

Human Resources Promoting Flexible Working, Diversity And Inclusion

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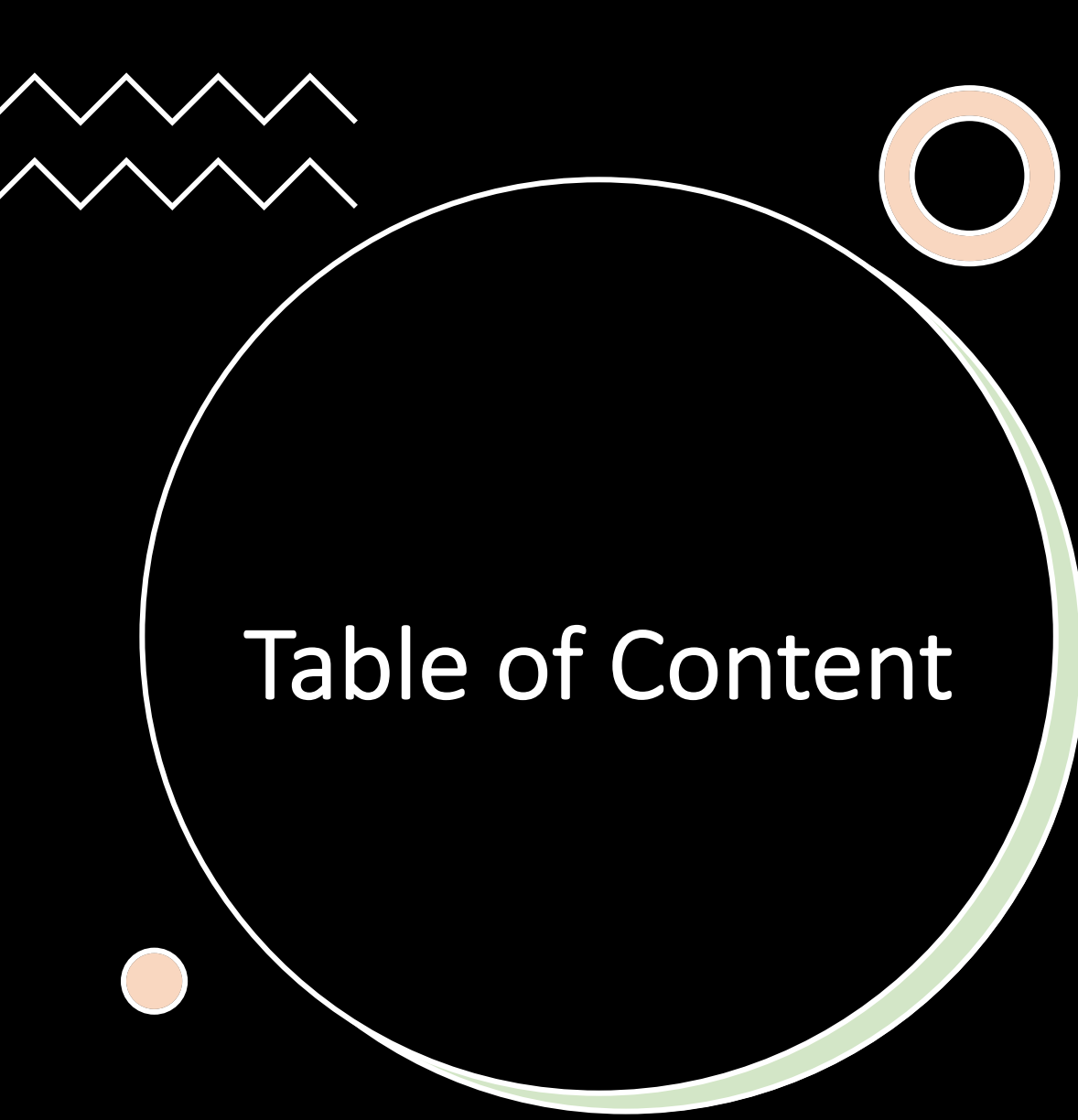


