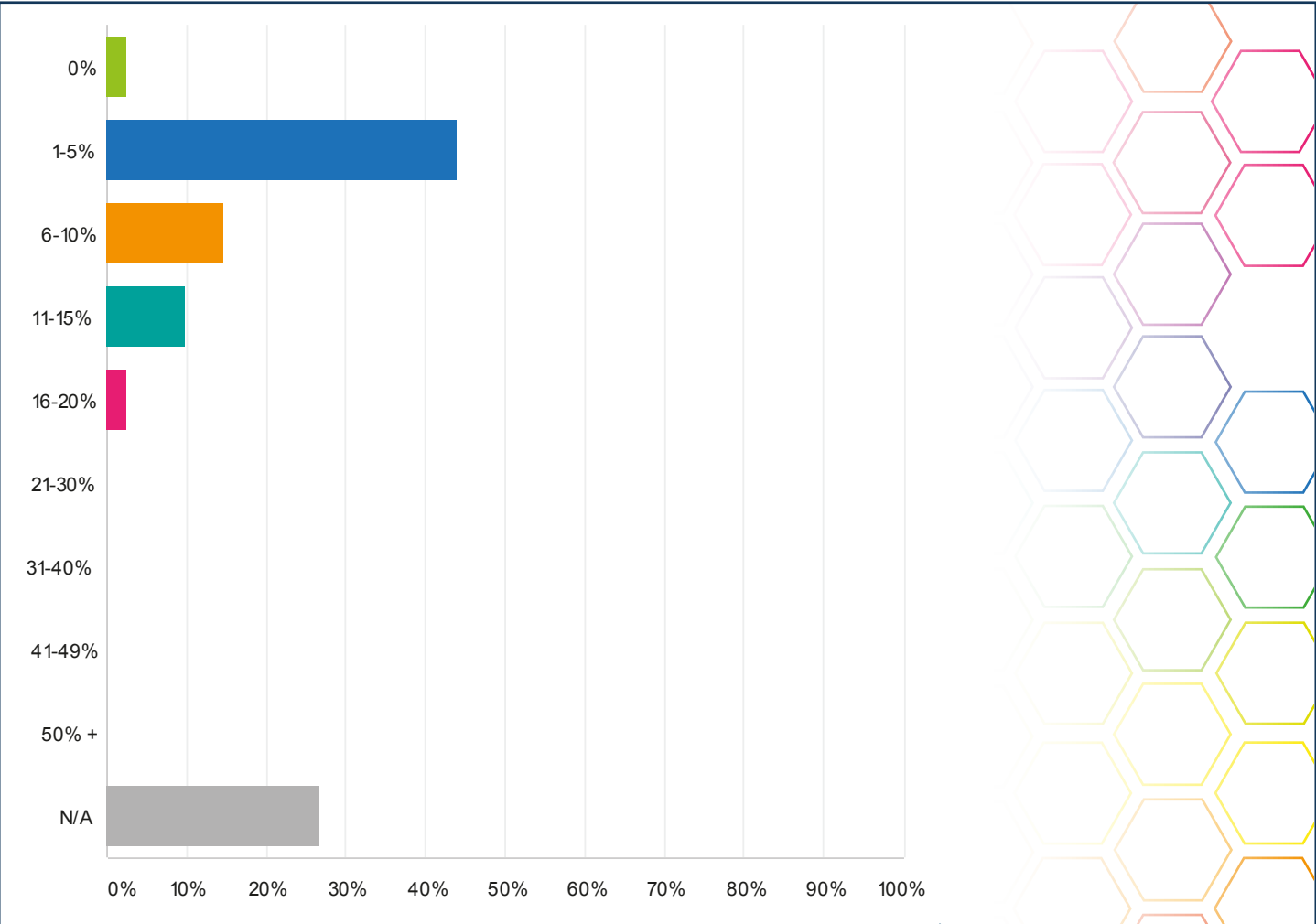
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## DIVERSITY AT SENIOR, EXECUTIVE & BOARD LEVEL

### DISABILITY REPRESENTATION

#### OVERALL WORKFORCE STATISTICS



### 2020 STATISTICS

26.83% of all submissions did not declare disability representation for their overall workforce  
 2.44% of all submissions had 0% of disability representation for their overall workforce  
 43.90% of participants had between 1-5% of disability representation for their overall workforce  
 14.63% of participants had between 6-10% of disability representation for their overall workforce  
 9.76% of participants had between 11-15% of disability representation for their overall workforce  
 2.44% of participants had between 16-20% of disability representation for their overall workforce  
 0.00% of participants had between 21-30% of disability representation for their overall workforce  
 0.00% of participants had between 31-40% of disability representation for their overall workforce  
 0.00% of participants had between 41-49% of disability representation for their overall workforce  
 0.00% of participants had 50%+ of disability representation for their overall workforce

