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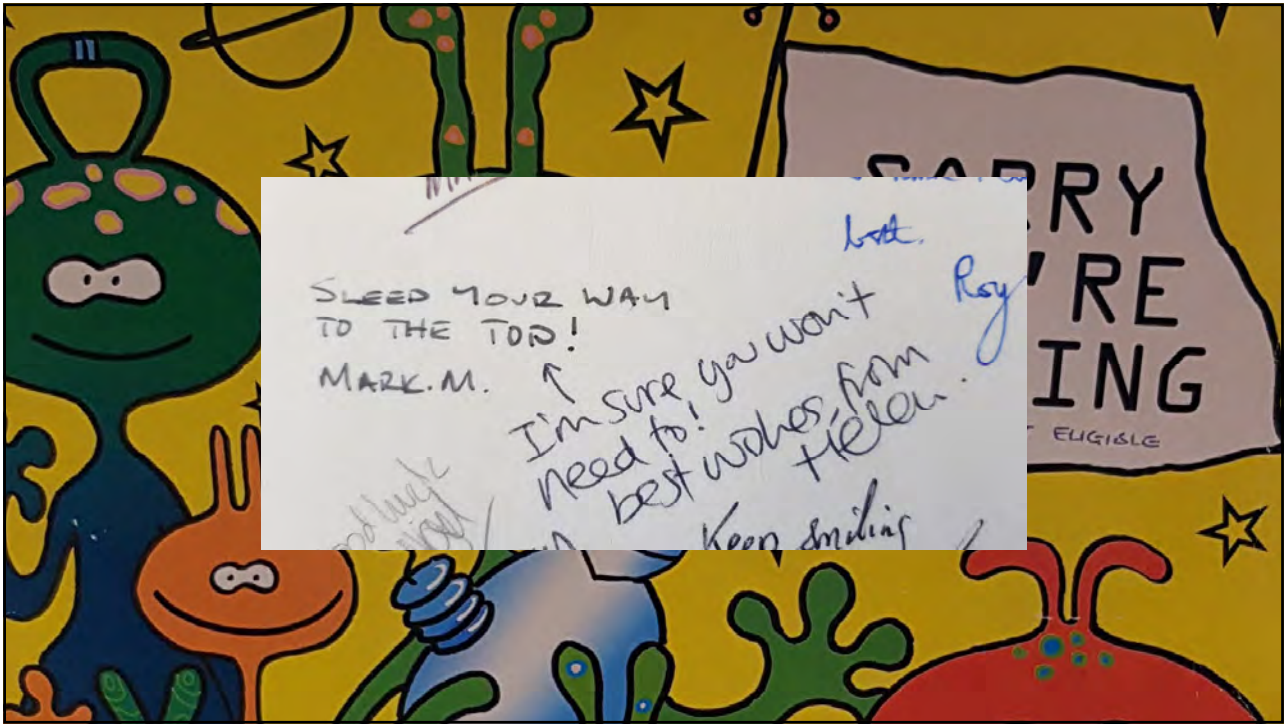
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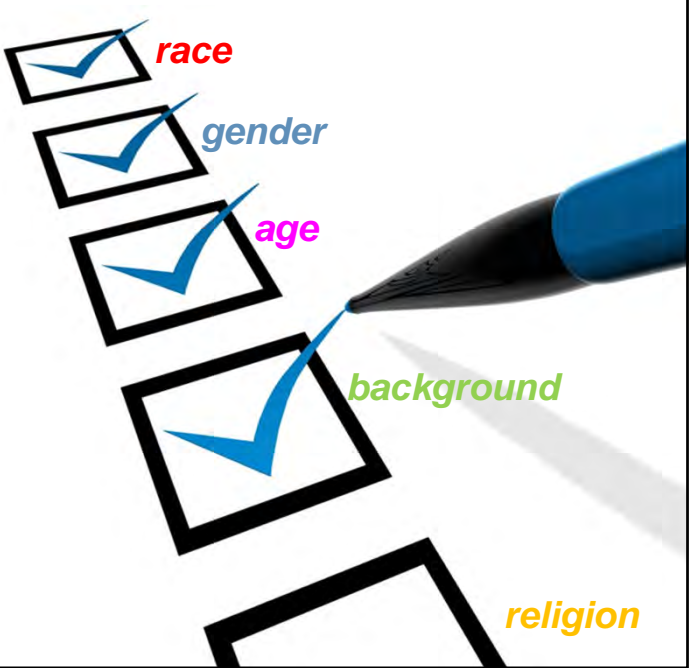


