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**BCVS Mock Test (Case Study) Answers**

1. **Why should ABC analyse existing practices in relation to diversity**

**Ans.** ABC Company should analyse existing practices in relation to diversity as its company because the diversity policy of the company should support the company and follow their objectives. The policy should having small training programs where one can educate the staff and teach them how to deal with any problems that may occur, remove certain barriers within the employees of the organization. This will make everyone feel comfortable to work in a team and can obtain a goal together. This will also result in great success of organisation.

1. **Explain the benefits of diversity in ABC and how diversity relates to achievement of business objectives.**

**Ans.** ABC believes that diversity has the benefits below:

• better business performance and higher employee productivity

• an increase in creative thinking and innovation

• improved staff health and wellbeing as a result of a culturally safe environment

• lower risk of discrimination and harassment in the workplace

• a culture that accepts difference

• an environment that supports the health and well-being of workers

• increased levels of employee satisfaction, therefore higher productivity and less attrition

• Respect and appreciation of all employees, regardless of their backgrounds (without regard to gender, age, sexuality, race, nationality, family circumstances, marital status, disability, religion, political preference, trade unionism or any other classification protected by applicable law), is integral to creating a collaborative workplace culture, competitive advantage in a global environment and, ultimately, sustainable business success.

Diversity also presents the opportunity to unite specific strengths to the advantage of the organisation. As every person has different skills and possesses varying strengths, these can be combined for greater performance and productivity.

1. **Why might it be a good idea to access and review diversity policies from organisations that are similar to the ABC?**

**Ans.** It is a good idea to access and review diversity policies from organisations that are similar to ABC because ABC can understand how other companies are operating their diversity policies and implement the policies that they think may be beneficial and relevant to the company. Diversity management matters a great deal in modern workplaces. That’s because equality and diversity in the workplace can lead to better functioning teams, happier employees, and, on top of that, more revenue. In order to achieve this extra revenue, though, and without generating additional conflict, it’s important to really understand diversity.

1. **What other sources of information might be useful? List 2 sources and briefly describe the information that might be collected from these sources**

**Ans.** The 2 sources can be :

1) Stakeholders should be consulted with regard to policy development because they can give ideas and suggestions with regard to methods of supporting diversity and ensuring that diversity is respected in the workplace.

2) Relevant legislations, such as anti-discrimination and equal employment opportunity legislation should be considered. This is to abide to any laws and legislations within the company’s area.

**5. Who should be consulted and involved in the development/ amendment/ improvement of diversity policies for ABC and why?**

**Ans.** Stakeholders within the company should be consulted and involved in the development/amendment/improvement of diversity policies for ABC. This is because Stakeholders can be consulted at various stages of the development process. They might be asked for input about what should be included in a policy or how the policy should be implemented or even how it should be policed. This ensures that all stakeholders are included in the policy making process to ensure everyone has been accounted for.

**6. Note and describe the steps that would be followed, after the initial research phase, to prepare a diversity policy. You also need to have your diversity policy ready and develop an action plan for the policy.**

**Ans.** The steps that would be followed,after the initial research phase, to prepare a diversity policy is that the first step is to draft a diversity policy. A number of sites on the Internet can offer assistance in the form of information, templates or services with the development of diversity policies and procedures. After that, the next step would be researching the legislations and social acceptance in relation to diversity. When developing policies it is important to be aware of current legislation and it is equally important to be aware of the attitudes of society with regard to acceptance and accommodation of diversity.