



Belonging

Diversity, equality
& inclusion at Peel L&P



Making Peel L&P a better place and a better business

Meet skill
demands for now
and the future



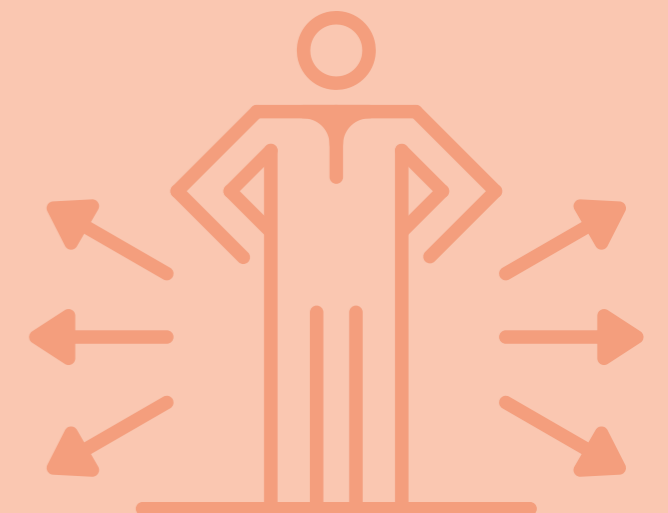
Amazing
innovation
& creativity



Creating a culture
of belonging where
everyone can be their
best and bring their
best each day



Enhancing colleague
engagement which
enhances business
performance





At Peel L&P, we respect all of our people and the value you bring to our company. We want you to be your best at work and we're here to support you to do this.

Part of Our People Promise is to encourage a supportive and inclusive culture across the organisation by promoting diversity and eliminating discrimination in the workplace. We strive to be representative of the communities we serve and we want to make sure that new and existing team members have equal opportunities.

This statement reinforces our commitment to give everyone fairness and equality at work. We promise that we will treat you fairly and with respect, no matter who you are, what you do for us, how often or where you work.

When considering current and potential team members for employment, promotion, training, or any other benefit, it will be on the basis of your aptitude, performance and ability.

To help you realise your possibility, we will support and encourage you to develop your talent to ensure the skills we have within Peel L&P are recognised and used in the best possible way for both the business and you.

Diversity & inclusion statement

Steven Underwood
Chief Executive

Our diversity, equality & inclusion goals

Leadership

We will support our leaders and future leaders to embed diversity and inclusion across Peel L&P and our external partners. Our governance will ensure the right approaches enable our leadership.

Supportive & Inclusive Culture

Create a culture of belonging for all, to allow everyone to bring their best each day, celebrate differences and raise awareness of diversity, equality and inclusion internally and externally.

Strive to represent the communities we partner with

Recruit and retain the best possible talent, striving to represent the communities we partner with enabling diverse, high performing and innovative teams and meeting our future talent needs.

Develop our talent

Providing all our colleagues with the opportunity to realise their possibility. Providing visibility of opportunities, an open and transparent approach to performance management and personal development.

Leadership

Goal: We will support our leaders and future leaders to embed diversity and inclusion across Peel L&P and our external partners. Our governance will ensure the right approaches enable our leadership.

Action

Goal

Responsibility

Review diversity data, targets and insights

- Create baseline figures
- Use insight to inform activities
- Targets to be measured, reviewed and progress made

- Leadership Team
- People & Culture Team

Demonstrate Leadership in our sector through presentations, panel discussions etc

- Create a positive profile
- Improved collaboration within the sector

- Leadership Team
- Senior Leaders within the business

Embed & review policies and practices for diversity, equality and inclusion and comply with reporting requirements where appropriate

- Ensure inclusive policies and governance are maintained

- People & Culture Team

Supportive & Inclusive culture

Goal: Create a culture of belonging for all, to allow everyone to bring their best each day. Celebrate differences and raise awareness of diversity, equality and inclusion internally and externally.

Action

Deliver diversity, equality & inclusion development to all our teams through e-Learning opportunities

Create a culture of open and honest communication:

- **Utilising Best Companies, Investors In People and Pulse survey feedback**
- **Be Your Best Team**
- **Launch of ESN/internal social network**

Partner with external agencies (e.g Disability Confident, Accreditations etc)

Goal

- An inclusive culture achieved and supported at every level of the organisation

- An open culture of involvement and active participation

- Better the awareness across our people of the importance and benefits of an inclusive organisation

Responsibility

- People & Culture Team

- Leadership Team
- Senior Leaders within the business
- People & Culture Team

- People & Culture Team

Strive to represent the communities we partner with

Goal: Recruit and retain the best possible talent, striving to represent the communities we partner with enabling diverse, high performing and innovative teams and meeting our future talent needs.

