

## WorldSkills UK Diversity and Inclusion Report November 2017

### Intention of this report

The aim of this report is to set out WSUK's diversity and inclusion strategy and report on progress against this agenda to date.

### Summary of the strategy

WorldSkills UK is working to transform the national conversation about young people, apprenticeships and technical education, so that apprenticeships and technical education are seen as prestigious career routes for all young people, whatever their background.

We see the delivery of improved diversity and inclusion outcomes as a core part of this strategic vision. This work will comprise an integrated approach across our programmes on skills competitions, careers advice activities, thought leadership and internal HR processes. All areas of diversity and inclusion in today's workforces are covered.

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.

Particular focus will be placed on gender, BAME and social mobility in line with key challenges prioritised by funding partners in increasing participation and outcomes for young people from these communities. We have clear KPIs as follows:

KPI	Measure	Baseline	Baseline Period	2017-18	2018-19	2019-20	2020-21	2021-22
Increase in BAME competitors	% of BAME competitors in National Finals	3%	2016-17	5%	7%	10%	13%	15%
Increase in female competitors	% of female competitors in underrepresented sectors in the National Finals	7%	2016-17	9%	10%	11%	13%	15%
Increase in competitors from disadvantaged backgrounds	% of competitors from areas of deprivation taking part in National Finals	22%	2017-18	22%	22%	23%	24%	25%

This work will be taken forward by our own staff, and we will involve our delivery partners, and will engage with our stakeholders and players in sectors in which we operate.

## Key recent activities

An internal, cross departmental Diversity and Inclusion Group has been formed and a Diversity and Inclusion Project Manager appointed to oversee the development and implementation of WSUK's Diversity and Inclusion Strategic Action Plan 2017-22.

Activities undertaken to date include:

### Careers Advice & Skills Competitions Activities

- **Social Mobility:** we provide travel grants to schools and colleges in disadvantaged communities to ensure their attendance at The Skills Show. We allocate around 150 travel bursaries annually.
- **Disability:** we ensure that The Skills Show is accessible, user-friendly and relevant to visitors with disabilities. All areas of the event are accessible to wheelchair users; hearing loops are available on request; wheelchairs and mobility scooters available for hire; and we have a low-level, wheelchair friendly welcome desk with built-in induction loop.
- **All Characteristics:** we ensure that our presenters and speakers at The Skills Show are from diverse backgrounds and commission tailored content that engages under-represented groups such as featuring the winner of the Asian Apprenticeship Award 2016, and talks by high-profile women in engineering.
- **BAME & Gender:** we use diverse imagery in all marketing for The Skills Show and skills competitions to attract visitors and competitors from all backgrounds - for example our posters, leaflets and social media work show a mix of male/female, women undertaking roles in traditionally male areas and young people from ethnic backgrounds.
- **BAME & Gender:** we ensure diversity amongst our 400 volunteers at The Skills Show by recruiting them from a wide range of colleges and universities in the Birmingham area. We had a near 50/50 gender split and 38% BAME representation.
- **Special Educational Needs and Disabilities (SEND):** our career role modelling programme visited 9 SEND schools and specialist colleges in the last year.
- **SEND:** our Career Planning Toolkit, aiding careers education, in particular about technical skills and apprenticeship options, is being used in 59 SEND schools and specialist colleges
- **Social Mobility:** we coordinated local careers events in Cornwall, Northampton, Peterborough and Manchester which The Careers & Enterprise Company (CEC) identified as areas with barriers to careers transition such as low attainment in STEM subjects and high unemployment rates, reaching a total of 16,000 young people in the last year
- **BAME, Gender & SEND:** we work with our 23 Competition Organising Partners (COPs) to increase participation at all levels in skills competitions by requiring individual Diversity and Inclusions strategies and annual reporting on progress. COPs have given greater consideration for those with dyslexia and learning disabilities in the presentation of competition material and made reasonable adjustments to live competitions; and encouraged competitors to enter from all areas of the UK, targeting areas previously with low engagement. Diversity and Inclusion workshops are also undertaken with COPs to share best practice and encourage further actions, such as presenting case studies of female judges in male-dominated skills and promoting this positively.
- **SEND:** we run specific skills competitions for young people with special educational needs and disabilities (SEND). We are doubling the number of these skills competitions at the national competition finals at The Skills Show 2017 to 10 compared to 2016 as part of a strategy to increase our work on this area.
- **SEND:** we entered a UK team for Abilympics (a global skills competitions for disabled and SEND learners) for the first time in 2016.

