

# Diversity Works for London

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# Agenda



- Context
  - Legal, Moral, Business Case
- DWfL
  - Programme Offer
- Procurement Standard
  - Background and Ambition
  - Process
  - Requirements



# Diversity Works for London



responsible  
procurement

- is a Mayoral programme that encourages and supports businesses to realise the business benefits of London's diversity.
- provides a comprehensive suite of resources and business support products which enables companies to improve performance through diversity.



# Context

## Legal Background



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
Single Equality Act	2010	Consolidates existing equality law into a single piece of legislation and introduces a number of reforms.



# Legal Context

## Further Information



Organisation	Website	Logo
Equality & Human Rights Commission (EHRC)	<a href="http://www.equalityhumanrights.com">www.equalityhumanrights.com</a>	
Government Equalities Office (GEO)	<a href="http://www.equalities.gov.uk">www.equalities.gov.uk</a>	
Advisory, Conciliation and Arbitration Service (ACAS)	<a href="http://www.acas.org.uk">www.acas.org.uk</a>	
DWfL	<a href="http://www.diversityworksforlondon.com">www.diversityworksforlondon.com</a>	



# Context

## Moral Case



London has the highest  
pay gap between men and  
women in the country at  
**22%**



# Context

## Moral Case



Disabled men experience a pay gap of **11%** compared with non-disabled men



# Context

## Moral Case



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



# Context

## Moral Case



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



# Context

## Business Case



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
- 1 in 3 Londoners are aged over 45
- By 2016, 7 out of 10 new jobs in London will be filled by women



# Context

## Business Case



- attracting and retaining a wider pool of talent
- increased productivity by inclusively engaging diverse workforces
- generating more creative and longer lasting solutions to business problems
- being an EDI (Equality, Diversity and Inclusion) leadership company enhance reputation and brand
- gaining competitive advantage in meeting the needs of diverse customers and diverse market segment needs.



# Mayor's Equal Life Chances

## Business Case



### Three key challenges for London's development:

- A growing and more diverse population;
- A more competitive global business environment
- Changing climate and developing environmentally friendly business practices



# Context

## Mayor's Policy Outcomes



- Embed equality at the heart of business and corporate planning
- Support the development across the London economy of diverse markets, workforces and suppliers, in particular through the GLA group Diversity Works for London and Responsible Procurement programmes.
- Ensure delivery of an accessible and inclusive London 2012 Olympic and Paralympic Games and a legacy to benefit all Londoners.



# DWfL – Programme Offer

## Driving Performance through E&D



DWFL Toolkit

Comprehensive good practice standards, a toolkit for self assessment and validation of attainments.

Online  
Resource Centre

An E&D library and resource centre of tools, [www.diversityworksforlondon.com](http://www.diversityworksforlondon.com)

Research

Building an E&D knowledge base and promoting an understanding of the business case.

Business  
Support

Workshop, Masterclasses, business support.



# DWfL – Programme Offer

## Key Statistics



<b>Measure</b>	<b>As of Jan 2011</b>
<b>Gold Standard Completions</b>	<b>1339</b>
<b>Self Assessed at Gold</b>	<b>197</b>
<b>Registered Users</b>	<b>4500</b>



# DWfL – Programme Offer

## Endorsements



FABER MAUNSELL | AECOM

PEARSON

SIEMENS

HAYS



Deloitte.



**ERNST & YOUNG**  
Quality In Everything We Do



wates

KPMG

roast

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# DWfL – Programme Offer



[www.diversityworksforlondon.com](http://www.diversityworksforlondon.com)



# Diversity Works for London

Make Diversity Work for you

Log in | Register

A A A

You are here: [Diversity Works for London Home](#)

Search:  Go

Home

About us

DWFL System

Resources

What's Happening

Case studies

Contact Us

### Diversity Toolkit

The DWFL self assessment tool

[Click here for more](#)



### Events Programme

Masterclasses, seminars and workshops

[Click here for more](#)



### Going for Gold

AECOM

[Click here for more](#)



### SMEs

How diversity works for small and medium-sized enterprises

[Read more](#) →



### Large Enterprises

What challenges and opportunities do large enterprises face?

[Read more](#) →



1 Register

2 DWFL Self Assessment Toolkit

3 Procurement Standard

4 Gold Standard

### The DWFL Journey

Business Support

### DWFL tv

Has the focus of diversity changed during the current, challenging economic times?

Cllr Richard Barnes  
Deputy Mayor, GLA



Grow your business →

Manage your risk →

Drive efficiencies →

DWFL Re-launch 24 March →

Make the most of commercial opportunities in a changing world

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# DWfL – Programme Offer

## Self Assessment Toolkit Themes



- Gaining Buy-in
- Recruitment, Promotion & Development:
- Managing a Diverse Workforce:
- Promoting a Productive and Harmonious Workplace:
- Running a Diverse Business:
- Monitoring and Review:



# DWfL – Programme Offer

## Self Assessment Toolkit



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Assessment Feedback : Diversity Tool : DWfL - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Home Search Favorites Refresh Print Mail W Print Home Add Favorites

Address <http://91.135.227.26/dwfl/asp/feedback.aspx?user=sevgihassan@aol.com&id=1778523841731489&type=LE> Go Links

**Key**

- Action needed
- Progressing
- On your way
- Gold standard

organisations, how you might attract a more diverse pool of suppliers. Set up a monitoring system so that you can assess how successful your approach has been.

