

FAQs

The most frequently asked questions about leaders as Change Agents (LACA) and the LACA Employer & Employee Guide are addressed below.

If you have questions that aren't answered here, please get in touch: jane.vose@et.solutions

Q1. What is LACA?

The Leaders as Change Agents board is a volunteer business-led government-sponsored expert committee which was established in 2019. The board is Co-Chaired by Emer Timmons OBE and Denis Woulfe MBE. A full list of board members and terms of reference is available at www.leadersaschangeagents.com

Q2. What does LACA do?

LACA's aim is to champion diversity and inclusion at all levels of business in the UK. We seek to engage with senior business leaders, sharing best practice and ideas which make a difference, while encouraging business leaders to step up and make meaningful and measurable differences to their organisation's culture, policies and practices.

Q3. Where can I find out more?

You can find out more about the LACA board, our team and our work at www.leadersaschangeagents.com and on;



https://twitter.com/uk_laca



<https://www.linkedin.com/company/leadersaschangeagents>



<https://www.facebook.com/pg/leadersaschangeagents>

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Q4. What is the LACA Employer & Employee Guide and why has it been created?

The LACA Guide is designed to help CEOs and their teams implement policies that provide better diversity, inclusion and opportunity that is fair and balanced for all. It has been created to help organisations, of any size or industry, adjust to the “opening up challenge” and the new competitive landscape by setting out 8 foundational commitments and a more detailed resource guide to assist implementation.

Q5. How was it created?

The LACA Guide was created by the LACA board and a team of over 30 volunteers, experts and sponsors. Many other contributing organisations provided advice and guidance during the project and have offered to work with us in the future. A full list of sponsors, volunteers and contributors can be found in the acknowledgements section of this guide. We are very grateful to all those who have volunteered their time and expertise to help produce this work. Without their support the LACA Employer & Employee Guide would not have been possible.

Q6. Who can use it?

The LACA Guide is freely available to those who wish to use it.

We believe the 8 commitments in this guide can and should be applied to every employer and employee and worker in any size of business, in any industry regardless of the nature of the work performed or where it is carried out – though the smallest organisations may need to adapt the ideas to the scale at which they operate.

Some businesses are at the vanguard of this journey and others at the beginning. We believe many have made some progress and are ready for the next step. We hope the guide will help.

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Q7. How can I use it?

At the heart of the LACA Guide are 8 foundational commitments and a more detailed supporting resource guide, which organisations can use to help implement the ideas individually or collectively as part of existing or new initiatives. The guide is designed to set out and inspire good practice and measurable outcomes as organisations adopt the measures in their pathway.

Q8. How did you select the 8 commitments?

We selected the 8 commitments following extensive research of available thought leadership and best practice. We have drawn on the expertise of our board members and our sponsors, Deloitte's Human Capital practice. We have also received valuable help and advice from our other contributors, which are listed in the acknowledgements section of this guide.

The 8 commitments and resource guide have been collated through assessing a host of sources, of which a full list is provided on pages 50-51.

Q9. Why do you describe the work as for employers and employees when the actions seem to be directed at employers?

Whilst the responsibility to propose and implement policies and practices rests with employers, we believe that employee input and participation is key to making the change towards a more diverse, inclusive and fairer workplace.

Q10. How do you suggest we measure our progress?

Given its breadth, we have not included a specific measurement guide. We would note that whilst the primary responsibility for delivering and measuring progress lies with the individual business leadership and governance functions, there are also other approaches to measurement and accountability to take into account. For instance those put forward in legislation, for example gender pay gap reporting, and measures put forward by regulators. *Some of these are set out in page 48.*

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Q11. Does the LACA Employer & Employee Guide apply to other workers and the self employed?

The LACA Guide and accompanying resource guide deliberately sets out a thematic approach to the issues which we believe apply to all workers. Obviously, there are legal and contractual differences between categories of workers, (for example, employees, workers and the self employed) who make up the workforce. We recommend taking appropriate legal advice as part of planning and implementing the ideas in specific circumstances.

Q12 Where can I get a copy & what do I do next?

The LACA Guide and accompanying resource guide is available for free on our website to all of those who want to use it.

All that we ask, is that if you and your organisation find the content valuable, please consider showing your support to the aims and inspire others by helping us as set out on page 15 of this document.

In addition, we would like to hear success stories to inspire others – so do please write to us with your successes.