



## Teacher guide

### Diversity and inclusion - Tarmac

#### Where does the lesson fit?

This session could be used as a standalone session looking at diversity and inclusion, or could follow sessions on recruitment, training and motivation to support the concept of equal opportunities.



#### Suggested resources & activities related to diversity and inclusion and Tarmac

- Full Tarmac case study
- Diversity and Inclusion PowerPoint
- Tarmac crossword
- Tarmac word search

#### Suggested timings for the session

10 mins	Starter e.g. Tarmac word search
5 mins	Use the Diversity and Inclusion PowerPoint to discuss the topic
5 mins	Read the case study
10 mins	Questions
20 mins	Task . researching policies
10 mins	What have you learned?

#### Answers to questions

1. What is meant by diversity?

Diversity is concerned with the complex ways in which people are different.

This includes:

- Visible differences e.g. gender or ethnic origin
- Less obvious differences e.g. religion, political beliefs, sexual orientation, education and social background

2. Describe equal opportunities.

Equal opportunities is concerned with eliminating discrimination so workers have equality of access to:

- Recruitment
- Training
- Promotion opportunities



## **THE TIMES 100**

### **BUSINESS CASE STUDIES**

3. Explain how Tarmac manages to recruit from a wide pool of labour.
  - Advertises vacancies on Equality Britain website
  - Ensures recruitment decisions are based on getting the right person for the job, rather than basing decisions on other irrelevant factors such as age, gender and sexual orientation.
  
4. Analyse the advantages of having a Diversity and Inclusion culture.
  - It can be more adaptable to changes in the market because of the range of skills and experiences to draw from
  - It can gain greater cultural understanding and lead to the provision of a better level of service
  - It can engage and motivate workers
  - It can reduce costs
  - It can help to develop markets . new and existing ones
  - It can help Tarmac behave in a socially responsible way

#### **What have you learned?**

Expected learning is likely to include:

- Meaning of diversity
- Meaning of inclusion
- Meaning of equal opportunities
- Benefits of nurturing a diversity and inclusion culture.