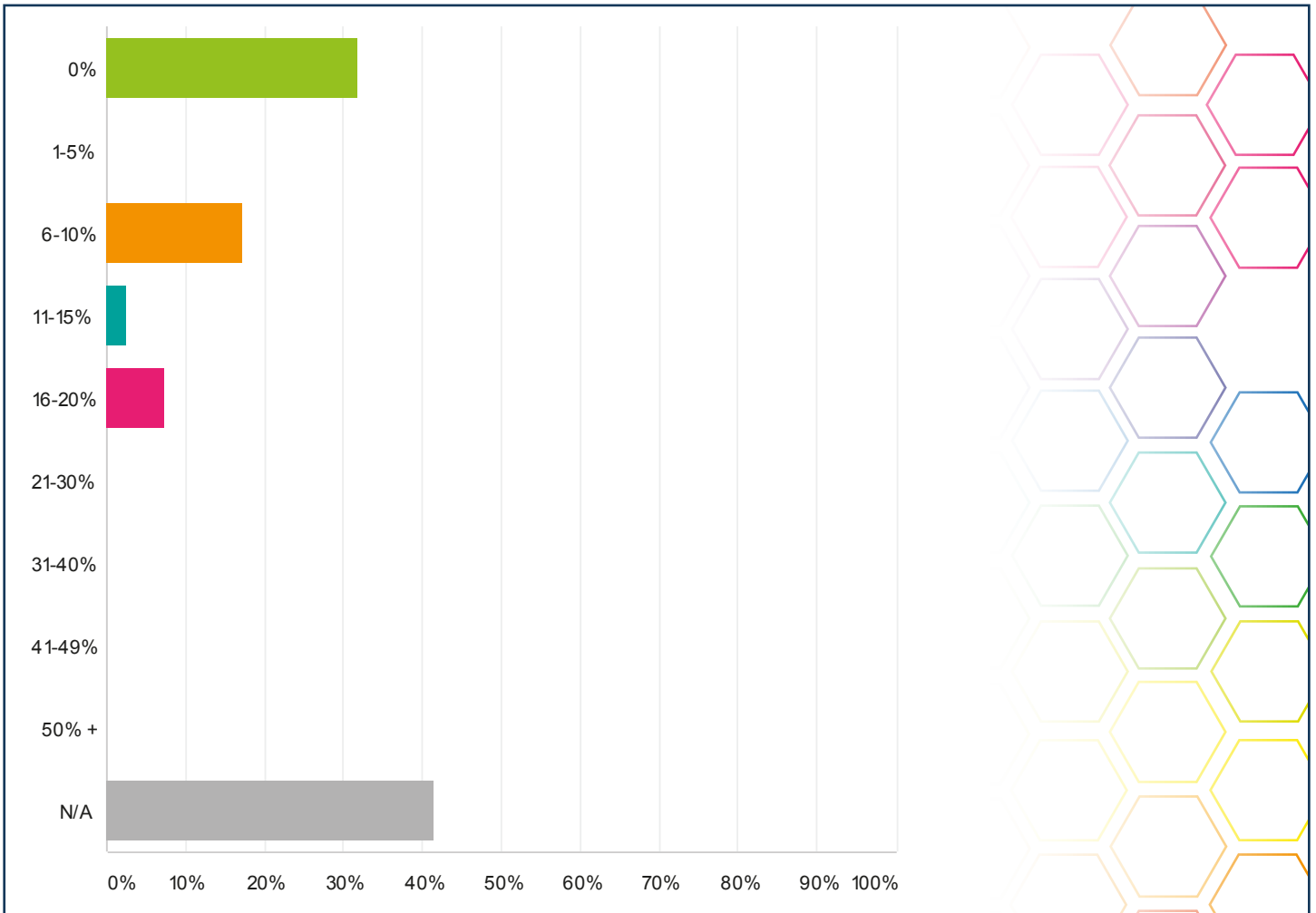
### 2019 STATISTICS

19.57%  
 0.00%  
 63.04%  
 10.87%  
 4.35%  
 2.17%  
 0.00%  
 0.00%  
 0.00%  
 0.00%

## DIVERSITY AT SENIOR, EXECUTIVE & BOARD LEVEL

### LGBT (lesbian, gay, bisexual and transgender) REPRESENTATION

#### BOARD LEVEL STATISTICS



#### 2020 STATISTICS

41.46% of all submissions did not declare LGBT representation at board level  
 37.71% of all submissions had 0% of LGBT representation at board level  
 0.00% of participants had between 1-5% of LGBT representation at board level  
 17.07% of participants had between 6-10% of LGBT representation at board level  
 2.44% of participants had between 11-15% of LGBT representation at board level  
 7.32% of participants had between 16-20% of LGBT representation at board level  
 0.00% of participants had between 21-30% of LGBT representation at board level  
 0.00% of participants had between 31-40% of LGBT representation at board level  
 0.00% of participants had between 41-49% of LGBT representation at board level  
 0.00% of participants had 50%+ of LGBT representation at board level

