

## Diversity and inclusion strategy 2017 - 2022

### Introduction

WorldSkills UK is an independent charity and a partnership between employers, education and governments. Together, we are raising standards in apprenticeships and technical education so more young people get the best start in work and life.

Our commitment to diversity and inclusion is underpinned by three main reasons:

- as a charity that exists to help millions of young people through our career's advice and skills competitions, we are committed to honouring our duty to ensure we are as inclusive as possible
- the economic case for greater diversity is clear, and we are committed to broadening the pool of young people who are well prepared for working life and helping give our employer partners more choice when recruiting and to create higher performing workplaces
- as the UK's representative in the international WorldSkills movement, we are committed to honouring our duty to send a team of young people to international skills competitions who are truly representative of young people from across England, Scotland, Wales and Northern Ireland - and who in turn can become role models for future generations.

### What we mean by:

Diversity	Is about understanding, recognising, respecting and valuing differences.
Inclusion	Where people's differences are valued and celebrated, in an environment where everyone is able to thrive, feel they belong, their contributions matter, and they are able to perform to their full potential, regardless of background and identity.

## **Our diversity and inclusion value, vision and mission**

To support and drive our commitment to diversity and inclusion, we have adopted our Diversity and Inclusion Value, Vision and Mission statements.

### **Value**

At WorldSkills UK we value the strength of a diverse and inclusive UK workforce, and believe in creating greater opportunities for everyone to fulfil their potential regardless of age, religion or belief, race, gender reassignment, disability, sex, sexual orientation, marriage or civil partnership or pregnancy and maternity status.

### **Vision**

At WorldSkills UK we are tackling vocational prejudice, and believe apprenticeships and technical education are prestigious career routes for all young people.

### **Mission**

We champion the benefits of high-quality apprenticeships and technical education and help more young people, whatever their background, develop their skills set and mindset to ever higher standards to get the best start in work and life. We do this by working with our partners to inspire, develop, innovate and mainstream excellence, and through attracting a diverse spectrum of talent to our workforce, who are proactively inclusive and diverse, and promote the adoption of this value and vision by our stakeholders.

## Our diversity and inclusion strategic objectives

### Objective 1

**To create high-performing diverse teams within an inclusive culture where everyone can thrive.**

WorldSkills UK places equality, diversity and inclusion at the heart of our culture, supporting us in our endeavours to reflect the society and young people we serve, as well as providing a barometer for excellence for the wider world.

We will do this by:

- Attracting a diverse workforce through inclusive recruitment procedures and practices, to ensure WorldSkills UK reflect the rich diversity of the communities in which we serve.
- Embedding inclusive policies and practices and providing guidance and training opportunities to develop wider awareness and inclusivity and measuring the impact of these to inform further actions.
- Ensuring all of our people understand their responsibilities to adopt and maintain an inclusive culture and environment, both within the organisation, and across all activities for our wider communities.

### Objective 2

**To drive increased representation of and positive engagement with underrepresented groups across all WorldSkills UK services, activities and products.**

WorldSkills UK is committed to supporting young people across the UK, championing the benefits of high-quality apprenticeships and technical education, to help more young people, whatever their background, develop their skills set and mindset to ever higher standards to get the best start in work and life. It's critical that we represent all young people across the UK, positively impacting those groups that have been traditionally underrepresented or from the most disadvantaged backgrounds.

We will do this by:

- ensuring all our services, activities and products are inclusive and accessible to all young people across all communities
- working with our partners and stakeholders to ensure we develop and deliver opportunities for all young people, widening access and engagement to underrepresented groups
- embedding inclusive practices across all our activities, ensuring our partners and stakeholders share our values and strategic objectives.

### Objective 3

#### **To inform the sector with insight, thought leadership and best practice in relation to equality, diversity and inclusion.**

WorldSkills UK plays a crucial role in the skills sector and supports a world-class approach to careers, skills development and technical education helping young people across the UK to develop reach their potential and giving UK employers a competitive edge by developing highly skilled employees. We will use our voice and influence within the sector to share insights, best practice and policy recommendations to ensure that all young people get the best start in work and life.

We will do this by:

- developing and maintain strong channels of communication related to diversity and inclusion with key stakeholder groups across FE, Governments and industries
- delivering and disseminating diversity and inclusion best practice through convening events and sharing research
- delivering on diversity and inclusion research recommendations and embedding good practice across all activities.

#### **How will we make this happen?**

To ensure we deliver on our strategic objectives, we will continue to embed diversity and inclusion in all our internal and external activities. We will maintain regular monitoring, evaluating and reporting against our diversity and inclusion key performance indicators, developing action plans to drive our continuous improvement, and share our key findings and impacts through our annual reporting.