

LCBB5004 MANAGING PEOPLE (ASSIGNMENT 1)

INDIVIDUAL PRESENTATION

**“MAKE A CASE IN FAVOR OF FLEXIBLE WORKING IN RELATION TO DIVERSITY
AND INCLUSION AT WORK AND ANALYZE THE ROLE OF HUMAN RESOURCES
IN PROMOTING DIVERSITY AND INCLUSION THROUGH FLEXIBLE WORKING”**

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INTRODUCTION

- The presentation aims to focus on diversity and inclusion at work.
- It will analyse the impact of flexible working culture in regard to diversity and inclusion at work.
- According to the survey by ACAS, in an organisation 55% of employers expect a rise in staff working from home or remotely while 49% expect this flexible working culture for the whole week (ACAS, 2021).



BACKGROUND OF THE ORGANISATION

- **Wren Kitchens** is a privately owned British designer as well as retailer of kitchen items
- The company is founded by Malcom Healey in the year 2009 (Wrenkitchens, 2022)
- It is one of the largest employers in the Humber region
- It has 65 stores across the UK with an estimation of around 4000 staff members (Insider-trends, 2018)
- The business gross revenue was marked £1 billion in the year 2018 (Insider-trends, 2018)



SIGNIFICANCE OF DIVERSITY AND INCLUSION AT WORK

- According to Forbes (2020), diversity and inclusion are necessary for an organisation as it helps increased productivity, boost business, more innovation and creativity, happier employees and much more.
 - In the reports of Deloitte (2018), it has been found that for a successful business the basic formula is ***Diversity + Inclusion = Better Business Outcomes***.
 - Diversity and Inclusion are interrelated as it helps in attracting and retaining the employees in an organisation
- According to Forbes (2022), by becoming more diverse and inclusive institutions can track their progress by using resources like groups of employees.



IMPORTANCE OF FLEXIBLE WORKING PRACTICES REGARDING DIVERSITY AND INCLUSION

- An offer of flexible work helps in acknowledging the lives of employees outside work, leading to the attraction of more applicants
- In the reports of CIPD (2019), flexible working arrangements would be helpful for the parents to balance their work and home lives, and according to their research majority of people (87%) would like to work flexibly.
- Flexible working also helps in improving equality in the workplace and creating inclusive cultures.



ROLE OF HUMAN RESOURCES IN PROMOTING DIVERSITY AND INCLUSION THROUGH FLEXIBLE WORKING

- The key role of HR professionals is management and leadership which helps in creating and empowering a diverse culture.
- The HR function needs to ensure effective strategies that permeate into every part of people management.
- As stated by Forbes (2019a), HRs can help in encouraging the management for sending a meeting agenda with specific roles and inputs before the meeting.



ROLE OF HUMAN RESOURCES IN PROMOTING DIVERSITY AND INCLUSION THROUGH FLEXIBLE WORKING

- An HR help in creating a communication channel.
- This is done through employee surveys, target groups and one-by-one meetings that provide better methods for communication among the employees.
- The HRs are appointed to promote diversity and inclusion by providing the facility of flexible work practices.
- The role of Human Resources is to hire a range of diverse staff applying inclusion by using the requisite action plan for achieving the goal of the organisation



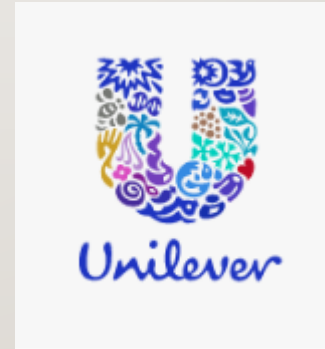
CURRENT NEED TO ADOPT FLEXIBLE WORKING PRACTICES

- The need to adopt flexible working practices is increasing at an immense rate with varied types (Forbes, 2019b).
 - This practice is very effective in favour of both the company and their employees.
 - The advantage of this working practice further includes the providing of better services to their customers on a daily basis.
 - Recently, the need for this practice has further been well understood because of the pandemic.
- This practice is further helpful for the organisations to get better output from its employees who are either disabled and promote women empowerment in society.



EXAMPLES OF ORGANISATIONS ADOPTING FLEXIBLE WORKING PRACTICES ABOUT DIVERSITY AND INCLUSION

- **Unilever** has been trying to figure out approaches to improve its working culture and recently implemented a new policy named U-work to meet the need for flexible working practices (Forbes, 2021).
- **BHP** provides 8% of its total workforce with flexible working practices and another 35% can avail this practice occasionally (Bhp, 2019).
- **Sainsbury** has committed to promoting inclusiveness among its workforce where everyone will be treated equally without any discrimination (Sainsbury's, 2022).
- **Rio Tinto** implements policies for inclusion and diversity to avoid discrimination among its employees along with empowering and increasing the number of its women employees (Rio Tinto, 2022).



TESCO'S EXAMPLE OF FLEXIBLE WORKING PRACTICES

- Tesco has a separate policy to promote inclusion and diversion among their staff using flexible working practices valid only for its UK based employees. (Tesco, 2021).
- The company further provides several options like *working on a part-time basis, phased retirement, blended working, sharing of the jobs and much more* to its employees to be productive while availing the flexible working practices (Tesco, 2021).
- The company provides its employees with the provision to request availing the flexible working

practices *after 26 long weeks* of working for the organisation (Tesco, 2021).

If the request of the employee gets denied by the organisation, then there is an option for the employee to *again appeal within two weeks* of knowing the outcome (Tesco, 2021).



FURTHER RECOMMENDATIONS

- The company operates across the UK, so it can be recommended that they might allow the availing of flexible working practices introducing “*compressed work week*”.
- It can further be recommended that the company can implement tele-commuting working practices thereby giving the opportunities to its employees to work with higher flexibility



CONCLUSION

- This presentation has covered the impact flexible working practices have on diversity and inclusion within the organisation.
- The impactful role which the team of human resources of an organisation plays in promoting diversity and inclusion in an organisation has also been broadly discussed.
- The example of the successful organisations that implement this practice is a piece of evidence supporting the importance of these practices.
- Further, the recommendation has been provided to Wren Kitchens to use this practice for their business growth smartly



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Thank You

Any question? 