

# inclusion in

empowering inclusive organisations

## EMPLOYEE LIFE CYCLE AUDIT CASE STUDY

inclusion in worked with 40 year old, family run, business Specsavers to critically review the HR policies and processes currently in place for employees through a diversity and inclusion lens.

With a bespoke approach to assessing each part of an employee's career, from attraction, to recruitment and onboarding, right through their natural career pathway, inclusion in assessed how Specsavers could focus their efforts and resources on the most impactful actions to make the most significant difference.

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### PURPOSE

The purpose of the project was ultimately to help Specsavers shape its ED&I strategy. So whilst reviewing policies and processes helped them to understand what needed to be done with regards to detailed activity, the final recommendations also allowed Specsavers to understand at a macro level what the company should be doing organisationally to set an inclusive culture, that then mirrored their company purpose and values.

### OUR APPROACH

Working with the HR Team to explore first-hand what processes are used, how policies are written, how internal comms work and what staff satisfaction surveys have resulted in, *inclusion in* created a diagnostic report detailing exactly what seems to be working well, and what seems to be getting in the way of achieving an inclusive culture.

Our team reported back which specific areas needed to be worked on, categorised by data measurement and reporting, vision, values and strategy, policies and consistency between various areas of the business.



### THE IMPACT SINCE WORKING WITH INCLUSION IN

It was crucial to take a tailored approach with this project in order to find a solution which appropriately suited the organisation.

As a result of the ELA, further Executive sponsorship has been sought and secured to demonstrate how integral the ED&I vision is to the future of Specsavers.

A thorough approach has been adopted with a view to growing in strength and purpose every year, and all action points have been prioritised and timescaled so that the SLT can work towards a 1 year, 3 year and 5 year vision.



Ian Glendinning  
Reward & Policy Director

*"The inclusion in team invested time and achieved deep understanding of your history and context, conducted research and added significant value. We were delighted with the quality of the output and the insights that they presented to us."*



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## **About *inclusion in***

**We are passionate about supporting leaders on their inclusion journey. We have decades of experience working with organisations large and small, local and global, helping them to create inclusive cultures where everybody feels welcome. We love what we do, we make it fun, we bring insights, innovative solutions and a good dose of pragmatism.**

**For more information contact: [info@inclusionin.com](mailto:info@inclusionin.com)**