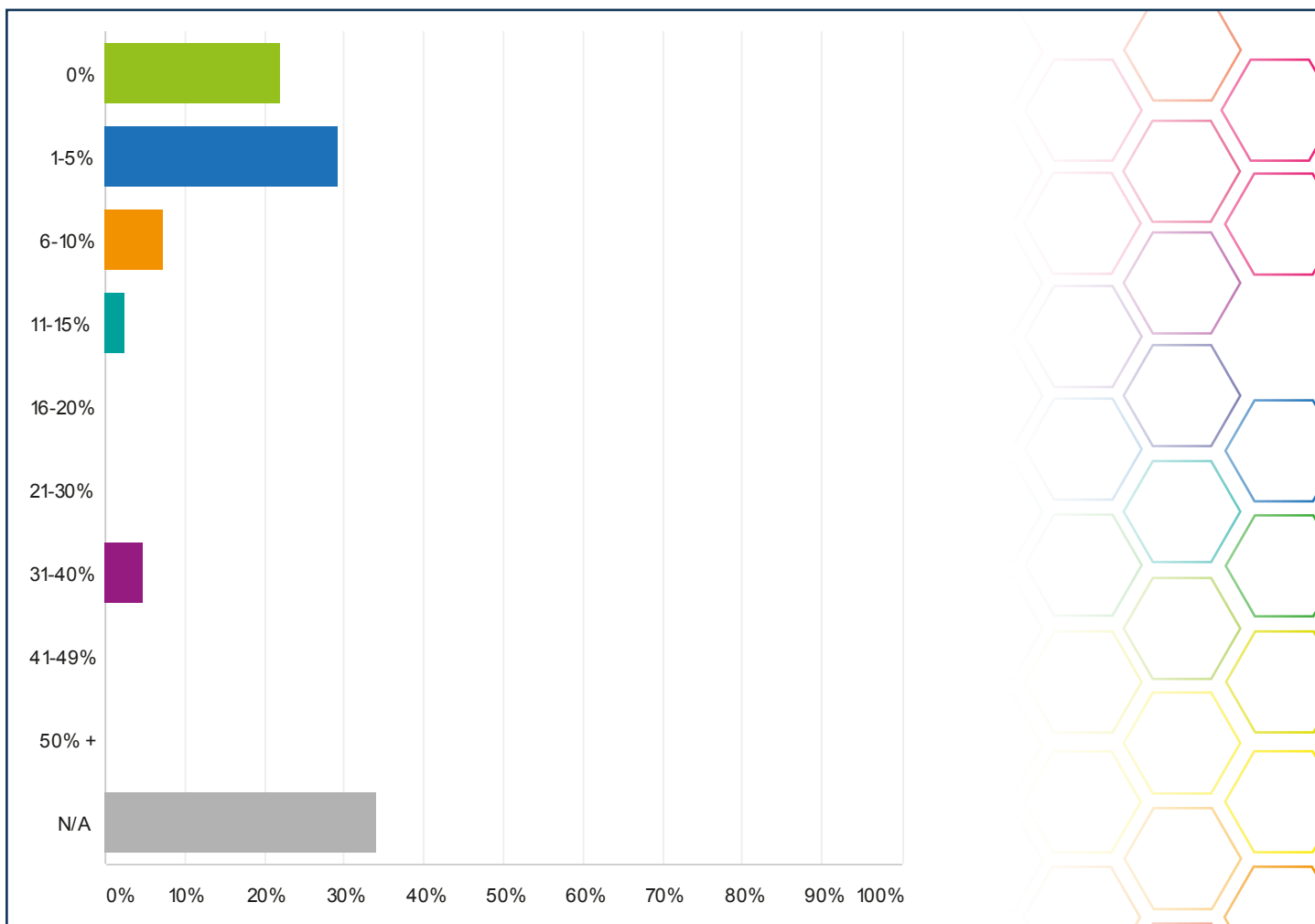
#### 2019 STATISTICS

30.43%  
 54.35%  
 2.17%  
 10.87%  
 2.17%  
 0.00%  
 0.00%  
 0.00%  
 0.00%  
 0.00%

### DIVERSITY AT SENIOR, EXECUTIVE & BOARD LEVEL

#### LGBT (lesbian, gay, bisexual and transgender) REPRESENTATION

##### SENIOR/EXECUTIVE LEVEL STATISTICS



#### 2020 STATISTICS

34.15% of all submissions didn't declare LGBT representation at senior/exec level  
 21.95% of all submissions had 0% of LGBT representation at senior/exec level  
 29.27% of participants had between 1-5% of LGBT representation at senior/exec level  
 7.32% of participants had between 6-10% of LGBT representation at senior/exec level  
 2.44% of participants had between 11-15% of LGBT representation at senior/exec level  
 0.00% of participants had between 16-20% of LGBT representation at senior/exec level  
 0.00% of participants had between 21-30% of LGBT representation at senior/exec level  
 4.88% of participants had between 31-40% of LGBT representation at senior/exec level  
 0.00% of participants had between 41-49% of LGBT representation at senior/exec level  
 0.00% of participants had 50%+ of LGBT representation at senior/exec level

