

Do you need to ensure the organisation, managers and staff understand their responsibilities towards others in the workplace?

Have you had issues regarding fairness, harassment or bullying in the workplace?

Want to ensure that you are increasing job satisfaction, morale and fairness of opportunities for all staff?



Most organisations have diversity and equality policies in place to meet legislative requirements and, if adhered to by staff, reduce costly litigation. Despite this, many organisations are missing vital factors in ensuring their understanding and accessibility by all staff.

We can support you in:

- Ensuring recognition of the benefits of adopting a pro-active approach
- Realising the benefits to the organisation of a diverse and equal workforce
- Engendering a sense of fairness and increased staff morale
- Raising awareness and commitment across the entire workforce
- Implementing good working practices that will avoid legal costs, disruption and negative publicity

The adoption of equality and diversity best practice can have a significant impact on improving the performance and effectiveness of an organisation.

CIPD research states *“Once employers recognise how central diversity is to the way business is done, they will engage and drive the change - diversity will be considered essential to the success of the business.”*

BASIS range of services includes:

- Advise and support the implementation of best practice in all aspects of dignity, fairness and equality at work
- Conduct diversity impact assessments, particularly during periods of change
- Ensure policies and procedures provide a fair and equitable environment for all staff in all roles
- Highlight anomalies and opportunities for improvement
- Design and deliver equality and diversity awareness raising workshops
- Pro-actively establish clear codes of behaviour
- Work with you to enable an inclusive organisational culture
- Provision of individual coaching, workshops and counselling service to support managers and staff
- Help your staff understand and utilise equality and diversity procedures

BASIS support adds value through:

- Enabling you to become an exemplar in diversity management
- Creating an improved workplace culture and environment
- Minimising your exposure to risk so avoiding legal costs and associated bad publicity
- Increasing staff motivation because you value them as individuals.
- Reduction of absenteeism, employee turnover and recruitment costs whilst increasing morale and performance
- Increasing your organisation's image and perception as an employer of choice

Case Study

Standards Board for England Disability Equality Scheme

As a result of their work in undertaking a diversity impact assessment on The Standards Board's (SBE) relocation practices and processes; **BASIS** was asked to provide guidance and support in the development of SBE's Disability Equality Scheme.

We designed a questionnaire to be completed by all staff, indicating levels of satisfaction with key SBE HR policies.

A number of 1:1 interviews were conducted with staff and stakeholders. Existing data was analysed by the **BASIS** team and full recommendations were put forward, all of which were integrated into the Disability Equality Scheme and signed off by the Chief Executive.

Further equality impact assessments were then conducted on key HR policy and procedure including recruitment and selection; induction; dignity at work; equal opportunities; relocation and redundancy policies.

A key recommendation that general awareness on dignity at work issues needed to be addressed and raised for all staff through a fully evaluated and robust training programme was taken on board.

For more details on this service and the full suite of **BASIS** offerings please do not hesitate to get in touch at:

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