## **Research and Thought Leadership**

- **Gender:** we undertook research on parental attitude to apprenticeships and non-traditional roles for both sexes for The Skills Show 2016 which said that 93 per cent of parents would support their child pursuing a career not traditionally associated with their gender (female bricklayer, male beautician for instance), but that schools are still very gender-biased in their advice.
- **Gender:** we are building on the 2016 research above by researching gender stereotyping in careers advice for the 2017 Skills Show which aims to identify the prevalence and reasons for gender bias in careers advice and potential solutions.
- **BAME:** we have researched BAME representation and attendance by location at The Skills Show which showed that our visitors closely follow national ethnicity trends in secondary schools, and that 29% are from the lowest 20% of areas on the Index of Multiple Deprivation (IMD).
- **BAME:** we are active members of Apprenticeship Diversity Champions Network (ADCN).
- **BAME:** we are members of the BAME Apprenticeship Alliance and our CEO is an ambassador for the Asian Apprenticeship Awards.
- **Gender:** we supported a global social media campaign in support of the UN gender equality campaign, HeForShe, on international women's day in 2017 with video content and imagery. Our CEO and Director of Education and Skills Competitions also made speeches on importance of gender equality in our work – highlighting our female competitors who have proven their capabilities in male-dominated fields, and committing to encourage more female apprentices and learners into the WorldSkills UK Competitions, especially where they work in traditionally male-dominated sectors.
- **LGBT+:** we celebrated London Pride through our social media work and our CEO spoke about LGBT+ equality, young people and apprenticeships at a national diversity conference organised by the CBI business organisation. Our CEO is also a mentor in a mentoring programme for young LGBT+ leaders.
- **Youth:** we supported through social media campaign the United Nations World Youth Skills Day 2017 and the Europeans Commission's European Vocational Skills Week 2017.

## **Our People Plan**

- **BAME & Youth:** we conducted a board governance review in September which identified scope to increase BAME and youth representation. Work is underway to address these issues.
- **All Characteristics:** we have formed an internal, cross-departmental Diversity and Inclusion Group to develop our corporate D and I Strategic and action plans to ensure that they fully owned by staff and that the work is truly embedded in all our work.
- **All Characteristics:** we ensure that our recruitment procedures are unbiased and are welcoming to all backgrounds.
- **Disability:** we provide a fully accessible working environment and make reasonable adjustments tailored to individual needs, such as height adjustable desks and flexible working.
- **Disability:** we have achieved "Disability Confident Employer" accreditation in the Disability Confident scheme run by the Department for Works and Pension (DWP).
- **Parenting and Carers:** we offer flexible working practices for adult and child care needs.
- **BAME and Religious Belief:** we ensure that reasonable adjustments are made to accommodate cultural and religious needs, such as providing private prayer room facilities.

- **BAME & Social Mobility:** we target recruit our own apprenticeship posts to London boroughs with high levels of young people who are not in education, employment or training.
- **All Characteristics:** we run a programme of diversity and inclusion training with staff across the year with a variety of speakers and topics, such as unconscious bias and LGBT+ awareness.
- **All Characteristics:** we monitor and share our staff Diversity and Inclusion statistics annually. Our staff are 56% female, 18% BAME, 9% have disabilities and 9% are openly LGBT+. Our senior leadership team is 30% female and 30% LGBT+. Our board is 45% female.

### **Performance Measurement**

All actions within our diversity and inclusion plan have “SMART” objectives against which progress can be assessed and contribute to the key performance indicators in our five year plan. As part of our commitment to drive positive change, WSUK is committed to publishing regular reports on progress made by us and our partners against these objectives.

### **Critical next steps**

- **Gender:** we will publish research and campaign on gender bias in careers advice and disseminate the findings and proposed actions widely.
- **Youth:** we will organise a Youth Summit at the 2017 Skills Show to give voice to young people’s concerns and articulate solutions around improving careers advice.
- **BAME & Gender:** we will undertake research into increasing diversity in the pipeline for the national skills competitions cycles.
- **Social Mobility & BAME:** we will undertake a roadshow to promote our work programme in disadvantaged areas.
- **Social Mobility:** we will take our youth role models into schools and colleges in disadvantaged areas.
- **Disability:** we will attain “Disability Confident Leader” accreditation through the Disability Confident scheme run by the Department for Works and Pension (DWP).
- **LGBT+:** we will seek partners on youth skills and LGBT+ to increase LGBT+ participation across our programmes.
- **SEND:** we will increase the reach, scope and impact of our inclusive skills competitions in partnership with key organisations.
- **Gender:** we will support 2018 International Women's Day and HeForShe campaign.
- **Youth:** we will support the United Nations World Youth Skills Day 2018 and the Europeans Commission’s European Vocational Skills Week 2018.
- **All Characteristics:** we will increase social media campaigning across all diversity areas.
- **All Characteristics:** we will implement priority areas of the diversity and inclusion action plan for staff.
- **BAME & Youth:** we will increase diversity on our board.
- **Gender:** we will undertake a voluntary equal pay audit.