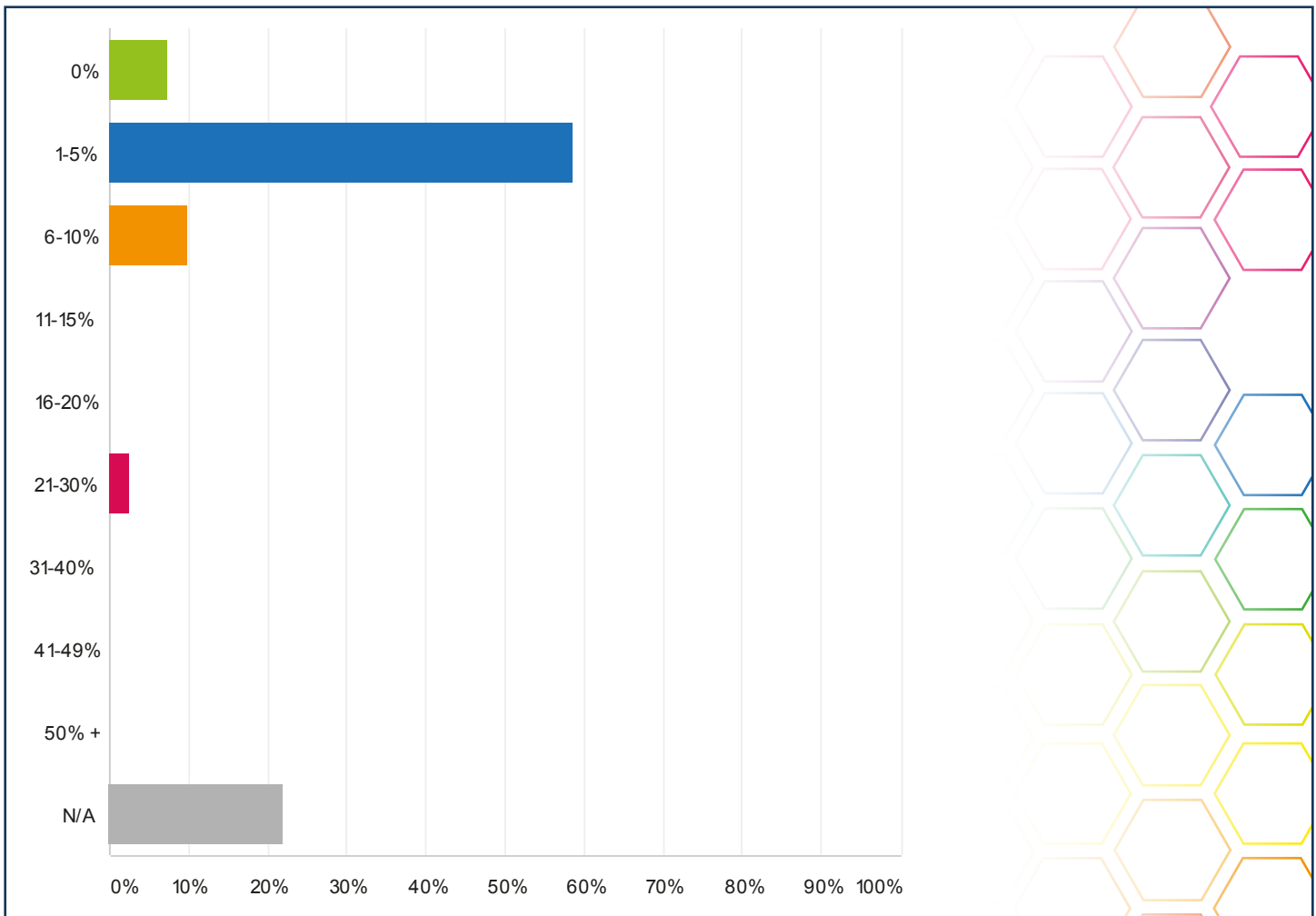
#### 2019 STATISTICS

28.26%  
 26.09%  
 28.26%  
 15.22%  
 2.17%  
 0.00%  
 0.00%  
 0.00%  
 0.00%  
 0.00%

### DIVERSITY AT SENIOR, EXECUTIVE & BOARD LEVEL

### LGBT (lesbian, gay, bisexual and transgender) REPRESENTATION

#### OVERALL WORKFORCE STATISTICS



#### 2020 STATISTICS

21.95% of all submissions did not declare LGBT representation for their overall workforce  
 7.32% of all submissions had 0% of LGBT representation for their overall workforce  
 58.54% of participants had between 1-5% of LGBT representation for their overall workforce  
 9.76% of participants had between 6-10% of LGBT representation for their overall workforce  
 0.00% of participants had between 11-15% of LGBT representation for their overall workforce  
 0.00% of participants had between 16-20% of LGBT representation for their overall workforce  
 2.44% of participants had between 21-30% of LGBT representation for their overall workforce  
 0.00% of participants had between 31-40% of LGBT representation for their overall workforce  
 0.00% of participants had between 41-49% of LGBT representation for their overall workforce  
 0.00% of participants had 50%+ of LGBT representation for their overall workforce

#### 2019 STATISTICS

26.09%  
 10.87%  
 43.48%  
 15.22%  
 2.17%  
 2.17%  
 0.00%  
 0.00%  
 0.00%  
 0.00%





## 2020/2021 Report



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Equality, Diversity & Inclusion for All

## PURPOSE OF COLLATING THIS DATA

Whilst the majority of employers have, for some time, been conducting general equal opportunities monitoring, the topic of diversity in the UK is now in the spotlight and becoming ever more important as a result of the implementation of the gender pay gap reporting regime and this being extended to ethnicity pay gap reporting. Some organisations are now expanding their data collection and looking into disability and LGBT pay gaps in their workforce. Employers should consider anonymising the data they collect from equal opportunities monitoring exercise and ensure that this is not identifiable.

