



CLIENT SCENARIO

The client, a UK Police Force, was rolling out a substantial diversity and inclusion initiative.

They requested support in a survey with two main objectives: to underpin various engagement activities and to gain insights into the demographic workforce characteristics not held on any HR database.

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DIVERSITY AND INCLUSION STRATEGY

Sector: Emergency services
Type: Consulting

OUR APPROACH:

Starting with a review of the intended Diversity & Inclusion Strategy and recent survey data, VaLUENTiS utilised its VB-HR™ question database to adapt the Diversity & Inclusion template to the Force's requirements. Where required, bespoke questions were developed and piloted, using relevant staff groups to check understanding and identify any potential sensitivities given the Force context.

The survey was reported to senior officers as part of the launch of the Diversity & Inclusion Strategy. In the absence of historic data relevant external benchmark data was derived by mining survey data from similar Forces.

VALUE OF PROJECT:

Survey findings allowed the Force to measure perceptions about current approaches and colleague experience of inclusion in the workplace. An additional benefit was the quantification of staff who associated themselves with a variety of 'hidden' demographic characteristics, such as sexual orientation and having mental health issues.

A repeat exercise after 12 months highlighted changes over time. Whilst collectively various improvements in inclusion were marked on, findings from certain teams/roles highlighted work still to do, with a resulting refocus of the Diversity & Inclusion Strategy.

PROJECT PLAYBOOK COMPONENTS:

- VB-HR™ QUESTION DATABANK
- 5D ENGAGEMENT FRAMEWORK
- ONLINE DATAGATHERING
- DATA VISUALISATION

SIMILAR PROJECTS DELIVERED IN:

- Technology