**Activity 2 answers**

Example answers – While watching the case study video, make bullet point notes on the following:

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| How have the legal requirements around EDAI been incorporated into ways of working at Ignys? | What changes have Ignys implemented to support EDAI? | What are the benefits to the business? |
| * The businesses will accept anyone to make sure the workforce reflects all of society. * Create an environment where everyone can perform at the best of their ability. * Characteristics should have no impact – just the ability to do the job. * They follow the Equality Act and go beyond it – ‘No one is left behind’ | * Characteristics should have no impact. * Everyone is judged on ability, not pre-judged. | * Everyone is treated equally. * Companies own Equality Act – with a specific EDI program – everyone gets help at all levels. |
| What are the benefits to the employees? | What benefits has Ignys seen to recruitment and workforce after embedding EDAI in the workplace? | How has EDAI at Ignys benefitted the customer experience? |
| * Create an environment where everyone can perform at the best of their ability. * The workforce feel like they can be themselves. | * Interview questions are provided beforehand to remove stress. * Lots of helpful guidance for all new employees. * A diverse workforce increases perspectives. | * It sets standards that employees should expect in all organisations. * Customers learn about the workforce. * Engineers thinking in different ways helps solve customer problems quicker. |