### The purpose of collating this data is to:

- See where areas of progress are being made amongst the companies participating in the Inclusive Top 50 UK Employers List compared to previous years, as well as areas which have regressed.
- Compare it with regional representational data to see how your workforce reflects the local community.
- Compare it with industry standard data and see how you are doing compared to others in the sector.
- Compare it with data from previous years and look for patterns or trends, such as whether all the people you recruit are very similar to one another or very different from the pool of people you're recruiting from (which might be the local population or everyone with a particular qualification), so you can consider if this is an area that needs improvement and what you need to do to progress.

The report tells us that although more companies than ever before participated in the 2020/21 list, the amount of data being provided has decreased in most areas. The least reported data at board level was LGBT & disability, with 41.46% of employees not holding this information, compared to 30.43% for LGBT in 2019, and 26.09% for disability. The highest reported protected characteristic at board level was gender with 97.56% of participants providing this data, a slight increase from 95.65% in 2019.

A similar trend appears for figures at senior/executive level, with disability and LGBT being the least reported data at 34.15% compared to 28.26% last year. 7.32% of all submissions did not declare BAME representation at board level in 2020, compared to 6.42% in 2019, and 12.20% did not report BAME data in senior/executive roles, compared to 4.35% last year. All participants provided senior and executive level data for gender.

21.95% of companies provided no data for LGBT representation of their overall workforce in 2020, an increase of 4.14%, and 26.83% had no data for disability representation across their overall workforce, an increase from 19.57%, making disability the least reported protected characteristic across workforce data. 12.20% of all submissions did not declare BAME representation for their overall workforce, compared to 6.52% the previous year. Again, all participants provided data for gender representation.

Therefore, disability representation was the least reported data on all three survey requirements for board level, senior/executive and overall workforce employment, compared to 2019 where LGBT data was the least reported across all three survey requirements, however, LGBT wasn't far behind this year.



## BOARD LEVEL DATA: SYNOPSIS

Of the participants that provided data, disability was the least represented at board level, however statistics showed an improvement from last year. The data identified that 36.59% of participants had no disability representation at board level, compared to 56.52% in 2019. This was closely followed by LGBT, with 31.71% of companies declaring 0% of LGBT representation at board level, compared to 54.35% in 2019.

The data has identified that although there are vast improvements to be made, disability and LGBT representation has advanced year on year. Last year, 15.21% of companies had LGBT representation at board level, this has recently increased by 11.63% to 26.83% in 2020. The same trend appears for disability with 17.39% of companies having disability representation at board level last year, an increase of 4.56% in 2020 to 21.95%.

39.02% of all submission had no BAME representation at board level in 2020, relatively similar to 2019 but with a slight decrease of 0.11%. This year, there was a decrease in companies that had between 1 – 15% of BAME representation at board level, and an increase in employers who had 16%+ BAME representation. 31.71% of companies had 16%+ BAME representation on their board in 2020, compared to 19.75% in 2019, an increase of 11.96%. Overall BAME representation has increased at board level.

For the first time ever since the inception of the IT50 index, all companies had female representation at board level. This has progressed steadily over the years with 2.17% of companies having no female representation in 2019, 2.56% in 2018, and 5.56% in 2017. Overall female representation at board level has improved moderately compared to the previous year, and the number of companies with 50%+ female representation on the board has increased by 1.1%. 29.27% of all submissions had 50%+ female representation on the board compared to 28.26% in 2019.

The number of companies with 31%+ female representation on the board has remained relatively the same with 60.97% in 2020, and 60.87% in 2019, however 46.34% of companies now have 41%+ female representation at board level compared to 43.48% last year, showing an increased number of women on the board.



## SENIOR/EXECUTIVE LEVEL DATA: SYNOPSIS

14.63% of all submissions had 0% of BAME representation in senior/executive roles in 2020, a small decrease from last year's 17.29%. 12.20% of companies provided no data at all this year, compared to just 4.35% in 2019, 5.41% in 2018 and 11.43% in 2017, showing the biggest decrease in companies providing this data in 4 years. In 2019 39.96% of companies had between 1-5% of BAME representation at senior/exec level, and 8.70% of companies having between 6-10%. This number has now decreased significantly by 20.45% in 2020 to show 19.51% of companies having between 1-5% BAME representation, and an increase to 21.95% of companies having between 6-10%. This shift demonstrates that an increasing amount of companies are employing a higher number of BAME employees in these roles. However, 31.72% of companies had 11%+ BAME representation in senior/exec roles compared to 32.79% last year, showing a decrease of 1.07%. 56.09% of companies that participated in the survey had fewer than 10% of BAME representation at senior/exec level, compared to 63.05% in 2019.

