



AT SCALE: SKILLS POLICY



OUR FOCUS:

Setting out our priorities to developing sustainable skills that meet the needs of our organisation while also supporting local employment and the wider development of opportunities to enhance the lives and the well-being of people within our communities, particularly younger people.



OUR PEOPLE

We promote equality and consider the interests of our team members: directors, employees and associates alike, including their welfare, mental health and health and safety. Our key aim is to ensure the well-being of our team through their worthwhile and satisfying occupation in a successful business.

Our responsibility to our team is to:

- Provide opportunities for the realisation of full potential and have the tools necessary to develop and grow through training.
- Operate an open-door policy allowing team members to raise any concerns with senior colleagues and to ensure that no one is victimised for doing so.
- Ensure that personal traditions and beliefs are respected and encouraged, and that diversity is promoted throughout the company.
- Maintain effective communication to ensure this and all other policies are actively exercised.
- Encourage suggestions from everyone as to how our policies and processes can be improved.
- Recognise and reward hard work and innovative thinking.
- Protect our team and suppliers from third parties who may become abusive; this includes clients, suppliers and the general public.
- Ensure that our team protects and does not misuse company assets: only using them in an appropriate manner as set out in our terms and contracts.
- Make certain that all team members are aware of the impact that both the business and they as individuals have on the external environment.
- Support and encourage involvement in charitable activities within the local community.
- Support and understand personal well-being, ensuring all are encouraged to maintain an appropriate work-life balance. At Scale also funds and organises regular social events.

LOCAL EMPLOYMENT

We are committed to recruiting and investing in our team locally. An example of this is the granting of internships and placements to local young people looking to gain valuable work experience. Several individuals who have completed internships or placements within our company have been offered permanent employment in local organisations.

Due to the success of the placement opportunities, the company is creating an apprentice consultancy role, who will assist in the delivery of consulting projects, working as part of a consulting team supporting the project leadership.

All roles are paid and At Scale is an equal pay employer – team members performing equal work receive equal pay.

We actively seek to encourage and support client aspirations e.g. to mentor young people and involve them, where appropriate, in the delivery of projects that affect them. Successes include supporting one young woman becoming the youngest Chair of School Governors in England.

We are committed to championing emerging talent and increasing our pool of people from diverse backgrounds. We do this through a variety of initiatives i.e. by sponsoring people to attend conferences, pro bono work and delivering free workshops to support capacity building and developing skills through mentoring opportunities.

COMMUNITY DEVELOPMENT

We are aware that our business affects our local and wider community whether as team members, customers or suppliers so we are constantly striving to build partnerships that create positive change.

We actively create employment opportunities for the local community e.g. by offering workplace opportunities for those returning to work after long periods of absence due to career breaks, caring responsibilities and/or ill-health.

At Scale has a particular passion for inspiring and empowering young people and has committed to programmes which are dedicated to uplifting communities and encouraging young people to upskill, with practical mentoring, training and development projects, e.g. improving students networking skills and access to career opportunities so they understand that a professional services career is not unattainable and through mentoring, to support young people in their quest for employment, training, education or volunteering opportunities.

We support local charities such as Laburnum Boat Club in London, which provides opportunities for the personal development of children, young people, and their families through participation in a range of water-based activities.

MEASURING & MANAGING OUR SKILLS POLICY

As part of our wider approach to Corporate Social Responsibility we will baseline the KPIs we have identified at the start and end points of any call-off contracts we are delivering. For larger contracts we will also track the KPIs through a series of pre-defined milestones within the required specification. The KPIs we will assess our policy against through the delivery of contracts will typically include: number of roles being mentored, number of apprenticeship roles created, number of internship roles created, staff satisfaction rates, equal pay assessments, and number of community-based initiatives undertaken.

