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# **Ofcom's Diversity and Inclusion Programme 2018-2022**

## **Annex 2: Corporate responsibility at Ofcom**

## A.2 Corporate responsibility at Ofcom

### What is Corporate responsibility?

Corporate responsibility is the action we take to ensure we are a responsible employer towards our colleagues and to recognise and manage our impact on the wider environment and community.

Our corporate responsibility programme brings together three key areas of activity and is led by our strategic priorities that are embedded throughout the organisation:

**Diversity and equality** - Treat all colleagues with dignity and respect in an inclusive and fair working environment, promoting equality of opportunity for all.

**Footprint and sustainability** - Reduce our carbon footprint, provide value for money and ensure Ofcom's practices are environmentally sustainable.

**Volunteering and community** - Engage, inspire and develop colleagues while proactively seeking to support our local community.

The activities that make up our corporate responsibility programme are driven by the Corporate Responsibility Steering Group (CRSG). Members hold senior management positions within the organisation and set the strategic direction of our work. They are responsible for delivering and implementing our diversity and inclusion programme and action plan and for ensuring that it remains effective and relevant to our colleagues and stakeholders.

We believe that embedding corporate responsibility into our organisation is a fundamental part of our success as a regulator. Valuing, encouraging and promoting diversity creates a more engaged and efficient workforce. Being inclusive of different communities and representative of the diversity of society allows us to make better decisions that help consumers. Being socially and environmentally responsible reduces our operational costs.

### Diversity and equality

As an employer, Ofcom's goal is to recruit, motivate, develop and retain outstanding people, reflecting the diverse communities we serve, who work together to deliver our common aims and objectives. Part of our ethos is to be a place where people choose to work because it offers equal and inspiring opportunities to everyone.

We monitor our policies and practices extensively through colleague surveys, engagement with our colleague networks, benchmarking and equal pay audit every two years. We regularly benchmark ourselves against other organisations with Stonewall, Business Disability Forum, Business in The Community's Race for Opportunity and Opportunity Now and use the feedback we receive to inform our policies and practices.

We have a clear set of values which shape how we treat one another, how we work together, how we relate to our stakeholders, how we judge performance and how we collaborate to achieve our priorities. These values are central to our effectiveness and they support the organisation we want to be, and they are:

Agility; collaboration; empowerment; and excellence.

## Colleague diversity networks

We are supported in our work by our thriving colleague diversity networks.

- Ofcom Women's Network (OWN) furthers the interests of women in the workplace.
- Our Parents and Carers Network supports our parents, guardians and carers.
- The Affinity Network supports lesbian, gay, bisexual, transgender and non-binary colleagues and allies.
- The Raising Awareness of Culture and Ethnicity (RACE) group represents all colleagues at Ofcom, in particular those from a black, Asian and minority ethnic background.

Our Disability and Wellbeing Group (DWG) works to improve the working experience of disabled colleagues and promote the wellbeing of all colleagues.

We have also launched a Listening Network, with volunteers offering informal peer support.

## Footprint and sustainability

We have an ongoing programme to reduce our carbon footprint and we strive to ensure that a proportionate approach to sustainability best practice is maintained. We carried out our first carbon audit in 2007 and committed to a challenging 25% reduction in carbon emissions by 2013. An audit in 2013 showed that we surpassed this target by reducing our overall footprint by 30%. In 2017 our commitment to carbon reduction was again recognised when we attained Carbon Trust Standard certification and reduced our footprint by a further 1.5%.

## Volunteering and community

To ensure that we make a positive impact, Ofcom has a colleague volunteer scheme which enables colleagues to make a difference to the community in which we work.

For example, we run a reading mentoring scheme with a local primary school in Southwark, giving colleagues an opportunity to coach young children to improve their literacy skills. Ofcom colleagues have visited schools and hosted school trips to Ofcom to engage with young people about future career options.

We work with Career Ready, a UK wide charity linking employers with schools and colleges to open up the world of work to young people, to provide internships and mentoring for 16- to 17-year-old students. Colleagues can also mentor students through Access Project, an initiative that matches colleagues to students for weekly tutoring sessions. The project works with schools with a high proportion of pupils from less privileged backgrounds.

We support colleagues to speaking at schools through STEMNET, which aims to inspire young people in science, technology, engineering and mathematics.

Colleagues and teams have also set up other volunteering opportunities on an ad hoc basis, supporting causes that are important to them.