



Aspire in Partnership (AiP)

Newsletter – April 2024



This report provides a quarterly summary of EDI-focussed activity, aimed at supporting employers to diversify their workforces.

Aspire in Partnership (AiP) is a Growth Company (GC) service designed to help businesses attract and retain best-in-class talent from a diverse range of backgrounds – creating a productive workforce and opportunities for all.

Overall Impact

Over the months of January to March 2024, we proactively supported 27 employers to widen their candidate pools, placing 110 unemployed people into work in the process.

Here is a breakdown of the key D&I metrics:

RLW*	Non-RLW	Male	Female	Non-binary	16-24	25-49	50+
110	0	51%	48%	1%	12%	68%	20%
Arab	Asian/Asian British	Black	Mixed heritage	White	ESOL	Disability	
0%	16%	31%	5%	47%	1%	0%	

*RLW = Real Living Wage – currently £12 per hour vs National Minimum Wage, which is currently £8.60. AiP only works with employers who pay the Real Living Wage.

Employer Case Studies

Carlisle Security

In March we collaborated with our colleagues in GC Education & Skills to deliver a ‘Females into Security’ training programme. The project was delivered in partnership with Carlisle Security, who supply security services to the Liverpool Cruise Terminal. Both organisations were seeking to become more reflective of the community they serve.

Eight female participants, who were all long-term unemployed, were enrolled onto the Level 2 Award, pre-employment course - “Working as a Security Officer within the Private Security Industry”. All eight passed the course and began employment on 27th March. Early days are promising, they are all settling in well. This work increases the percentage of females working for Cruise Liverpool to 40%.



ISS

Alongside wider recruitment services, we were recently asked to support ISS to recruit 300 refugees as part of a Europe-wide programme to recruit 1000 refugees by March 2026. As a global organisation, ISS are aware of the displacement of people across the geographies within which they work whilst also recognising that people make places and are crucial to the success of ISS. The business is determined to play its part in providing safe, diverse and inclusive workplaces, where all identities and talents can flourish, whatever their role.

To facilitate this, we've introduced ISS to the specialist services of organisations such as [United 4 Ukraine](#), the [Refugee Employment Programme](#) and the [Northwest Regional Strategic Migration Partnership](#). Roles available include Finance, Electrical Engineering, Air Con Engineering, Heating Engineering, Cleaning, Hospitality, Catering & Security.

Upcoming projects

Following work to support **Salford Community Leisure** and **Stagecoach** to adapt their recruitment processes to become more inclusive, we're working with both organisations to fill multiple roles with a diverse range of candidates. This work will contribute to the social value commitments both organisations have made to contract commissioners. Work is expected to be completed in early Summer 2024.

Colleague Representative Group Networks

In September, AiP hosted an online event bringing together the Chairs of CRGs from several local employers, with the aim of collaboration and the sharing of best practice. The networking groups resulting from that meeting are now going from strength to strength. There are currently over 100 members from 20 organisations, spanning seven affinity groups which meet online every 8-12 weeks. The established groups are LGBTQ+, Ethnicity, Gender, Parents/ Carers, Armed Forces, Health & Wellbeing plus a general group which any Chair can join.

The first in-person meeting, where all groups came together, was held at United Utilities on 13th March. During the session we heard from Anneka Iqbal & Cheryl Iontton from Electricity Northwest who spoke about their community outreach work with One Voice Blackburn. Since their community engagement work began, ENWL have seen an increase in job applications coming from the local community.

Brian Morgan-Scrutton from United Utilities then told the story of the development of their LGBTQ+ network, which has been established for over 10 years. The network plays a key role in the organisation's consultation processes, provides a forum for discussion and represents UU at Pride events across the NW.



David Pearson of Pinsent Masons was the keynote speaker at the event. David supports organisations with D&I procedures and was Chair of a staff network in a previous role at KPMG. He delivered tips on developing networks and the importance of ensuring they have clear objectives.

The next round of online sessions began in early April with meetings of the LGBTQ+ group and the Health and Wellbeing network. Other networks meet on the dates below:

- General CRG group 24th April 10am
- Parents/ Carers 1st May 2pm
- Gender 8th May 10am
- Armed Forces 16th May 1.30pm
- Race/ Ethnicity 22nd May 2pm

To receive a copy of the event videos or to register interest in the networking groups, please contact Adrian Bird whose details are at the foot of this newsletter.

Service Spotlight

Individual Placement & Support Programme

The Working Well: Individual Placement and Support in Primary Care (WW:IPSPC) programme provides tailored support, which focuses on helping disabled employees or employees with either long term health or enduring mental health conditions to return to work, or to avoid long term sickness leave. The service supports organisations and individuals by:

- Working with both parties to resolve barriers faced, co-designing solutions
- Career planning
- Suggesting and implementing reasonable adjustments
- Benefits advice
- Giving employees access to a 24/7 employee assistance programme
- Identifying potential training for organisations and employees
- Working alongside health professionals
- Offering expert advice and guidance

For more information, please contact the team on:
IPSPCreferrals@gcemployment.uk or 0161 237 4111

Website: www.gcemployment.uk/wwipspc



Government report on Inclusion at Work

On 20th March the government published a new report on Inclusion at Work. The key recommendations are:

1. The government endorses a new framework employers might apply to their D&I practice, for effectiveness and value for money.
2. The government funds, and works with, a research partner to develop a Digital Toolkit.
3. The Equality and Human Rights Commission (EHRC) explains and clarifies the legal status for employers in relation to D&I practice, with particular focus on the implication of recent rulings for HR policies and staff networks.

The full report can be accessed here: [Report on the Inclusion at Work Panel's recommendations for improving diversity and inclusion \(D&I\) practice in the workplace - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/671102/Report_on_the_Inclusion_at_Work_Panel_s_recommendations_for_improving_diversity_and_inclusion_(D&I)_practice_in_the_workplace_-_GOV.UK_(www.gov.uk).pdf)

AiP's service offer fully supports organisations to meet the report's recommendations.

EDI Training

A common commitment made as part of bidding for contracts is a pledge to educate colleagues to improve their knowledge and understanding of EDI. In response, AiP has developed an entry-level training session covering the following areas:

1. What are the benefits of EDI?
2. Understanding of EDI: What is it?
3. **Legalities**
4. Protected Characteristics & other disadvantaged groups
5. Positive Discrimination vs Positive Action
6. Recruiting & retaining a diverse workforce
7. The changing demographics of the communities we serve
8. Disability Confident Accreditation
9. Reasonable Adjustments
10. **Best Practice**
11. Disability
12. 50+ workers
13. Young workers
14. Ethnic Communities
15. English for Speakers of Other Languages (ESOL)
16. Gender
17. LGBTQ+
18. Faith & Religion

In-person or online sessions are available and are funded by the Growth Company to support organisations in meeting social value aspirations and commitments.



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