OnePlan

Diversity & Inclusion

Commitments:

A diverse workforce within a culture of inclusivity is key to our vision for OnePlan. Our aim is to ensure that all employees and future employees are given equal opportunities and that OnePlan is a fair representation of all the communities in which we work.

We strive to lead the way with our expertise in technology. We want to drive diversity of thought which leads to better decisions, improved innovation and higher productivity.

This is part of our everyday life and not a tick box exercise. If we get this right, it will shape and define our business, empower our people daily and ultimately our customers.

Inclusion builds a strong team culture where everyone has the opportunity to develop the career they want. We celebrate the uniqueness of each colleague and that together they bring a rich fabric of information and expertise. It is about moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

It's important to recognise that D&I is a journey, particularly in a small business. We are constantly making progress and seeing that a few small intentional steps can lead to significant positive change

The purpose of this document is to portray current D&I initiatives here at OnePlan and the commitments we are putting in place. We encourage all employees to participate and contribute to this.

Our global commitments are ensuring the underrepresented communities have a fair representation within our business.

There are 9 protected characteristics:

1. Age
2. Disability
3. Sex
4. Gender reassignment
5. Race
6. Religion
7. Sexual orientation
8. Marriage and civil partnerships
9. Pregnancy and maternity

Our commitments to these within our business are as follows:

Age

We want to be an employer of choice for our colleagues of every generation and provide all employees with career development opportunities regardless of age.

What commitments are we making?

We commit to the creation of a balanced, multigenerational workplace.

How are we going to get there?

1. Keep an unbiased hiring approach and ensure all candidates experience the same selection process irrespective of age
2. Ensure that, regardless of age, individuals have equal opportunity to access roles and promotions
3. Encourage awareness of age discrimination

Disability and mental health

We recognise that not all disabilities are visible and actively work to support those colleagues who may have a hidden disability or be facing mental health issues.

What commitments are we making?

As an inclusive company, we want to ensure all barriers are removed that restrict the progress of those that are disabled or those with mental health issues – everyone has the same career opportunities. We have a well being allowance to ensure people can access private therapy if needed or suitable home office equipment

1. Continue to provide access to workplace adjustments for all employees where required and where possible
2. Deliver initiatives that support and focus on mental health:

• Hold mental health awareness events globally
• Deliver mental health training for managers
• Establish a health and wellbeing champion

Gender / pregnancy and maternity

OnePlan is strongly committed to gender equality and opportunity in the workplace and to creating greater gender balance. Our current gender split is pretty much a 50/50 split. Being able to attract, develop and retain female talent is highly important to us and we recognise that companies with gender balanced senior management teams perform better.

Ensuring we have more women on the executive team and making it a 50/50 split.

How are we going to get there?

1. Support the development and expansion of women at oneplan,
2. Review on a regular basis our policies and procedures to ensure they contain no gender bias or unintended discrimination
3. Develop and deliver a return to work program that, although is gender neutral, specifically focuses on senior women re-entering the workforce following a career break
4. Review our parental leave policies on an annual basis to make sure they are both competitive and appropriate
6. Foster and deliver leading approach to working from home and flexible working
8. Annually complete an equal pay review and address accordingly
9. Actively seek out and appoint female exec members.

LGBTQ+

We are focused on creating a culture and a company that is fully inclusive for all members of the LGBTQ+ community.

We respect our colleagues' privacy and their choice to share as they wish. We commit to ensuring that everyone can bring their whole self to work, irrespective of their sexual orientation, gender identity or expression. We are committed to a safe workplace where identifying in any way has no impact on a person's day-to-day experiences and interactions, career or progression.

1. Support parental leave flexibility for same-sex parents
2. Review policies to ensure they're always inclusive regardless of sexual orientation and gender identity
3. Raise awareness externally of our commitment to LGBTQ+ diversity through our social media channels

Race

In an increasingly multi-ethnic society, we can only truly become the leader in our industry if our workforce accurately reflects the diversity of our global population and client base. If the diversity of our colleagues reflects the diversity of our customers we can better understand their needs and build deeper, longer-lasting relationships. Our aim is to increase the ethnic diversity of our workforce, unlocking the full potential of ethnic minority colleagues.

We commit to increasing ethnic diversity within our organisation as a better reflection of the societies in which we operate.

How are we going to get there?

1. Partner with recruitment companies who will assist us to drive greater diversity and inclusion in technology roles.
2. Build engagement at universities specifically focusing on under represented groups

Religion

We have a deep understanding that many individuals have a deep belief in a clear religious path. We realise this adds to our culture and as a result is incredibly valuable to us

We commit to raising awareness and understanding of different religions within the business and the value these different beliefs bring.

How will we get there?

1. Recognise all holidays from all cultures in our organisation.
2. Ensuring our adverts are fully inclusive of all religions
3. Ensuring there is an awareness of all beliefs when arranging social events

Environment and culture

1. We look to create an environment in which inclusive decision-making is promoted to ensure that individual's differences and the contributions of all team members are recognised and valued and that we celebrate and take pride in our diversity
2. Ensure a working environment that promotes dignity and respect for everyone
3. Create an open dialogue around inclusion and diversity to help learning and build understanding
4. Support employee initiatives that seek to encourage inclusion and diversity.
5. Work with managers to have more open thinking, challenging their unconscious bias, in order to make more objective and bias free people decisions which includes hiring and work allocation
6. Make certain that training, development and progression opportunities are available to all
7. Review all our employment practices and procedures on an annual basis to ensure that inclusion and diversity is appropriately considered in all that we do
8. Increase efforts into our hiring processes to improve the diversity of our hiring pools.

Socio-economic:

A diverse socio-economic workforce provides access to a hidden talent pool of candidates.

What commitments are we making?

We commit to socioeconomic diversity by making career opportunities available to those from underprivileged backgrounds.

How are we going to get there?

1. Ensure job descriptions are as open as possible and in everyday language to make them accessible to all socioeconomic backgrounds
2. Actively question whether a university degree is a requirement for any role that we advertise

3. Engage directly with schools and universities to open up opportunities to those from different backgrounds
4. Build awareness of early careers and recruit employees away from the traditional recruitment channels