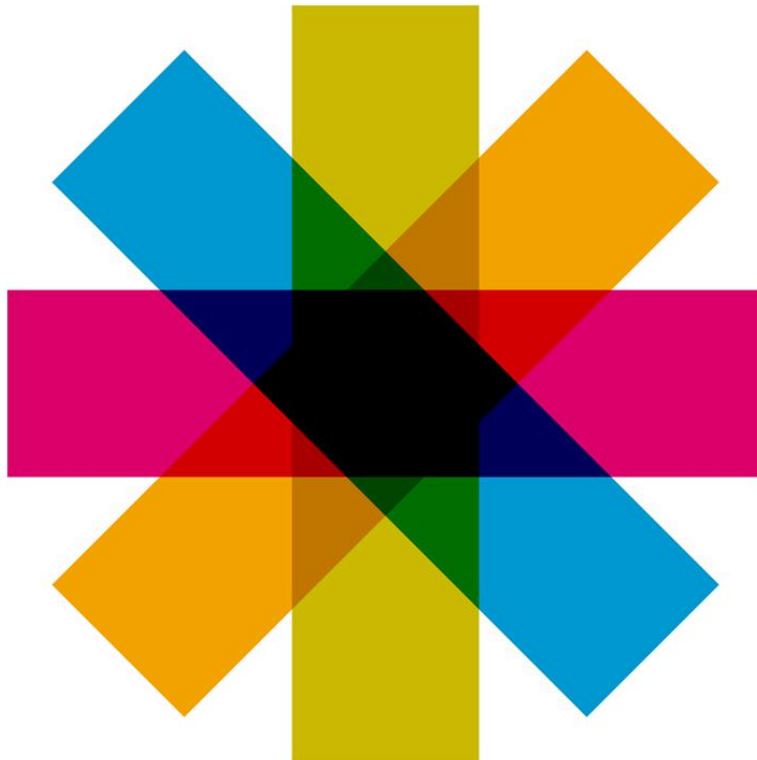


Diversity Works for London

Shahid Bashir – Senior Equality Manager

17 July 2009





Agenda



- Context
 - Legal Case
 - Moral case
 - Economic Case

- Role of the LDA

- Diversity Works for London

Legal Responsibilities

Acts	Date	Main Provision
Sex Discrimination Act	1975 + 1986	Equal treatment on employment irrespective of gender or marital status
Race Relations (Amendment) Act	2000	Requires Public Sector to actively promote race relations, publish schemes and eliminate discrimination.
GLA Act	1999	Places a positive duty on the LDA to promote equality
Disability Discrimination Act	2005	Extends definition of disability, prevents treating a disabled person less favourably, requires public sector to publish schemes
Equal treatment directive (gender)	2005	Defines sexual harassment as discrimination, requires employers to produce Equality action plans
Age Regulation	2006	Equal treatment in employment irrespective of age
Equality Act	2006	Creates a single Equality Commission Equal treatment in provision of services irrespective of religion, gender, sexual orientation, age, race and disability



London's Diversity



The identity of London's population, and therefore its workforce, is changing. There are over 220 different nationalities in London

- Londoners speak 300 different languages
- 1 in 5 Londoners has a disability
- 1 in 10 Londoners are Muslim
- 1 in 20 are Hindu
- Its estimated that half a million Londoners are lesbian, gay, bisexual or transgender
- By 2010, 40% of the workforce will be over 45
- By 2011, 1 in 3 Londoners will be aged over 45
- By 2016, 7 out of 10 new jobs in London will be filled by women



Moral Responsibilities

London has the highest
pay gap between men and
women in the country at
23%



37% of disabled workers were employed in lower paid jobs compared with 26% of non-disabled workers



The gross average weekly wage is **£397** for the BAME population compared to £528 for London's white population



64% of gay men and lesbians reported experience of sexual orientation discrimination in the workplace.



One in five people have experienced some form of workplace discrimination and of those discriminated against, age was cited by **38%** of people as the reason for the discrimination.

