



PEOPLE



HIGHLIGHTS FROM 2022



**AGILE WORKING
POLICIES**



**WELLBEING
STRATEGY**



**RECRUITMENT
DAYS**



**APPRENTICE
PROGRAMME**



**VOLUNTEERING
POLICY**

THE STORY SO FAR

Our business is people, and while we create unique and memorable experiences for our customers and clients, we want all our staff to feel valued and fulfilled, bringing their true selves to work every day. This year has been characterised by a new way of working, informed by the experience of COVID-19 and driven by a desire to create a productive and caring environment.

We've revolutionised our working practices, developing flexible and agile working policies.

We've developed a wellbeing strategy to respond to a post-pandemic world, providing a supportive and thoughtful workplace. Focusing on financial wellbeing as a cornerstone of our strategy, we responded to cost of living challenges our staff face by providing a daily hot meal during winter and a one off crisis payment. We made a commitment to our shift based staff to improve work/life balance including improving overtime arrangements.

We've begun to rebuild our relationships with key organisations to help recruit and support young people, including reinvigorating relationships with local universities and holding recruitment days with our service partners to cast our net wide for new talent. Our apprentice programme provides more opportunities for people to get into the events industry or their chosen discipline.



CASE STUDY: **WELLBEING DAY**

As part of a wider wellbeing strategy which has seen the introduction of a series of measures to address physical, psychological, social and financial wellbeing, we organised a wellbeing day for our staff. The day provided a moment for the team to pause and consider their mental health at work. Activities included relaxing with a massage, sessions on nutrition, team building exercises including creating go karts and an opportunity to consider the effects of burn out.

KEY INITIATIVES IN 2023

In 2023 we will focus on equality within the organisation. Understanding our current position and developing strategies to redress inequalities within our workforce is a priority. This includes developing a root and branch look at equality, diversity and inclusion including gender pay, an area that we're proud to say is higher than the national average.

While we have made a good start on recruiting apprentices, this will be a focus for 2023. With an ambition to have filled apprentice roles by the end of the year, making an impact on people taking their first steps into the events industry.

Our volunteering policy will be rolled out via specific teams with partner charities, making it easier for staff to choose and engage with an initiative.

Staff wellbeing will remain a focus, as we enter a recession and one of the most significant cost of living crises in a generation. Our employee experience programme will continue to shape our culture. This year we are exploring how we work together effectively, how we embrace our differences and how we develop our people and leadership.

2023 COMMITMENTS

- ✓ Continuing our Employee Experience Programme
- ✓ Developing and delivering an EDI strategy
- ✓ Filling apprentice roles
- ✓ Publishing a gender pay report
- ✓ Delivering the next phase of our wellbeing strategy
- ✓ Engaging staff on the journey

HOW WE'LL GET THERE



EQUALITY



JOBS



WELLBEING



ENGAGEMENT

- 🎯 Curating activity to encourage our staff engage with the volunteering policy
- 🎯 Continuing our Employee Experience Programme
- 🎯 Developing and delivering an EDI strategy
- 🎯 Recruiting 10 apprentices
- 🎯 Publishing a gender pay report
- 🎯 Delivering the next phase of our wellbeing strategy
- 🎯 Engaging staff on the journey