**Accessible services**  
Understanding who your existing or potential customers and clients are is the key to planning and delivering accessible services. Appoint someone with overall responsibility for access to services and provide training for them and your employees so that the full range of potential needs can be identified. Develop an access policy which covers all six equality areas and the sub-groups within them.

**Corporate social responsibility**  
Set out what the issues are and how they might be addressed. For example, is the organisation really committed to the initiative; is the level of resourcing adequate; are the interventions meaningful; could employees be more involved? Engage fully with your external partners or potential partners and, if appropriate, rework and relaunch the programme.

gather information across the six equality areas and ensure that customer and client views are used to inform equality and diversity planning and implementation. Review and monitor targets for customer satisfaction rates.

> Gold standard results > Continue to next section > Print section summary

**Recommended tools:**

- > A guide to opening up your supply chain
- > Making services accessible
- > Targeted marketing
- > Customer Satisfaction
- > Corporate social responsibility

**Related Case Study:**

- > John Lewis

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Internet

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Tools and Guidance

Thematic Area Feedback



# DWfL – Programme Offer

## Self Assessment Toolkit



Tool Complete : Gold Standard Diversity Tool : DWfL - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address <http://91.135.227.26/dwfl/asp/complete.aspx?user=kulvindernaga.lda.gov.uk&type=LE>

### Congratulations Gold Standard Diversity Tool Complete

You have completed all six of the sections and your results below show where you are for each of the areas.

Gold Standard – if you have assessed yourself as gold in all six sections you have reached an overall Gold Standard. Congratulations, this is an achievement to be celebrated. DWfL offers free validation of Gold Standard performance so that you can obtain well deserved public recognition of your success. You can find more details about the validation process [here](#). (Link opens in new window)

If you would like DWfL to validate your results please [contact us](#), selecting "Gold Standard" from the Nature of Contact drop down list.

Green – if you have assessed yourself as green or gold across all six sections this means you have laid good foundations for progress in diversity and addressed key areas of legal risk. Click on the relevant area to find guidance for improved performance.

If any of your sections are red or amber this indicates potential areas of legal risk and that you have further work to do to reap the full business benefits of diversity. Click on the relevant area to find guidance for improved performance.

We are keen to know if you have found the Gold Standard Diversity Tool helpful and easy to use. [Click here to let us know what you think](#).

#### Your results

	Your current score	Your last score	Your first score
Gaining buy-in			
Recruitment, promotion and development			
Managing a diverse workforce			
Promoting a productive and harmonious workplace			
Running a diverse business			
Monitoring and review			

**Gold Standard Toolkit**

- ✓ Gaining buy-in
- ✓ Recruitment, promotion and development
- ✓ Managing a diverse workforce
- ✓ Promoting a productive and harmonious workplace
- ✓ Running a diverse business
- ✓ Monitoring and review

**Summary results**

- Print summary
- Back DWfL website

**LONDON DEVELOPMENT AGENCY**

**Key**

- Action needed
- Progressing
- On your way
- Gold standard



## Background



Equality Act & National Equality Framework  
Responsible Procurement (Supplier Diversity etc)  
DWfL Gold Standard & Self Assessment Toolkit  
Clarity & Consistency for business and Public Sector Procurers  
(Procurement Model)

## Future Plans

Equality Act & National Equality Framework (Compliance Model)  
GLA & London Borough's



## Process:

- Apply
- Optional workshop
- Evidence Submission
- Clarification Call
- Award Decision
- GLA Group Procurement notified

## Requirements:

- less than 5 = written assurance
- 5-50 Employees = 4 Questions
- 50 + Employees = 9 Questions



# Procurement Standard



The Standard examines business activities in the following nine areas

1. Equal opportunities policy
  2. Recruitment and equal opportunities
  3. Review of the equal opportunities policy
  4. Monitoring within recruitment
- 
5. Guidance for managers with regard to equality.
  6. Training for managers and other employees responsible for recruitment and selection
  7. Monitoring throughout the business
  8. Reporting and consultation within the workforce
  9. Explicit commitment to equal opportunities in recruitment adverts and publicity literature.



# Procurement Standard

## Discussion



- How do you think the attainment of the procurement standard could help your business?
- Who do you think is the most appropriate person in your organisation to lead on collating the evidence and addressing any gaps?
- What support do you think you might need?



# Benefits



## **The Procurement Standard for Equality & Diversity can help you to:**

Clarify public sector equality requirements

Meet equality tendering requirements

Gain a competitive edge when bidding for contracts

Increase your knowledge and awareness of equality legislation

Minimise the risks of costly litigation

Mainstream equality issues into day to day practice and policies, plans and processes

Identify employee training needs in the area of equality and diversity awareness.



# Questions?



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procurement



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