

Challenges:

Becoming a signatory of the People Matter Charter shows our commitment to bringing positive change to our most important asset: Our People.

We recognise the benefits a diverse workforce brings to our business and want to ensure all our colleagues are treated as equally and fairly as possible.

Our challenges were:

- Lack of workforce **DE&I data** to help us understand if we are representative of the societies we live and work in
- Lack of **DE&I resource** to drive forward our diversity plans
- An increase in our **Gender Pay Gap**

Impact:

DE&I Data

In support of our DE&I activity in Europe, we asked colleagues to let us know a bit more about them. This was important for us to understand the 'big picture' of what our workforce looks like today, so we know if we are truly representative of the societies we live and work in.

DE&I Resource

Two new dedicated roles have now been added to our team. Our Global DE&I Manager and our Regional DE&I Manager. They have launched our Global Strategy and Regional DE&I Action Plans. They help implement and manage programmes of activity throughout our business including Employee Network Groups, Mentoring, Leadership Development Programmes, Lunch and Learns and further tailored training for specific groups.

They are supported by dedicated DE&I Committees, run by colleagues, helping to shape and focus our plans.

Gender Pay Gap

We recognise that the main reason for our gap is that there are more men at senior grades (and therefore higher pay) than women.

We have therefore set a target that by the end of 2024, 40% of management roles and 30% of leadership roles will be occupied by women.

Fact box



Company SLR Consulting Ltd

No of employees: 1000+

HQ: Aylesbury

Website

www.slrconsulting.com

Main contact

Sam Neath – DE&I Manager
inclusion@slrconsulting.com

Services

Multi-disciplinary
environmental consultancy
services

About

Global leader in end-to-end
sustainability solutions:
providing clients with
strategic advice and on the
ground support, partnering
with them in making
sustainability happen.

Value gained:

DE&I Data

We achieved 60-70% response rate to our request for DE&I data across the various fields. With this baseline data, we can now confidently shape and create the best programmes at SLR, to support each and every one of our colleagues, in the most inclusive way.

We have also taken part in a global DE&I assessment run by McKinsey, which has provided further data on the diversity of our workforce globally and given valuable insights about employee inclusion.

DE&I Resource

Our DE&I team have made a huge impact on improving our inclusive culture.

This includes the introduction of:

- New policies and guidance:
 - Dignity & Respect at Work*
 - Menopause*
 - Language terminology guide*
 - Reasonable Adjustments*

- Employee Networks that offer opportunities for networking and support for our people, as well as supporting our DE&I strategy by advising - and challenging - the business, to ensure we are inclusive of everyone.
 - Networks include:
 - Early Careers at SLR*
 - Neurodiversity at SLR*
 - Parents & Carers at SLR*
 - Pride at SLR*
 - Wellbeing at SLR*
 - Women's Network*

- Membership of:
 - Neurodiversity in Business*
 - Stonewall Diversity Champions*

Gender Pay Gap

Our 2022 gender pay gap report shows there has been a 9.1% decrease in the mean and 6.2% decrease in the median of our gender pay gap – a significant improvement.

In 2022, we had more promotion applications than ever before from women (57%). We introduced female representation on all promotion panels – and communicated this clearly to colleagues. This has contributed to an increase in the number of women being promoted, having a direct impact on the reduction of our gender pay gap.

We are pleased the initiatives we have put in place have had a positive impact in improving our gap. We look forward to continuing to develop our actions to further improve into 2023 and beyond.