



NCVO WORKFORCE DEVELOPMENT

Good employment practice case study: Retention and diversity

The Diversity Hub Director Val Carpenter has kindly provided the following case study.

The Diversity Hub (formally NCBI) run a programme of open community workshops on a range of diversity topics, open to anyone, regardless of their current involvement in diversity issues.

They also deliver training contracts to institutions, organisations, groups and in neighbourhoods.

Diversity Hub also deliver the 'Friends Against Bullying (FAB)' project that mainly takes place in schools and managed the Pathfinder Community Cohesion programme, 'Putting Young People at the heart of Community Cohesion', on behalf of Leicester City Council.

If you would like to find out more about the Diversity Hub, please visit www.diversityhub.org.uk.

What happened?

We train all new staff and volunteers in our 'welcoming diversity and prejudice reduction' workshop. This provides a really useful vehicle for:

- Welcoming people for who they are;
- Providing an opportunity for people to get to know a lot of others faster;
- Demonstrating that we take diversity and equality really seriously;
- Setting a culture that leaves little space for prejudice, discrimination and bullying to flourish;
- Providing a foundation to diversity and equalities work and practical skills to work for change;
- Alerts people to our expectation that we view every individual as a champion for diversity.

Who was involved (e.g paid staff, volunteers, trustees)?

All trustees, staff and volunteers.

What went well?

It's a really lively, upbeat way to introduce someone to the organisation and the organisation to new people.

However, unlike lots of 'fun' activities this is specifically focused on our core business and it helps people get a good understanding of how we work really fast.

How was it implemented (e.g. was any support needed)?

A range of different people delivered the workshops, including staff, trustees and volunteers.

What has been the overall impact?

People continually refer back to their first workshop with us as a turning point in their understanding of diversity issues, as well as how quickly they felt integrated within the organisation.

Are you planning any future developments to maximise the impact of this process?

Yes, we offer the opportunity to go on to learn more in-depth about diversity issues and practical leadership skills.

What one piece of advice would you give organisations in a similar situation?

Give it a go!

About HR and your workforce

How many paid employees do you have?

2 full time; 2 part time

How many trustees sit on your board?

4

How many volunteers do you have (non-paid staff, excluding trustees)?

150

Does your organisation have an HR Strategy?

Yes

Does your organisation have a recruitment policy?

Yes

Does your organisation have a diversity policy?

Yes