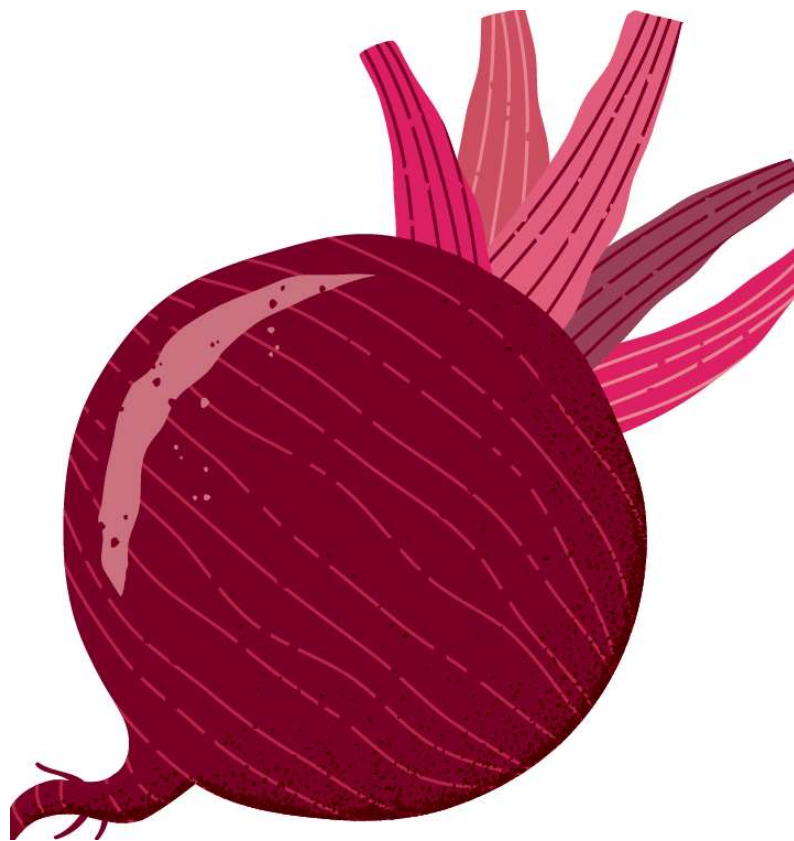


Responsibly Prioritise
& Implement
Initiatives
That Values
A
Diverse Range Of
Socioeconomic
Backgrounds
Especially In Times Of
Uncertainty

★ PRET ★
A case study



★ PRET A MANGER ★



75-100 Rising Stars annually.
3-month +ve graduation
80.4%.
60% at 6 months



Welcomed 275+ Ukrainian refugees
Counselling
Community groups
English tuition
Low turnover
(24%)



1253 students (aged 16-18) virtual work experience.
93 apprentices on programme



Capturing diversity data.
86% of our Managers
started as
Team Members.

A few reflections...

1. On Culture

- ★ Independent inclusion audit
- ★ Global cultural review
- ★ Authentic storytelling (ERGs)
- ★ Data capture -
(occupation of main household earner, aged 14)

2. On Lifecycle

- ★ Diversify outreach/access to work experience (virtual)
- ★ Contextual/ behavioural recruitment
- ★ Hardship fund accessibility
- ★ Virtual mentoring and coaching

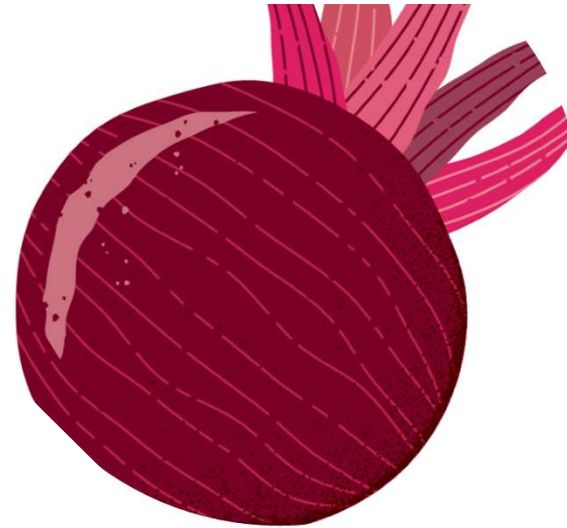
3. On Equity

Consider:

- ★ Counselling, language tuition
- ★ Travel /expenses
- ★ Mentoring/training
- ★ 12 weeks of labour centralised
- ★ Exec buy in/governance
- ★ Result: Retention. Engagement

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Thank
You!

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