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Barclays Bank

- The company was founded in London in 1690
 - John Freame and Thomas Gould are the organization's founder
 - James Barclay joined in 1736
 - The company is headquartered in London, United Kingdom
 - It morphed into one of the world's leading financial institutions
 - Barclays Bank spread its operations to all continents
 - Due to limited competition, it enjoyed massive success
 - However, it is currently experiencing enhanced competition
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- John Freame and Thomas Gould established the organization in London City in 1690 (Kavanagh and Brigham, 2018). Since its establishment, this banking firm has grown significantly to rank among the top financial institutions in the world. The fact that Great Britain was a dominant global power with colonial possessions all over the world was very advantageous to Barclays Bank. As it attempted to increase its market share outside of its home country, it could distribute its operations across all continents. This company liked operating in a less competitive market during those early years. When financial institutions began to proliferate in the 19th century, however, this situation drastically changed. Currently, there are a large number of financial institutions worldwide, and Barclays Bank experiences fierce competition both domestically and abroad.

The Business Case

- Diversity management can be expressed through the business case
 - It entails the elimination of discrimination in the workplace
 - The benefits realised are towards the organisation
 - Recruitment and selection practices are thus geared towards benefiting the organisation
 - Diversity leads to enhanced productivity
 - Different perspectives, ideas and experiences buoy the organisation's performance.
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- Managing diversity is a common way to present a diverse and inclusive workforce. It is characterised as working workforce diversity to minimise or eliminate workplace discrimination (Zaki et al., 2019, p.81). From the standpoint of the business case, the main emphasis will typically be on diversity in the workforce or equality practices that may be advantageous to the organisation. To take advantage of these potential advantages, organisations will choose and hire people from various backgrounds, according to the business case. An organisation benefits from diversity in multiple ways, including improved problem-solving skills, more robust governance, and increased profitability and creativity. Employees from various backgrounds bring their unique perspectives, ideas, and experiences to work, enabling organisations to perform better than those that do not prioritise diversity.



Flexible Working Arrangements

Barclays has implemented hybrid working and telecommuting

Hybrid working entails working from the office or off-site

The goal is to complete tasks and not emphasize on location

Telecommuting is working wherever one feels comfortable

Both practices have led to increased productivity, reduced absenteeism and overall employee motivation

A hybrid work environment is one in which some employees work on-site and others work remotely. According to the circumstances, goals, and preferences of others, they will be free to work on certain days and off-site on other days. By emphasizing how employees work rather than where they work, it completely eliminates the concept of location. Working from a location other than the employer's office or physical place of work is known as telecommuting. Usually, this means employees to work from home, but based on the systems available and the specific company policy, it could also involve working from a book store, co-working area, coffee shop, or elsewhere with free public wi-fi. Reducing absenteeism and boosting morale are just a couple of the potential advantages of telecommuting.

Flexible working Arrangements Cont.

- Flextime and job shares have also been implemented
- Flextime encompasses giving employees the freedom to choose their working hours
- In the end, they have to accomplish their contracted hours
- Job shares are the practice of having different employees perform similar duties and roles
- they have also been beneficial in enhancing productivity within the organisation
- Equality is about enabling equal opportunity for every individual
- Diversity covers having employees from diverse backgrounds
- Individuals should not be discriminated against due to protected characteristics
- These include age, gender, racial background, religion and many more
- The law prohibits discrimination
- Barclays has in place policies and practices that promote diversity and inclusion.



Flextime, in its most fundamental sense, pertains to flexible working conditions in which workers are provided with the flexibility to decide when their working day starts and ends, so long as they work the number of hours that have been agreed upon in their employment agreement (Chung and Van der Lippe, 2020). In most cases, this entails nothing more than rearranging the specific times they put in their typical eight hours of work each day. Workers and managers discuss one or more roles or responsibilities, called job sharing. It is of the utmost importance that those who participate in a job joint venture agreement can effectively collaborate and communicate. When there are a limited number of open part-time positions within the organisation, job sharing might have been an option. The definition of equality and diversity in the workplace is "promoting equal opportunity for all, through diversity, giving every individual the chance to realise their ability, free from prejudice and discrimination." Diversity in the workplace is characterised as a characteristic of the workplace culture where employees from various backgrounds make up the workforce (Ayega and Muathe, 2018, p.11). Respect should be shown for each employee's unique characteristics, including age, sexual identity, race, cultural background, professional experience, skills, beliefs in science and religion, sexual orientation, and much more. The law protects people from being discriminated against because of any protected characteristics, including those listed above. Nowadays, it is encouraged for every organisation to have an equal opportunity policy. Such policies guarantee that employers follow the law while defending the rights of particular employees.

