

LTOA Diversity and
Inclusion Working Party

**DIVERSITY
MATTERS**



LTOA Diversity and Inclusion Working Party



**Rosie
Dobson**

**Elizabeth
Doty**

Luke Fay

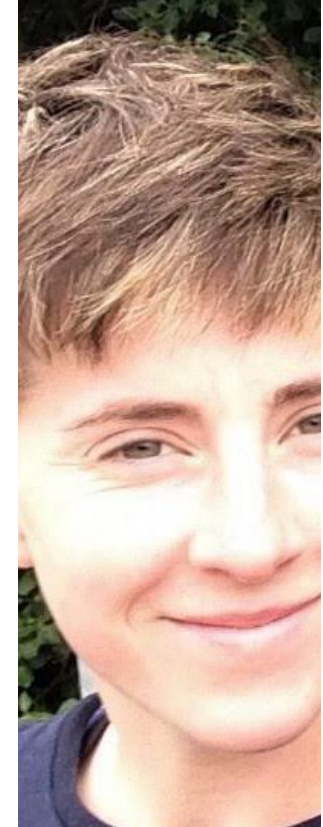


**Barbara
Milne**



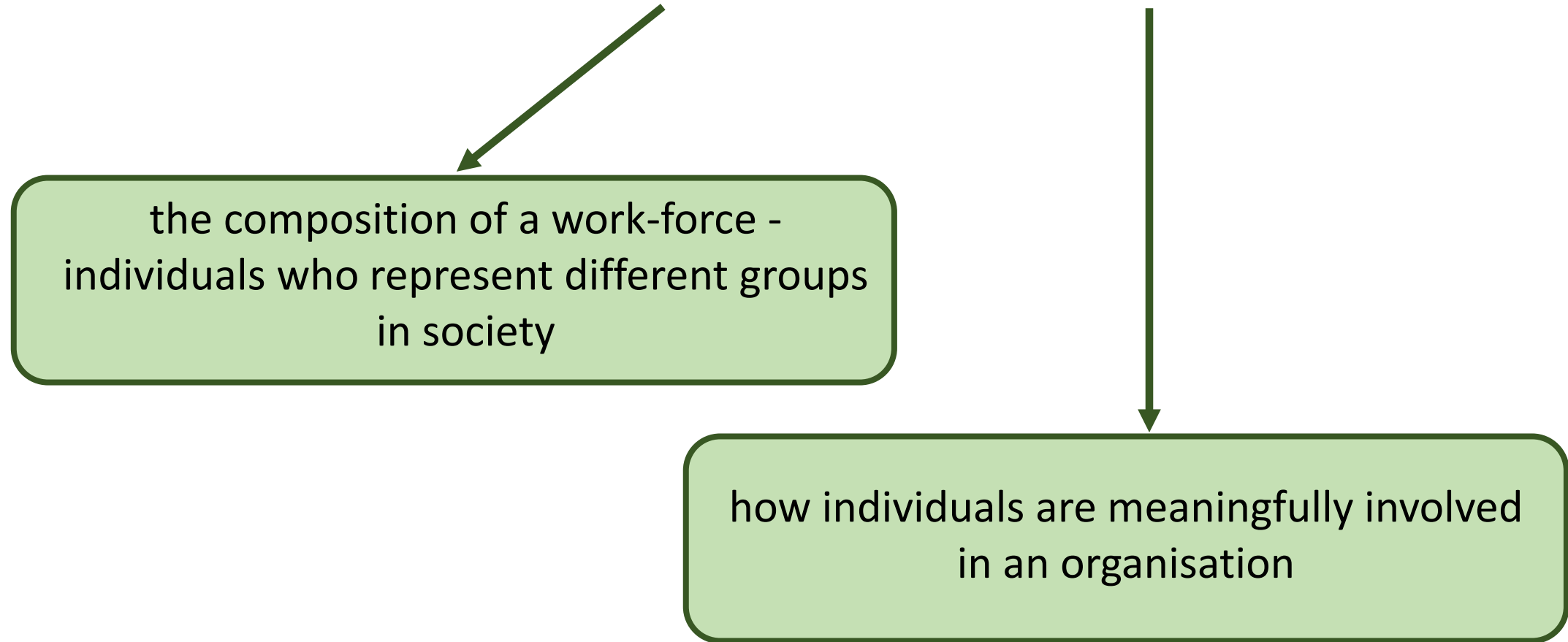
**Colleen
O'Sullivan**

**Becky
Porter**

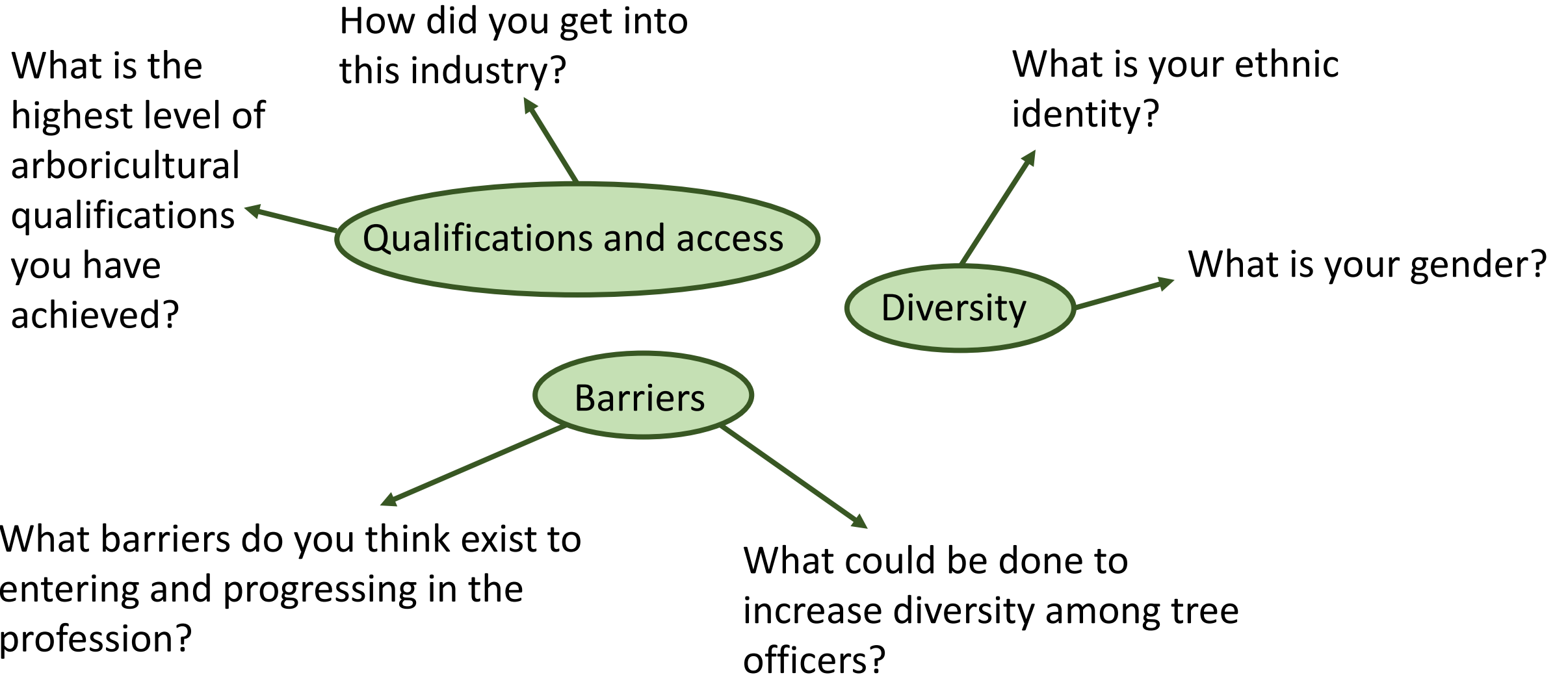


**Jessica
Stocks**

What are diversity and inclusion?

