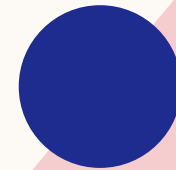


MANAGING PEOPLE A1

Presentation
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ASSESSMENT 1

Make a case in favour of flexible working in relation to diversity and inclusion at work and analyse the role of Human Resources in promoting diversity and inclusion through flexible working.



INTRODUCTION

I will introduce the business company Holland and Barrett, as a retailer, and how it deals with the challenges and dynamics in a competitive environment to achieve and maintain business success. Adapting the conditions of the working environment of the team and its people after the covid pandemic, while strengthening the need for flexible working and the corresponding difficulties. (CMI Insights, 2020)

ABOUT THEM

Holland & Barrett International is a health and wellness retailer. It supplies its customers with a huge selection of vitamins, minerals, health supplements, specialty foods and natural beauty products, providing its customers with wellness consultation, diagnostic tests and beauty treatments. With over 145 years of experience, they have established themselves as leaders in their industry both in the UK and Europe, and around the world (Holland&Barrett, 2022).

Diversity and inclusion and the role of human resources

The collective as the most valuable asset - the workers in the store, the customer consultants, the team at the Support Center or Holland and Barrett production and distribution centers (ScrapeHero, 2022).

The company provides an environment that encourages self-development, attracting and retaining people open to learning opportunities (Birkenhead, 2021) .

Support the building of a long-term career at Holland & Barrett, offering accredited training programs, apprenticeships, promoting career development, diversity and inclusion at all levels. Over 5,000 Holland & Barrett people have successfully completed a leading e Learning program, gaining the nationally recognized QCF qualification. (Holland&Barrett, 2022)

...DIVERSITY AND INCLUSION

At Holland & Barrett there is a belief of all forms of inclusivity in the workplace. (Holland&Barrett, 2022)

Constantly using all resources to recognise the cultures by employees and friends.

These aid in the constructing process of evaluating success of the company thereby mirroring the diversification of our community.

THE PROGRESSION OF HOLLAND&BARRETT MISSION

The progression of our mission in the decision-making procedure.

Create distinct ways so that there is an advantage in the confrontation of workplace bias. (Foot & Hook, 2008)

Encouraging a positive environment and grant the same opportunities for every worker.

The diversity of a workplace is important and it therefore creates a calming working environment. (Birkenhead, 2021)

THE PROGRESSION OF HOLLAND&BARRETT MISSION THROUGH DIVERSITY AND INCLUSION

It is useful when understanding each and every individuals work ethic when thinking about their potential within the corporation.

Taking consideration of the differences of others ensures collaboration processes within the business operate smoothly. (Reuschke & Felstead, 2020)

The success of our workplace is built upon the constant assessment which thereby provides a fair and efficient working environment.



The company's commitment to diversity and inclusion. Politics and ethics.

Inclusion at Holland & Barrett is a very important thing. Allowing their workers to express themselves and their beliefs whilst being in an environment where that is welcoming is a crucial part of their policy.

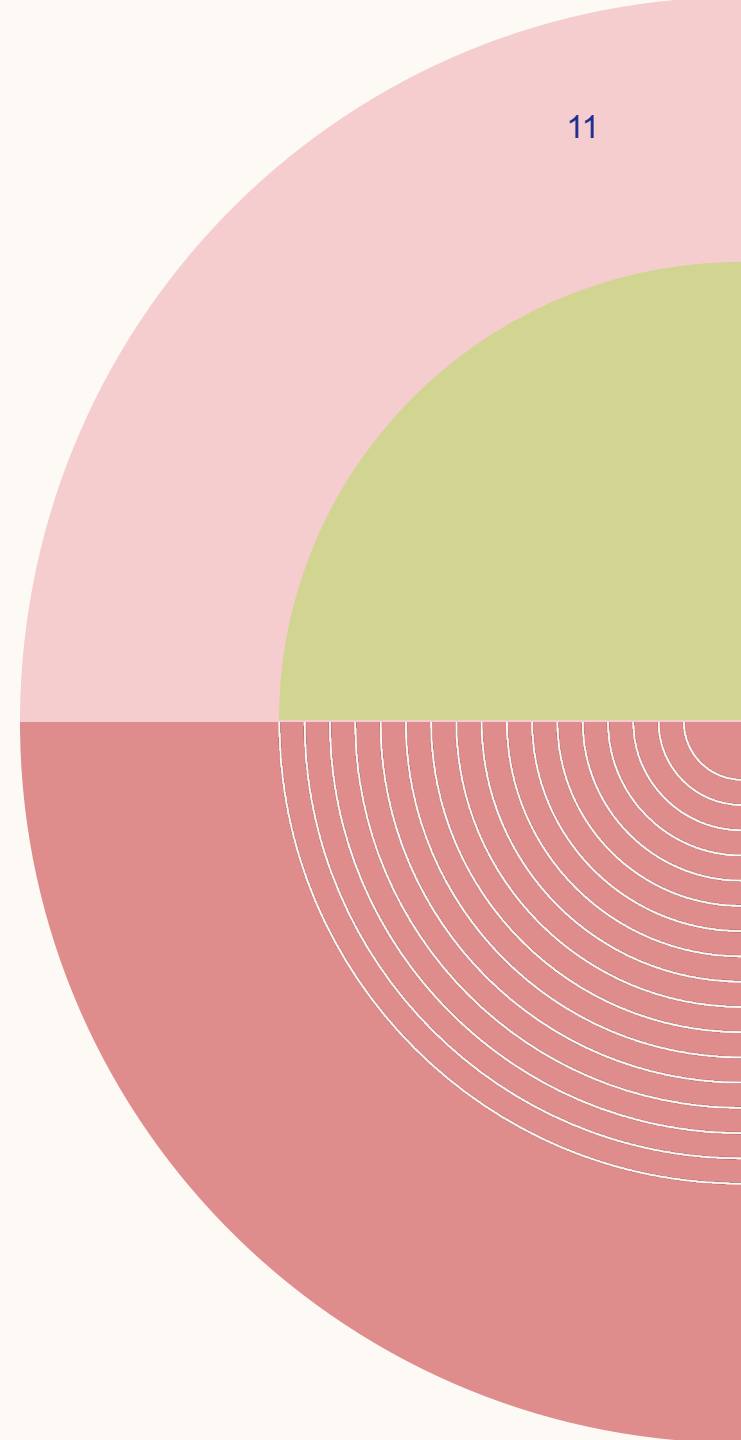
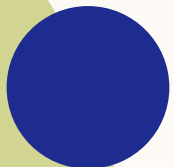
It is because of this that Holland & Barrett never shows discriminatory behaviour on the basis of gender, sexuality, religious beliefs, age, race, nationality, maternal leave etc. (Foot & Hook, 2008) . They work under a belief that every individual should express themselves how they like and want to offer a place where this encouragement is present.

Flexible working and its importance for the wellbeing in our days

The importance of the workplace is great, its role has changed dramatically in a time of transition and rethinking (CMI Insights, 2020). With retailers, a remote office or so-called home office cannot be implemented in all departments, but the following models do work: Variable hours, flexy-time, job-sharing, compressed hours, shift-swapping, career breaks etc.

SUMMARY

As we have been able to trace at Holland & Barrett, with over 730 stores in the UK alone, over 5,000 staff (ScrapeHero, 2022) and years of experience in the business, successful management and people care are key to a company's survival and prosperity.



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THANK YOU

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