

## To Care or Not to Care?

D&I or Diversity and Inclusion to give it its full name, has got such a strong spotlight on it, that businesses are being urged to act and update their practices accordingly. Ten years ago, little was spoken about it at C-Suite level. Now there are new roles created such as its importance: D & I Partner; D & I Programme Manager; D & I Organisational Development Partner.

The call for businesses to create employee wellbeing agendas that their senior leaders are charged to promote and live by in the workplace, is growing. With the change in the economy that everyone is facing, the need to show how you support your teams (who find themselves working remotely or isolated from friends, family and employees, to those staff who are becoming more anxious about their health and wellbeing), leaders can't not act. Your people are critical to the success of your business. Show you care. Create robust D & I agendas that reflect the importance you put in the wellbeing of your most critical resource.

In the UK, there is an ageing workforce. Employers need to ensure they are taking a more strategic approach to supporting the health and wellbeing of their employees. Walk the walk, not just talk the talk.

Data from the ONS, shows that nearly 27 million working days were lost to work-related ill health a few years ago. 1.4 million people are recorded as suffering from a work-related illness. My own professional body, the CIPD, has presented research that shows the average level of employee absence is 5.9 days per employee per year. Employees are feeling they need to work longer and harder and when they are unwell, just to try and safeguard their job.

The CIPD conducted research that shows the main risk to employee health is psychological, with mental ill-health and stress being the top two causes of absence.

Now is the time to review your D&I strategy. Consider how it links and compliments your other HR policies and procedures. IHR Solutions can help carry out a health audit of your D&I strategy. We will help you establish training plans for line manager; set up early access to occupational health support and help you develop tailor made policies and practices and build a more robust organisational framework.

For further information and assistance on updating your HR documentation, please contact me at [kwatkins@ihrsolutions.co.uk](mailto:kwatkins@ihrsolutions.co.uk) or call me direct on 07566 766954 or call our helpline on 01604 709509.

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### About the Author

#### KATHERINE WATKINS

Katherine has over 20 years' international experience working in HR, across various sectors, including financial services, insurance and regulated environments. Over the years, she has collaborated with some exceptionally talented HR professionals, with whom she has joined forces on special projects. Her network of HR professionals provides advice and training to companies and other HR teams.

In her role with UKGI Group, Katherine heads up the Human Resources Consultancy and provides objective support to firms on employment law and HR issues. She uses her extensive skills and knowledge to work with firms to help them develop strong and resilient HR strategies and establish healthy organisational cultures.

Katherine holds a degree in Business Administration and Management from the University of Northampton and a Postgraduate Diploma in Human Resource Strategies from London Metropolitan University. She is a Fellow of the Chartered Institute of Personnel and Development (FCIPD).

