



THE TIMES 100

BUSINESS CASE STUDIES

Teacher guide

Diversity and inclusion

Tesco

Where does the lesson fit?

This session would fit in a People or Human Resources module, and may best be scheduled so it links with learning about recruitment, selection, training and motivation.



Suggested resources & activities related to diversity and inclusion and Tesco.

- Full Tesco case study
- Diversity and inclusion PowerPoint
- Tesco crossword
- Tesco word search

Suggested timings for the session

5 mins	Starter e.g. Tesco word search
5 mins	Use the Diversity and Inclusion PowerPoint to discuss the topic
5 mins	Read the case study
10 mins	Questions
25 mins	Task – investigation
10 mins	What have you learned?

Answers to questions

1. What is meant by 'diversity'?
Diversity is concerned with the complex ways in which people are different.
This includes:
 - Visible differences e.g. gender or ethnic origin
 - Less obvious differences e.g. religion, political beliefs, sexual orientation, education and social background
2. Describe equal opportunities.
Equal opportunities is concerned with eliminating discrimination so workers have equality of access to:
 - Recruitment
 - Training
 - Promotion opportunities



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3. Explain how Tesco engages with diverse groups.

Tesco engages with diverse groups through four main networks. These are:

- Out at Tesco
- Women in Business
- Tesco Asian Network
- ABC Network

In addition to these, it has strong links with organisations representing disabled people and works with a number of diversity partners, such as Stone wall, EFD and Opportunity Now.

4. Analyse the benefits to Tesco of its Diversity Strategy.

There are many benefits of having a diversity strategy:

- Tesco can recruit from the widest possible talent pool to get the best person for the job
- The workforce will have a better understanding of customer needs as it reflects the same diversity as the customer base
- New ideas and opportunities may arise from different cultures
- The mix of older and younger workers provides a broad range of knowledge, experience and social skills
- The workforce may be more flexible since it consists of a wide range of people from all walks of life
 - It can engage and motivate workers
 - It can reduce costs since a diverse workforce can use a variety of skills effectively and productively

What have you learned?

Expected learning is likely to include:

- Meaning of diversity
- Meaning of inclusion
- Meaning of equal opportunities
- Methods of engaging with diverse groups
- Benefits of adopting a diversity strategy