Action

Goal

Responsibility

Recruit and retain a diverse talent pool

- Understanding of barriers to recruitment and implementation of industry standard recruitment processes
- People Team to lead the talent attraction process ensuring all roles are advertised with a focus on attracting under-represented groups
- Review of talent attraction processes

- People & Culture Team

Continue to drive opportunities through apprenticeships, work experience and community engagement

- Create a pipeline that attracts talent to address skills gaps and supports succession planning

- Senior Leaders within the business
- People & Culture Team

Increased attraction and retention through improved processes

- Provide training to people managers to support capability to hire inclusively
- People Team to develop an onboarding process to support inclusion and belonging

- People & Culture Team

Develop our talent

Goal: Providing all our colleagues with the opportunity to ‘realise their possibility’. Providing visibility of opportunities, an open and transparent approach to performance management and personal development.

Action

Goal

Responsibility

Open and transparent approach to performance management and personal development

- All our people given opportunities to be realise their possibility and be their best
- Annual and mid-year review process that aligns with our internal goals and objectives

- Leadership Team
- Senior Leaders in the business
- People & Culture Team

Succession planning and career conversations processes designed and implemented

- Future organisational stability with access for all to development opportunities
- Development of people managers to enable them to support their teams
- Utilising performance management tools to highlight development needs, supported by a robust process to identify development opportunities

- Leadership Team
- Senior Leaders in the business
- People & Culture Team

Supporting our future talent

- Inclusive policies and governance are maintained
- Mentoring programmes to support underrepresented groups
- Next Gen programme to develop young career professionals

- People & Culture Team

External accreditation & community involvement



In 2021 we retained our two star accreditation, demonstrating outstanding levels of engagement with our people.



Achieved accreditation through the IPP scheme that helps leaders, employees, and companies work together to create an effective environment.



Members of the assessment scheme that aims to raise employment standards across GM.



We are signed up to the Disability Confident scheme which aims to help employers make the most of the opportunities provided by employing disabled people.



Part of the **GM Enterprise Adviser Network** which enables business leaders to work with schools to guide and influence the implementation of an effective and innovative careers and employer engagement plan.



As a Cornerstone Employer we work with networks of schools and colleges to improve careers education, inspire students and champion jobs in their local area.



We support the:

NWBLT Diversity Drivers Group

To promote diversity and inclusion within NWBLT members and partners.

Rising Stars (Gender balance)

A network of female directors, executives and professionals from NWBLT companies who have been brought together to support and encourage the careers of women.



peellandp.co.uk

Appendix

1.1 Glossary

Next Gen

Our 'Next Gen' development programme supports the personal development and career aspirations of our early career professionals. The aim of the programme is to retain talent within the business, to ensure our heritage, skills and knowledge form part of a legacy for our next generation of managers and leaders.

- Bring people together across the business
- Improve communications between the people & culture team and teams throughout the business
- Listen to our people's feedback
- Act as a sounding board
- Create a forum for people to bring suggestions and future initiatives

Be Your Best Team

The Be Your Best Team is an inclusive team of people from across the business who come together to:

- Act as a focus group for Best Companies and Investors in People to align with our internal goals and objectives

Pulse survey

We undertake regular employee engagement surveys which also act as a feedback forum.

They are vital to giving the People & Culture team an insight into the overall satisfaction and wellbeing of our people.

Our People Promise

We realise possibility as a team, as a family business and as people growing their careers.

Our people promise outlines our purpose, vision, mission and values. Read more about these here:

peellandp.co.uk/careers/we-are-family

1.2 External links

Best companies:

b.co.uk/accreditation/2-star

Investors in People

investorsinpeople.com

Greater Manchester

Good Employment charter

gmgoodemploymentcharter.co.uk

Disability Confident

disabilityconfident.campaign.gov.uk

Bridge -

GM Enterprise Adviser Network

bridgegm.co.uk/gm-enterprise-network

Cornerstone Employer

careersandenterprise.co.uk/employers/become-a-cornerstone-employer/

Northwest Business Leadership Team

nwblt.com