HR Promoting Diversity Cont.

- Inclusive workplace policies have been implemented at Barclays
 - new policies have been created
 - Existing policies have been amended
 - Job descriptions are inclusive and tailored to appeal to a wide audience
 - Religious holidays are honored
 - On site day cares have been built
 - Flexible working arrangements have been implemented
 - Pay discrimination elimination has been realized
 - Through analytics, the company has introspected on gender and race pay scale
 - This provided an opportunity to identify areas if weaknesses
 - It offers equal work for equal pay
 - Jobs are considered equal based on their content rather than titles
- At Barclays Bank, promoting diversity in the workplace requires developing new policies in addition to revising those that are already in place across the entire organization (Roszkowska and Melé, 2021, p.191). These include everything from selecting candidates to making judgments about their performance to deciding who gets promoted. When posting job openings, for instance, position descriptions are frequently crafted with the express intention of appealing to the widest possible readership. The organization engages the services of third-party stakeholders, publishes the aforementioned position descriptions on their website, and sends recruitment experts to a more diverse selection of job fairs, society hiring office spaces, and outreach programs. In addition, the company has instituted a policy that grants employees time off for religious holidays, even if those holidays are not officially recognized by the organization. Providing on-site daycare and flexible working hours are also examples of alternatives. In an effort to identify areas in which there is room for advancement, the corporation has broken down employee salaries according to factors such as race and gender. In addition to that, it has relied on a variety of other types of analytics. Two essential steps toward achieving the goal of eradicating workplace discrimination are the provision of equal pay and the active elimination of pay gaps (Grimson and Grimson, 2019, p.317). All staff deserve fair pay and benefits. When men and women are doing the same amount of work in the same workplace, they should receive equal pay. Although the professions need not be an exact match, they should be fairly comparable to one another. The primary factor in determining whether or not jobs are comparable to one another is job content, not job titles.

Evaluating The Impact Of Flexible Working

- More women have remained in the workforce.
 - It eliminates commuting which allows them to undertake other familial duties.
 - Barclays Bank embraced leading with empathy.
 - Hence, it implemented remote working that advantaged women employees.
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- Women now have an easier time remaining in the workforce thanks to the rise of remote work. Remote work allows women to reclaim the time they would have spent commuting, making it more straightforward for them to juggle the demands of their professional lives with the responsibilities of caring for their families, which are more likely to fall on them. Women continue to be the primary caregivers while also maintaining paid employment. To provide the most effective support for their employees, leaders must listen to what those employees are going through. The concept of empathic leadership was enthusiastically embraced by Barclays Bank (Batt 2018, p.465). Therefore, the ability to work from home was successfully implemented for the benefit of this group of employees. A significant amount of the unnoticed work in the workforce is performed by women. In addition, the duties associated with running a home are frequently hidden from view.

Evaluating The Impact Of Flexible Working Arrangements Cont.

- Blacks and other racial minorities are now more comfortable
 - The underrepresentation of these minority groups leads to isolation
 - Hence, with geographical barriers broken, they can work comfortably wherever they wish
 - Many who prefer hybrid environments also benefit
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- Due to flexible working arrangements, black employees are now more at ease. Due to the persistent underrepresentation of Black people in knowledge worker positions, an isolating workplace rife with anxiety and microaggressions may result. Geographical barriers are removed by flexible work arrangements, making it simpler to hire people with a wider range of demographics and backgrounds. Additionally, it may make it simpler to recruit and keep skilled Black workers, most of whom would actually want to work in a combination or fully remote environment. The Bank's executives have taken action to encourage sponsorship and aid Black employees in moving up the corporate ladder. There is a greater necessity allyship as employee backgrounds become more diverse. Workers who might not otherwise be aware of them should be given the opportunity for career development and promotions by their leaders.

