

TPP - Real people creating opportunity and inclusion for all





INCLUSION PILLARS

ACTIONS

	TRAINING & DEVELOPMENT	CULTURE/ VALUES	SUPPORTING OUR TALENT (INTERNAL)	CREATING OPPORTUNITY (CANDIDATES)	DIVERSIFYING THE SECTOR (CLIENTS)	LEADERSHIP
	<ul style="list-style-type: none"> Quarterly mandatory training with external experts. Quarterly shared learning. Actively encourage building diverse networks. Access specialist webinars through our membership with IE. 	<ul style="list-style-type: none"> Grow diversity of EDI Steering Group. Continue to ensure wellbeing through MHFA, Ambassadors of Hope, Wellbeing Health Hub, EAP. Yearly EDI survey and pulse survey to follow up actions. Create a Wisdom health leaderboard challenge for everyone to partake in Introduce drop in mental health/get to know coffee mornings 	<ul style="list-style-type: none"> Celebrate diversity awareness events. TPP employees to manage the Altogether Better Grant campaign. Focus on creating a coaching culture where active listening is more prevalent, where curiosity drives improved inclusion. Encourage staff to resist cognitive overload which commonly leads to unconscious bias through prioritising mental health and wellbeing. Adopt a mental health and wellness survey to seek feedback on support and initiatives 	<ul style="list-style-type: none"> Annual EDI survey. Improving scope of the EDI survey. Candidate Workshops - 2 per year. Repeatedly offer assistance and adjustments throughout the recruitment process. Improve candidate engagement through articles, help and advice and newsletters. 	<ul style="list-style-type: none"> Continue to offer the Altogether Better Inclusive Recruitment Grant. Inclusive Recruitment Guide V3 to be updated in 2024. Webinars/ workshops 1 per quarter, min. 3 per year. Support our clients with their inclusive recruitment goals/ strategies. Work in partnership with our clients to remove barriers through gender neutral advertising and role design. 	<ul style="list-style-type: none"> RIDI Pioneers, working towards retaining Disability Confident level 2. Continue to be active Inclusive Employers members. Challenge behaviour that is counter-productive. Commit to Show the Salary & annual gender pay gap reporting. Improve diversity of senior management. Actively look to build diverse networks. Continue to increase the diversity of our internal candidate pool and the recruitment sector in general .

LINKS TO VALUES

	<ul style="list-style-type: none"> We specialise We adapt 	<ul style="list-style-type: none"> We do the right thing We work in partnership We adapt 	<ul style="list-style-type: none"> We exceed expectations We do the right thing We work in partnership We adapt 	<ul style="list-style-type: none"> We exceed expectations We do the right thing We work in partnership We specialise We adapt 	<ul style="list-style-type: none"> We work in partnership We do the right thing We exceed expectations 	<ul style="list-style-type: none"> We do the right thing We work in partnership We adapt
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TRAINING & DEVELOPMENT

- Mandatory staff training with external experts
- Shared learning sessions
- Partnered with external bodies for education, training & learning (such as Inclusive Employers, RIDI, Chasing the Stigma)
- We record our training, webinars and shared learning so people have the flexibility, allowing access to all
- EDI Steering group provide a monthly update along with upcoming EDI events



CULTURE/ VALUES

- Make all information available in accessible formats and offer adaptations at every step of the process
- Careers website optimised with Recite Me technology
- For internal roles, provide a selection of questions in advance of an interview
- Actively seek out transferable skills (hiring 2 non recruiters into Consultant roles)
- Using specialist job boards such as Evenbreak
- Improved our maternity/ adoption leave
- Grown the diversity of the EDI Steering Group



SUPPORTING OUR TALENT (INTERNAL)

- Fully flexible, hybrid working, removing requirement for core hours
- Ambassador of Hope training for all
- Implemented a Wellbeing & Health Hub
- Created positive action statement to increase diversity and inclusion whilst recruiting internal new talent
- Introduced Buddy partnering for new starters
- Introduced green days and sabbaticals
- Created positive action statement to increase diversity and inclusion whilst recruiting internal talent



CREATING OPPORTUNITY (CANDIDATES)

- Website optimised with Recite Me technology
- Created a D&I hub on the website
- Improved equal opportunities & inclusion monitoring
- Introduced candidate workshops
- Introduced inclusion statement for temporary staff
- Repeatedly offering assistance and adjustments throughout the recruitment process



DIVERSIFYING THE SECTOR (CLIENTS)

- Published first Inclusive Recruitment Guide in 2020 & v2 in 2022, as a free download
- Have run 7 Inclusive Recruitment Grants, value of £35k
- Free Altogether Better webinars & events
- Created a D&I hub on the website
- Run client training workshops
- Created a D&I group on LinkedIn



LEADERSHIP

- Revised our D&I policy in line with our statement & action plan
- Revised our internal recruitment processes to be more inclusive with a view to attracting a more diverse talent pool
- Advertise all roles with a salary/ salary range
- Rolled out Hybrid Working Policy
- Achieved Flexa Top 3 most flexible recruitment business
- Improved equal opportunities monitoring of staff using both quantitative & qualitative monitoring
- D&I being reported at board level quarterly
- Signed Menopause pledge to support all staff
- To increase diversity of thought, members outside our SMG have been invited to join our SMG focus groups affecting change across the business