**THE HR PROFESSIONAL**

**Learning Outcome 4: ACTIVITY 8**

**SMALL GROUP ACTIVITY**

**Developing equality and diversity**

**Aim:**

### The aim of this activity is to make proposals to enhance equality and diversity in the workplace.

**Objectives:**

* To identify causes of inequality and unfair treatment.
* To develop an aide memoire for employees promoting quality and diversity.

To identify the supporting actions which will need to be taken.

**Task brief:**

A recent BBC TV documentary *Inside Out* revealed how the leadership approach taken by UK low-cost retailer Sports Direct has led to a “a culture of fear” amongst their workforce. This followed a previous TV documentary by Channel 4’s *Dispatches,* which evidenced bad working practices, likened by the Unite trade union to the ill-treatment of the working classes over 100-years ago. At a recent Sports Direct Shareholder meeting, calls were made for an independent review of the company’s working practices.

Assume that your group are consultants who have been called in to an organisation to suggest ways in which equality and fair treatment could be enhanced.

* Working as a team, list all the possible causes of inequality and resulting lack of fair treatment.
* Identify the different stakeholder perspectives which may have contributed to this situation.
* Develop an action plan for the next 12 months which is designed to enhance equality and fair treatment. Include actions which can be taken by individuals as well as by the organisation. Your action plan needs to consider 3 areas:
* The resources needed to implement the plan
* The process or actions which will lead to the achievement of the objective
* The criteria which will be used to measure success (i.e. how will we know that we have achieved the action)

**Outcomes:**

You will develop an aide memoire and associated implementation plan.

**Time:** 45 minutes in total.