Evaluating The Impact Of Flexible Working Arrangements Cont.

- More workers with disability have been recruited
 - Commuting poses a significant barrier
 - Its elimination offers more opportunities for this group of workers
 - The company has gone beyond statutory requirements to accommodate this special interest group
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- Commuting can be a major barrier to employment for those who have a disability of some kind. People with disabilities now have more opportunities to join teams and make valuable contributions thanks to flexible work arrangements. Additionally, working remotely can help some disabilities become less obvious to coworkers, relieving the stigma that some disabilities carry. Employers are required by law to make reasonable accommodations for disabled workers that increase accessibility (Blanck 2020, p.507). However, some remote workplace equipment may not be specifically defined in federal regulations, and workers may still need other accommodations to conduct their essential duties. As a result, the Bank has noticed that more disabled employees are being hired and supporting organizational goals while working toward achieving their own goals.

Widened Talent Pool

- Flexible working expands the talent pool
 - It does not require expensive infrastructure to set up
 - The search is worldwide
 - The right talent can also be hired easily
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- The expansion of a company's talent pool is one of the most common justifications given for why a business would want to implement flexible working hours and hire skilled employees. Employing people from far-flung areas broadens access to more talent and brings in additional workers because it eliminates the need for expensive and extensive physical infrastructure. Many benefits accrue to businesses as a result of the formation of diverse teams, including increased access to a wider variety of expertise and experience in a wider variety of industries. It is also an excellent way to build a global talent pool, which will allow the company to benefit from a wider variety of viewpoints, attitudes, and ideas. Because the company is not limited by geography, the search for talent is virtually conducted all over the world. This provides the company with access to talent that it will never get in traditional house duties.

Theme Days

- Theme days are also celebrated
 - The world cultural diversity day is honored
 - Others include
 - LGBTQ themed celebrations
 - International women's day
 - Youth day
- The United Nations Educational, Scientific, and Cultural Organization (UNESCO) is in charge of leading the celebration of the World Day for Cultural Diversity for Dialogue and Development (Lin and Spaulding, 2022). This day focuses not only on the diversity and richness of the world's cultures, but also on the vital role that intercultural dialogue plays in achieving world peace and sustainable development. A worldwide celebration of the social, economic, cultural, as well as political achievements of women, International Women's Day takes place on March 8 every year. The eighth of March comes around every year. In recognition of its community, Pride Month is a celebration that takes place during the month of June each year. The opportunity to bring attention to the critical issue of ensuring the engagement and involvement of young people is presented by International Youth Day. The purpose of the International Day of Disabled Persons is to raise awareness about the issues that disabled people face and to advocate for their rights and well-being in all areas of society.

Conclusion /Recommendation

- Managers ought to be educated on diversity and inclusion benefits
- Clear communication is necessary
- Mentorship should be offered
- HR personnel should be empowered and facilitated to widen their recruitment pool and practices.
- The company was founded in London in 1960
- James Barclay is the organisation's founder
- It morphed into one of the world's leading financial institutions
- Diversity management can be expressed through the business case
- It entails the elimination of discrimination in the workplace
- The benefits realised are towards the organisation
- Barclays has implemented hybrid working and telecommuting
- Flextime and job shares have also been implemented
- Equality is about enabling equal opportunity for every individual
- Diversity covers having employees from diverse backgrounds
- Equality is about allowing equal opportunity for every individual
- Assortment covers having employees from diverse backgrounds
- HR has implemented policies and eliminated pay discrimination
- More ethnic minorities, women and people with disability can work due to flexible work arrangements



- The company's first office was established in London in 1960. James Barclay was the first person to develop this organisation. It evolved into a position as one of the preeminent financial institutions in the world. The management of diversity can be articulated through a business case. It requires no discrimination of any kind in the places of employment. The organisation will benefit from the realisation of these benefits. Barclays has adopted a combination of traditional office hours and remote work. Additionally, flextime and job sharing have been put into place. To achieve equality, all individuals must be provided with the same opportunities. Having employees who come from a variety of different backgrounds counts as diversity. To achieve equality, all individuals must be provided with the same options (Arneson 2018, p.237).

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