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Business Benefits

- Easier recruitment and retention
- Make candidates welcome regardless of **race**, **gender**, **age**, or **background**...
- Improve existing staff loyalty



- race**
- gender**
- age**
- background**
- religion**

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Business Benefits

- Increased adaptability
- Problem Solving
- Better customer service
- Gender-diverse companies will outperform by 15%
- Ethnically-diverse by 35%
- Organisations that prioritise wellbeing outperform by 10% (FTSE100)



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Diversity - Wellbeing



Workplace cultures that value employee wellbeing are linked to having the strongest productivity.⁵



80% Either had personal experience of mental illness or knew of others who had.¹



30% Personally had an experience of mental illness.¹



\$1.4 billion

The direct costs of absence alone amounted to \$1.4 billion across the economy.



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The World Health Organisation

predicts mental illness will be the leading cause of disability and absence in the workplace by 2030




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The Health and Safety at Work Act 2015

Legal responsibility to manage risks to mental wellbeing and mental health.



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What's in the Plan?

First things first

- Identify initiatives to suit your organisation
- Understand your team dynamics



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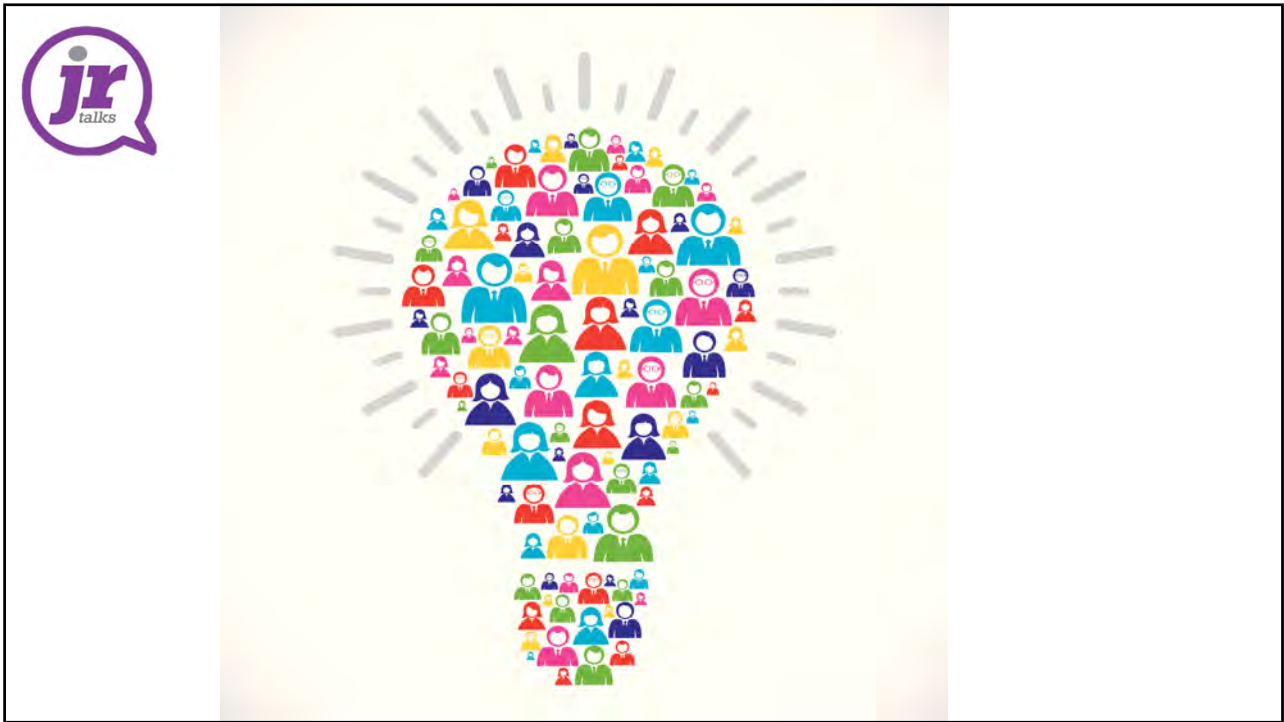


What's in your Plan?

- Workshops and Training
- Look at your language
- Flags for the origin of employees
- Celebrate cultural holidays
- Rainbow tick (LGBTI)
- Flexible working
- Culture of emailing out of hours
- Review work policies
- Gender Pay Gap
- Unconscious Bias at interviews
- Put on work agenda, Team meetings
- Speak to other leaders in D&I



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Thank You



'Set your goals & succeed'

Workshop Facilitator,
Speaker & Coach

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