21.95% of survey responses revealed they had 0% of disability representation at senior/executive level, a considerable decrease on last year's figure of 32.61%, however, 34.15% of survey responses did not provide this data in 2020, which is an increase of 5.89% from the previous year. 17.07% of submissions had between 1-5% of disabled employees in senior roles, compared to 21.74% in 2019. Although this specific data set has decreased, the number of organisations employing 6%+ disabled people in senior roles has increased substantially from 17.39% in 2019 to 26.83% in 2020, a growth of 9.44%.

24.39% of companies had 50%+ of female representation in senior/executive positions compared to 23.91% in 2019, a small increase of 0.48%. 2020 also uncovered that no participants had less than 11% of females in leadership roles compared to 2.17% last year, and 78.05% of companies employed 31%+ women in senior roles, a significant increase of 10.66% since last year, and an increase of 24.02% since 2018. 21.96% of companies had fewer than 30% of women in senior roles compared to 32.61% last year and 46.15% in 2018, showing a steady rise in females being hired in leadership roles.

24.15% of employers provided no data on LGBT presentation at senior/executive level, an increase on last year's 28.25%. However, of those organisations that provided data, the number of companies that had no LGBT employees at senior/exec level has decreased from 26.09% to 21.95%. 29.27% of participants employed between 1-5% of LGBT employees in senior/exec roles this year (an increase of 0.91% since 2019), with 7.32% of participants employing between 6-10% (a decrease of 7.9% since 2019). Although there has been a decline in companies that have no LGBT+ representation at this level, overall representation at senior/executive level has decreased by 1.84%, with 43.91% of companies declaring LGBT representation in 2020, compared to 45.75% the previous year. However, 4.88% of participants this year had between 31-40% of LGBT representation in senior roles, whereas last year there were no organisations that had more than 15% of LGBT representation.



## OVERALL WORKFORCE DATA: SYNOPSIS

51.23% of survey submissions revealed 11%+ of their workforce was made up of employees from a BAME background, this is in comparison to 60.87% last year. 36.58% of participants had fewer than 10% of employees from a BAME background across their workforce (compared to 32.61% in 2019), with 21.95% employing between 11-15% (compared to 28.21% in 2019). Although this shows a decrease, there has been a 3.5% growth in companies hiring between 21-30% BAME employees. 7.32% of participants also had a workforce which had between 31-40% of BAME representation across their overall workforce, compared to 0% in 2019.

26.83% of participants had no data for disability representation across their workforce (compared to 19.57% in 2019 and 15.79% in 2018) revealing an increase in organisations who are not collating this data set. 2.44% of submissions had no disability representation across their workforce, compared to 0% last year and 10.53% in 2018. 46.34% of submissions declared fewer than 5% of disabled employees across their workforce, compared to 63.04% in 2019. Companies employing between 6-10%, 11-15% and 16-20% of disabled employees across their overall workforce has increased across all data sets. 14.63% of companies now have between 6-10% disability representation, an increase of 3.76%. 9.76% of companies now have between 11-15% disability representation, an increase of 5.41%, and 2.44% of employers now have between 16-20% disability representation across their workforce, a small increase of 0.27%.

48.78% of participants had fewer than 50% of female employees across their workforce, an increase of 0.97% from last year. This means that 51.22% of participants had 50% female representation. The data shows the lowest percentage of female representation was between 16-20%, with 2.44% of participants employing female representation in this data set, this is compared to last year where the lowest data set was between 21-30%. All companies disclosed data for female representation.

7.95% of companies had no LGBT representation across their workforce, compared to 10.87% in 2019, showing a decrease of 2.92%. 21.95% of employers did not provide workforce LGBT data which has also decreased from last year which was 26.09%. 58.54% of companies had between 1-5% of LGBT employees across their workforce, compared to 43.48% in 2019. 9.76% of participants had between 6-10% of LGBT representation across their overall workforce, a decrease of 5.46% from the previous year.

Disability was the least reported protected characteristic across an overall workforce, which has changed from 2019 where LGBT was uncovered as the least reported data. From the results we can see that LGBT and Disability data is still largely undeclared, so the data is not necessarily a true reflection of an organisations workforce diversity. However, LGBT Networks are the second most common internal diversity network amongst participants with 85.37% of companies implementing a network of this nature, suggesting that workforce for this particular protected characteristic is in fact higher than those reported.





## CLOSING REMARKS

Since the Inclusive Top 50 UK Employers began publishing findings in 2016, our results in diversity, equality, and inclusion have fluctuated due to the different organisations participating each year. The size of the organisations taking part is interchangeable, along with the variation of industry sectors, which has an effect on the overall data. Our findings don't yet match our ambitions or those of our clients, reinforcing the idea that Diversity, Equity and Inclusion is a journey and not just a destination. It is clear to see that a host of companies are making improvements across many areas, whilst some are falling behind in others. This isn't simply about building an index, but about recognising organisations who are brave and innovative, and championing those who evolve with the ever changing landscape of our society.