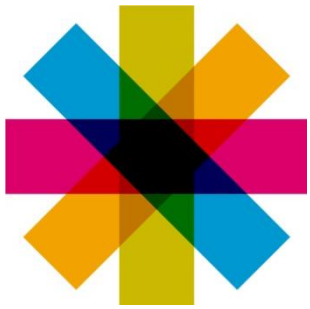


Delivering Our Remit – Economic Case



The active promotion of Equality and Diversity is not something the LDA does in addition to delivering the Mayor's economic development strategy.....

it is HOW we achieve sustainable economic development.



Diversity Works for London



Do you have an equal opportunities policy/diversity strategy?

Strengths

It improves tendering performance:
many of today's largest buyers now
ask for evidence of their suppliers'
commitment to diversity
Enhances reputation

Weaknesses

Reduces the potential to attract the
best talent from a rapidly diversifying
workforce and may give your
competitors an edge

Opportunities

It helps with innovation, development
of new products/services, targeted
and accessing new markets

Threats

The litigational and reputational risk
to your company is higher



DWfL Service Offering

Driving Performance through E&D



Gold Standard
Diversity System

Comprehensive good practice standards, a toolkit for self assessment, business support, and validation of attainment of Gold level.

Online
Resource Centre

An E&D library and resource centre of tools, guidance, case studies, information and research. www.diversityworksforlondon.com

Research

Building an E&D knowledge base of practical relevance to business.

Business
engagement

Promoting an understanding of the business case, sharing good practices, and providing business support.



Practical Applications



- **Business Strategy** – a range of companies have used the Gold Standards as a framework to shape their E&D strategy and improve their overall performance.
- **Toolbox of solutions** – providing practical answers and steps to take to address diversity issues, attract the best talent, promote diversity in the supply chain, and position businesses for a changing marketplace.
- **Procurement** – is the key channel for improving E&D practices. DWfL Gold Standards system provides effective mechanism through which organisations can assess whether suppliers are meeting good practice standards.



Key Statistics

Measure	As of July 2009
Gold Standard Completions	811
Registered users	2468



Gold Standard Endorsement by Businesses Including



AECOM



SIEMENS



Deloitte.



ERNST & YOUNG
Quality In Everything We Do



MEMBER OF THE FEDERATION
OF SMALL BUSINESSES



MAYOR OF LONDON



Gold Standard

Equality & Diversity
Excellence in Business



Gold Standard Diversity Toolkit

LONDON
DEVELOPMENT
AGENCY

Diversity Works for London Home : DWFL - Windows Internet Explorer provided by The London Development Agency

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Register with Diversity Works for London
To get free access to our tools, case studies and research.
Please complete our short registration form. [Register Now](#)

Public Sector Tendering
Helping you meet the equality and diversity requirements
[Click here for more](#)

Case Study Toolkit
specially commissioned by DWFL
[Click here for more](#)

Events Programme
Masterclasses, seminars and workshops
[Click here for more](#)

Gold Standard
A comprehensive set of exemplary E&D practices addressing all aspects of business performance
[Click here for more](#)

The Gold Standard Diversity System is a free, online resource designed for businesses of all sizes. Combining smart performance measuring tools and practical, business-focused advice from experts in the field, the System is here to help you respond to Britain's rapidly diversifying workforce and unlock its talent and benefits.

- [Gold Standard Diversity System for Larger Enterprises \(LEs\)](#)
- [Gold Standard Diversity System for Small Medium Enterprises \(SMEs\)](#)

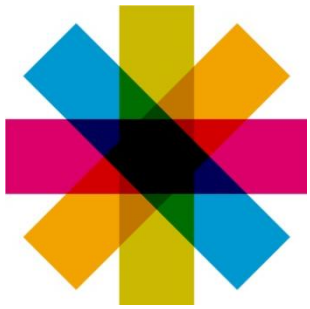
Gold Standard validation recognises businesses that represent excellence in committing to diversity and improving their diversity performance. Validation is awarded to companies whose programme have been validated by independent auditors as being in line with best practice.

[More about Validation](#)

Done

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MAYOR OF LONDON



questions ?

