

WorldSkills UK Equity, Diversity, and Inclusion Strategy

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 Equity, Diversity and Inclusion (EDI) is underpinned by three main reasons:

- As a charity that exists to help young people, 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.

Our EDI strategic objectives

Objective 1

To **centre** Equity, Diversity and Inclusion (EDI) in all that we do, creating **diverse**, high-performing teams with an **inclusive culture** where everyone can thrive.

WorldSkills UK places EDI 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.
- 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.
- Developing our leadership and culture to reflect our EDI values, creating an environment where everyone feels a sense of belonging, dignity, and respect.

Objective 2

To increase **representation** and **positive engagement** with **underrepresented groups** across all WorldSkills UK services, activities and products. We want to ensure all our services, activities and products are **inclusive** and **accessible** to all young people across all communities.

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.

We will do this by:

- Ensuring all our programmes are inclusive open, transparent, inclusive, and accessible to all young people across all communities.
- Collaborating with partners and stakeholders to develop and deliver inclusive opportunities, widening access and engagement for all young people, especially those from underrepresented groups.
- Engaging with a wider range of groups and leveraging the power of role models for attracting and engaging more diverse young people.
- Regularly measuring our progress, and benchmarking it against diversity data to understand our impact.

Objective 3

To **inform** the sector with **insight, thought leadership** and **best practice** in relation to EDI. We will proactively engage with Further Education sector leaders, employers, and educators to collaborate on initiatives which will support social mobility, focussing on people and place, and widen access to apprenticeships, and technical education.

WorldSkills UK plays a crucial role in the skills sector, 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 to ensure that all young people get the best start in work and life.

We will do this by:

- Communicating with our partners and stakeholders to inform them of our EDI strategic objectives.
- Communicating the importance of EDI with key stakeholder groups across FE, Governments, industries and WorldSkills International.