This year was unprecedented with challenges brought to employers rocked by Covid-19. Those with inclusivity practices in place have been able to adapt rapidly, and EDI has remained high on the agenda during a time when it could be overlooked. Government guidance continues to highlight the important role D&I plays in a business's success. The evidence shows the disproportionate impact that Covid-19 has had on different sections of society and keeping your D&I strategy thriving is key to equipping your workplace for the new world of work being accelerated and shaped by the pandemic. McKinsey's recent report discovered that employees reported a remarkably similar set of challenges related to mental health, work-life balance, workplace health and safety, a missing sense of connectivity and belonging with colleagues, and concerns about job opportunities.

As we move into 2021, companies should ask themselves new questions for a changed workplace. Leaders now have an opportunity to build a more equitable and inclusive workplace that will improve their organisations far beyond COVID-19. Companies that capture the moment will not only be better placed to support their employees but will also drive sustainable business performance.



## WHAT EMPLOYERS HAVE TO SAY



### **Karmini McCann, Head of Inclusion and Engagement University Hospitals of Morecambe Bay NHS Foundation Trust**

"We are incredibly proud to feature in the Top 50 UK Employers list in a year has truly shined a light on the power of inclusive leadership and inclusion networks in understanding and responding to the impact of Covid-19 on different groups - working together to keep each other safe while caring for those we serve."



### **Auto Trader**

"The past year has been full of reminders of the inequalities that still exist in the UK and the need for employers to work together to eradicate them. At Auto Trader UK we are proud to be featured in the Inclusive Top 50 for the third year running and remain as dedicated as ever to keep making a difference."



### **Mitie**

"Being recognised as one of the most Inclusive employers in the UK is a point of pride for us at Mitie, but also poses a welcome challenge to keep on doing better. We strive every day to make our business a great place to work, where every colleague can be their true self, and know their voice is heard."



### **David Hynam, CEO, Bupa Global & UK**

"I'm delighted that Bupa Global & UK has been included in the Inclusive Top 50 UK Employers for the second year running. This year, more than ever, it's important that businesses create an inclusive culture for people to feel connected, as well as provide support for their individual wellbeing needs. At Bupa, we encourage our people to bring their whole selves to work and want our workplaces to be environments that everyone's welcome."



### **The Calico Group**

"The Calico Group are delighted to be included in the Inclusive Top 50 UK Employers List! We are proud of the work we do, and we are always listening and learning so we can improve. Being part of the Inclusive Top 50 Employers will help us to continue our learning from other companies and people in our communities. Diversity is key to the success of our Group and we are committed to celebrating diversity and inclusion whilst challenging acts of discrimination."



### **Inspire North**

"We are delighted to be recognised again for our commitment to being an inclusive employer. It has been a year which has really highlighted how much we all need to do to make sure our organisations are inclusive and thinking beyond diversity. As much as our appearance on this list means a lot to us, we are already underway with further plans to ensure we are not only inclusive, but leading the way in transforming what it means to be inclusive."



## WHAT EMPLOYERS HAVE TO SAY



### Nielsen

"Our vision is a simple one; that every employee can be themselves, engage with Nielsen, feel valued for who they are, not what they are, and can perform at their best. This is inclusion at work. And so being featured in the Inclusive Top 50 Employers list makes us very proud; proud that our vision is a reality, and that our words are converted to action. This prestigious list represents the very best of UK employers and we are delighted to be a part of it."



### Moneysupermarket Group

"At Moneysupermarket Group we work hard to empower a culture of inclusion and belonging, where everyone can be their true selves and where everyone's voice is valued. We're truly delighted to be recognised as one of the Inclusive Top 50 UK Employers for the second year running. It's a privilege and a great honour to be listed especially during such a challenging year."



### Deputy Chief Constable Julie Cooke, Cheshire Constabulary

"I am incredibly proud that we are part of the Inclusive Top 50 membership for the 4th year running. Being part of the Top 50 Inclusive UK Employers reflects the high standards with which we operate and our ongoing commitment to diversity, equality and inclusion (DEI) within our workforce. We have strived to enable our workforce to have a voice both through staff support networks and tailored events whereby we can discuss issues that are impacting on our staff so that we can reflect and learn as an organisation. Those featured on the list of the UK's most inclusive employers are leading the way for providing an inclusive workplace where everyone feels comfortable to be their true selves, and I'm truly committed to Cheshire Constabulary being at the forefront and to continue to be an employer of choice."



### Michael Lewis, Chief Executive, E.ON UK

"We're really proud to be named as one of the Top 50 UK Inclusive Employers for the fourth year running. At E.ON we're committed to offering an inclusive culture, where everyone can be themselves at work, feel valued and can achieve their full potential and this year this has been more important than ever, with colleagues having to adapt to new ways of working in a challenging environment. We're continuously looking at ways we can continue to integrate inclusion into everything we do and so it's great to be recognised for our hard work and commitment in this area."



### Group HR Director, Pam Angel, Hastings Direct

"The whole team here at Hastings are delighted to be recognised as one of the UK's Inclusive Top 50 Employers. We are committed to workplace diversity and to cultivating, fostering and preserving a culture of inclusion. Celebrating our differences and encouraging different perspectives, strengthens the way we work and helps us achieve success. I'm incredibly proud of the hard work and dedication of all our Colleagues from across the company that continue to make Hastings a place where all Colleagues can contribute, thrive and be who they are."

