

Equality, Diversity & Inclusion Charter

Learning Pool understands that, in addition to being the right thing to do, attracting and retaining a more diverse workforce will maximise not only our ability to provide the great customer service that we are immensely proud of but our ability to be innovative and creative also. Our culture is very much grounded in our values - Do the right thing, We've got your back and Build to Grow. This means that as a company treating people fairly, ensuring equality of opportunity and allowing all team members to have a voice are extremely important. We want our team to be as diverse as the millions of users of our products and services.

For us, diversity refers to all the ways in which we differ which includes visible differences such as, for example, gender, country of origin, age, disabilities and invisible differences as, for example, disabilities, career history, social and academic background etc. Everyone at Learning Pool is encouraged and supported in their individual personal and professional growth and we want all team members to feel a sense of belonging here.

Inclusion refers to creating a work environment and culture where all differences are valued, respected and leveraged without any bias. There is a strong commitment to honest and open communication and an appreciation of different perspectives. Our differences give us a range of perspectives which enriches our daily interactions as well as our business decisions.

Our Commitment

To show our commitment as an employer in the STEAM (Science, Technology, Engineering, Arts, Mathematics) area, we are:

- Implementing an equal opportunities policy, that is regularly updated, and is supported by training, for all of our staff.
- Developing appropriate positive action measures, such as pre-employment training, welcoming statements and personal development courses for diverse groups, where they are under-represented in certain job areas and at certain levels.
- Challenging stereotypical attitudes, preconceptions and prejudice that might exist in relation to STEAM jobs.
- Work with our employees to benchmark the current working environment against best practice examples and to identify ways to improve its accessibility.
- Monitoring access to all of our policies, to ensure equality of opportunity in terms of access to employment, training, development, promotion and flexible working.
- Utilising various measures, including staff awareness surveys and exit interviews, to help us ensure that all employees feel that they enjoy equality of opportunity.

Actions

The Senior Management Team at Learning Pool will determine the actions to take, based on an analysis of the best practice guidelines on practical steps to encourage a diverse workforce. With the changing nature of the guidance in the area, this is continually under review. There are a lot of actions which are already in place which is a positive starting point.

What we currently do

- Use diverse role models in advertising and other brochures.
- Refer to family friendly and flexible working policies in recruitment literature, highlighting these practices to encourage the widest range of applicants as possible.
- Participate in Careers talks and fairs to find the best candidates, regardless of their background.
- Use salary sacrifice schemes e.g. Employers for Childcare, to support working parents with childcare costs.
- Provide enhanced paternity and maternity benefits to support new parents.
- Enable all staff to articulate their career aspirations at regular intervals.
- Recognise that career aspirations may change as people's personal lives change over time e.g. caring responsibilities, health challenges, desire for better work/life balance
- Consider horizontal career moves to develop breadth of knowledge and respect across the business.
- Increase visibility by having diverse speakers at internal and external meetings.
- Have diverse representation on internal/ external committees.
- Obtain feedback from staff about these issues and suggestions, particularly in exit interviews.
- Take all opportunities to challenge unconscious bias and include Unconscious Bias training for all Learning Pool employees

Focus areas for 2020/2021

- Formulate a working from home policy and refer to this in recruitment literature
- Encourage staff to become [STEM Ambassadors](#), working with organisations such as W5, Sentinus, BiTC or School Employer Connections.
- Ensure that all staff members are clear about career progression and promotion procedures.
- Utilise existing employee led networks (such as Business Improvement Group and CSR Committee) to ensure that a diverse range of voices are involved in addressing work issues
- Participate in Women in Business (UK) and continue to grow the Women in Learning (US) network
- Establish a buddy programme to partner pregnant employees with a person who has recently returned to work after maternity leave.
- Consider an undergraduate scholarship scheme which focuses on underrepresented groups