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ACHIEVING MORE TOGETHER

Maintaining Diversity and Inclusion post-Pandemic

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@Thrive_Law
@IamJodieHill



Jodie Hill

Managing Partner and Solicitor

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So what...?

❖ Diversity and Inclusion

- ❖ Not “nice to have”; essential!
- ❖ Not just about equal pay, but about workplaces reflecting society
- ❖ Disability, gender, ethnicity, sex, LGBT



So what...?

❖ Why does it matter

- ❖ Better products, services – contributions from different backgrounds
- ❖ Attracting talent and keeping them, they feel valued
- ❖ Happier employees – everyone Thrives!



What is included?

- ❖ Everyone!
- ❖ Not just gender, but also:
 - ❖ Disability – mental health, neurodiversity
 - ❖ Ethnicity - #BLM
 - ❖ LGBT
 - ❖ Pregnancy, childcare

Protected Characteristics...

- ❖ Diversity and Inclusion feeds into EqA 2010
- ❖ Do not discriminate, directly or indirectly
- ❖ Supportive environment with training; less likely to run into issues

Common challenges

- ❖ Actively listening – no assumptions
- ❖ Lead with empathy
- ❖ Avoid box ticking and tokenism
- ❖ Trust your employees – WFH, flexible working etc.

Positive discrimination

- ❖ In recruitment?
- ❖ Unlawful if only because of protected characteristics, rather than qualifications
- ❖ Unlawful to set official quotas
- ❖ Positive action (e.g. equally qualified) acceptable

What
challenges do
you have?



Ask yourself:

- ❖ How confident are you about EDI at your firm?
- ❖ Do you have an EDI policy or statement?
- ❖ How often is your EDI policy or statement reviewed or updated?
- ❖ How confident are you about current terminology when talking about EDI?



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Ask yourself:

- ❖ Is there a specific area of EDI you would like to focus on e.g. race, gender, disability, LGBTQ+?
- ❖ Do you review and monitor employee diversity data?
- ❖ Do you consider EDI in the recruitment process?

Ask yourself:

- ❖ Do you have staff networks? How active are they?
- ❖ How active are senior leaders in talking about and promoting EDI in the workplace?
- ❖ Do your clients ask about your EDI policies / work you are doing in this area?

How we can help

- ❖ Employment Law Assistance
 - ❖ Project work for individuals or companies
- ❖ Fixed Fee HR Packages
 - ❖ Includes employment contracts and staff handbooks
 - ❖ Direct number for employment law for any assistance required



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Thrive Wellbeing

- ❖ Supports employees and employers in mental health and wellbeing at work
 - ❖ Interactive platform
 - ❖ Guides, initiatives and policies

FREE TRIAL



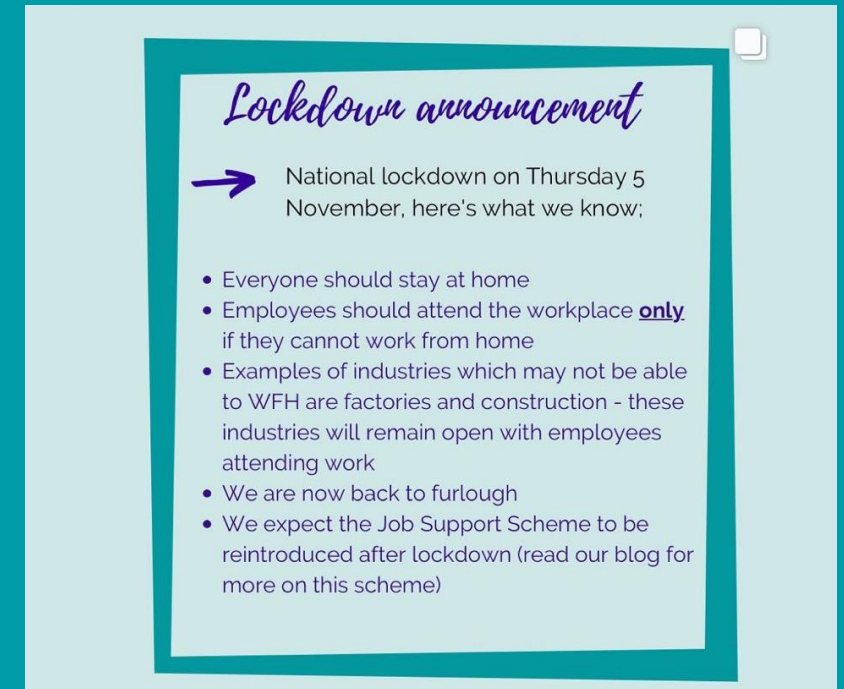
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Updates

❖ Email to join to our database!

❖ Bulletins on Coronavirus

❖ [Youtube](#) @JodieHill



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Join Now!

Any questions?

Email me directly at
Jodie.Hill@thrivelaw.co.uk

Jodie Hill

@IamJodieHill



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