#InclusionSolutions

## CONNECTING EQUALITY & DIVERSITY PRACTITIONERS ACROSS THE UK

**Inclusive Companies is the premier cross industry network harnessing best practices & innovation to drive inclusion for all.**

With members accessing a host of outstanding resources from workshops to networking opportunities, Inclusive Companies allows like-minded individuals to keep up to date with our latest events, share best practice and collaborate.

This interactive portal is a dedicated space for diversity specialists to engage with others and remain informed on trending diversity news and themes.

Using resources from the last 13 years, Inclusive Companies have developed a leading network for employers to access exclusive reports, guides and share the latest progressions across this field.

### OUR VALUES

- Convener of organisations
- Benchmark
- Bring innovative best practice & conversations
- National coverage
- Community engagement
- Focus on inclusion not just diversity
- Tailored approach
- Thought leadership
- Toolkits

### MEMBERSHIP

The Inclusive Companies (IC) Membership is a nationally recognised membership body within the Diversity & Inclusion (D&I) sector, and is committed to the principals of equality of opportunity for all.

The IC Membership exists to challenge the lack of diverse representation within UK based organisations and to assist employers to foster a truly inclusive environment within which they recognise and value the differences of each employee.

**THIS GROUNDBREAKING MEMBERSHIP ALLOWS US TO DRIVE FULL INCLUSIVITY WITH A HOST OF BENEFITS INCLUDING**







**Precedent**Group

# WE RECRUIT IN COLOUR

**PROVIDING EXECUTIVE SEARCH FOR  
SENIOR MANAGEMENT, LEADERSHIP  
AND BOARD ROLES.**

At Precedent Group, our clients work with us to create cultures and environments that are inclusive and welcoming to everyone, they strive to ensure there is equal access to opportunities such as training, promotion, learning and that everyone is able to fully participate in these opportunities. They understand that by doing this, their customers will love their company because their employees love it first.



## OUR SPECIALIST INDUSTRIES



**BUSINESS & PROFESSIONAL  
SERVICES**



**CONSUMER**



**EDUCATION &  
NONPROFIT**



**FINANCIAL  
SERVICES**



**GOVERNMENT**



**HEALTHCARE**



**MEDIA & TELECOMS**



**TECHNOLOGY**

# REMOVING THE BIAS FROM RECRUITMENT

Talent management consistently ranks as a top concern for CEOs, yet many say their organisations are missing out on commercial opportunities in the area. Diversity & Inclusion Talent Search Agency, Precedent Group are putting talent at the top of the agenda by removing bias from recruitment for businesses looking to take their hiring process to the next level.



Paul Sesay (pictured above), Founder of Inclusive Companies & The National Diversity Awards has recently been announced as CEO of Precedent Group.

Sesay said, "I am proud to be joining Precedent Group to change the whole recruitment process for both candidates and employers to ensure people excel in any workplace. Precedent Group only work with progressive, forward-thinking organisations, clients, and hiring teams to enable them to capitalise on the competitive advantages of having a diverse workforce, and I look forward to leading at the forefront".

Paul brings with him over 15 years of experience in the diversity arena and has collaborated with some of the largest organisations in the world to enhance their diversity and inclusion profiles. Paul also engages with local communities to help people from various backgrounds to achieve and empowers disadvantaged groups throughout the UK.



Serge Patrick-Heselton (pictured above), COO for Precedent Group said, "We are thrilled to welcome Paul Sesay to Precedent Group to begin our journey of recruiting in colour. This is an exciting appointment for us, as Paul brings a deep understanding of the power of data and recruiting holistically through an inclusion lens. Thinking differently is in our DNA and we believe that all candidates regardless of their background, ethnicity and gender should be represented in a manner in line with their skills and abilities."

With the strap line 'We Recruit in Colour', Precedent Group put a firm focus on breaking down the barriers to inclusive and diverse recruitment using innovative technology to eliminate bias.

The groundbreaking talent search agency will also work with organisations to enhance their D&I agenda and assist employers in fostering a truly inclusive environment within which they recognise and value the differences of each employee.

# READY TO RECRUIT IN COLOUR?

Whether you are thinking about diversity or looking to talk to us about implementing change within your business please contact [info@precedentgroup.co.uk](mailto:info@precedentgroup.co.uk) so we can start our conversation.



**Precedent Group**  
WE RECRUIT IN COLOUR

[www.precedentgroup.co.uk](http://www.precedentgroup.co.uk)

Proud partner  
of the





# INCLUSIVE COMPANIES

Equality, Diversity & Inclusion for All



**Precedent Group**

WE RECRUIT **IN COLOUR**

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Celebrating **Unity** in Society

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**INCLUSIVE JOBS**

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**INCLUSIVE AWARDS**

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For further information about any of our initiatives, please contact a member of the Inclusive Companies Team:

[info@inclusivecompanies.co.uk](mailto:info@inclusivecompanies.co.uk) or telephone **0345 404 1800**

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