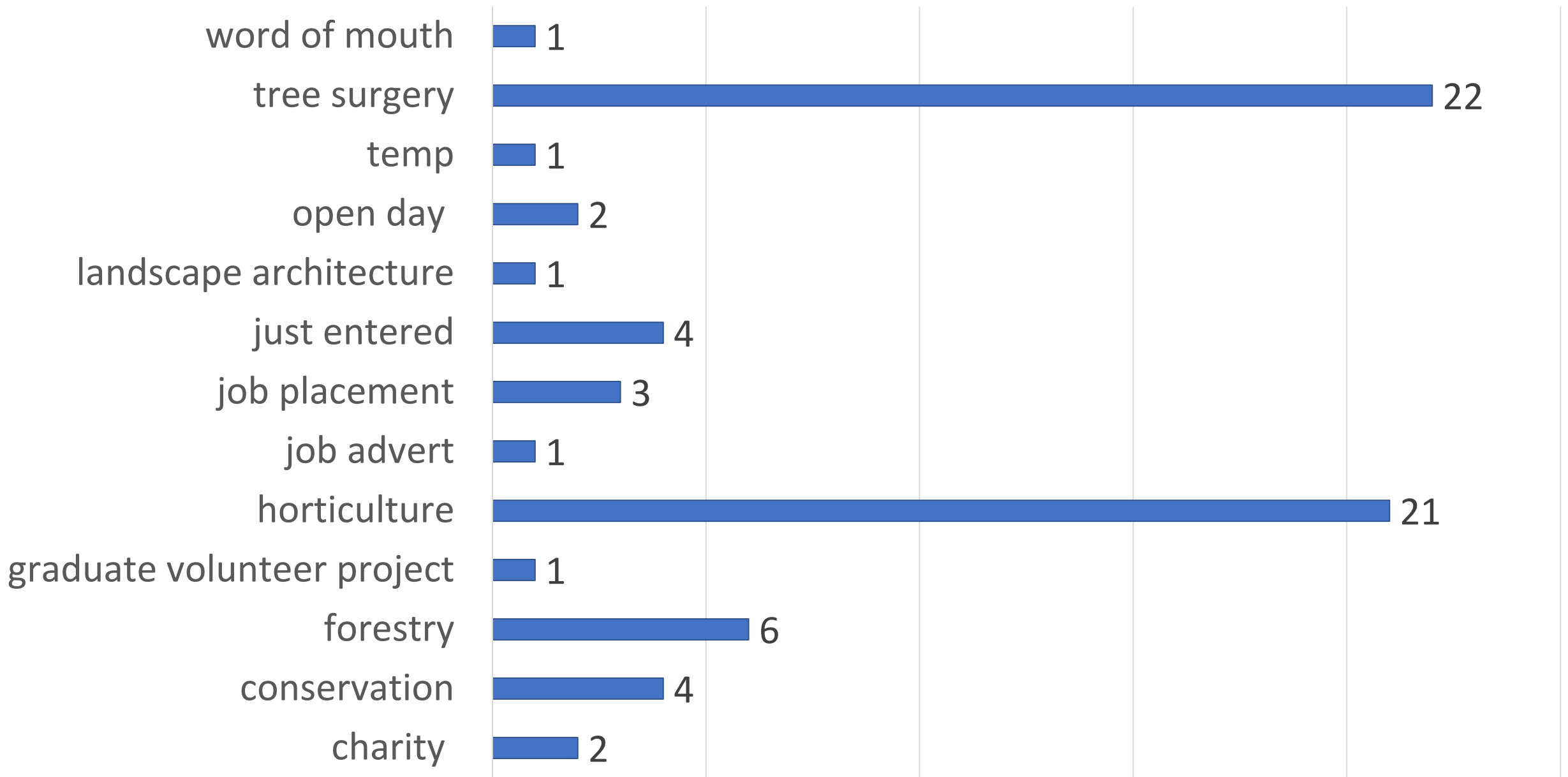


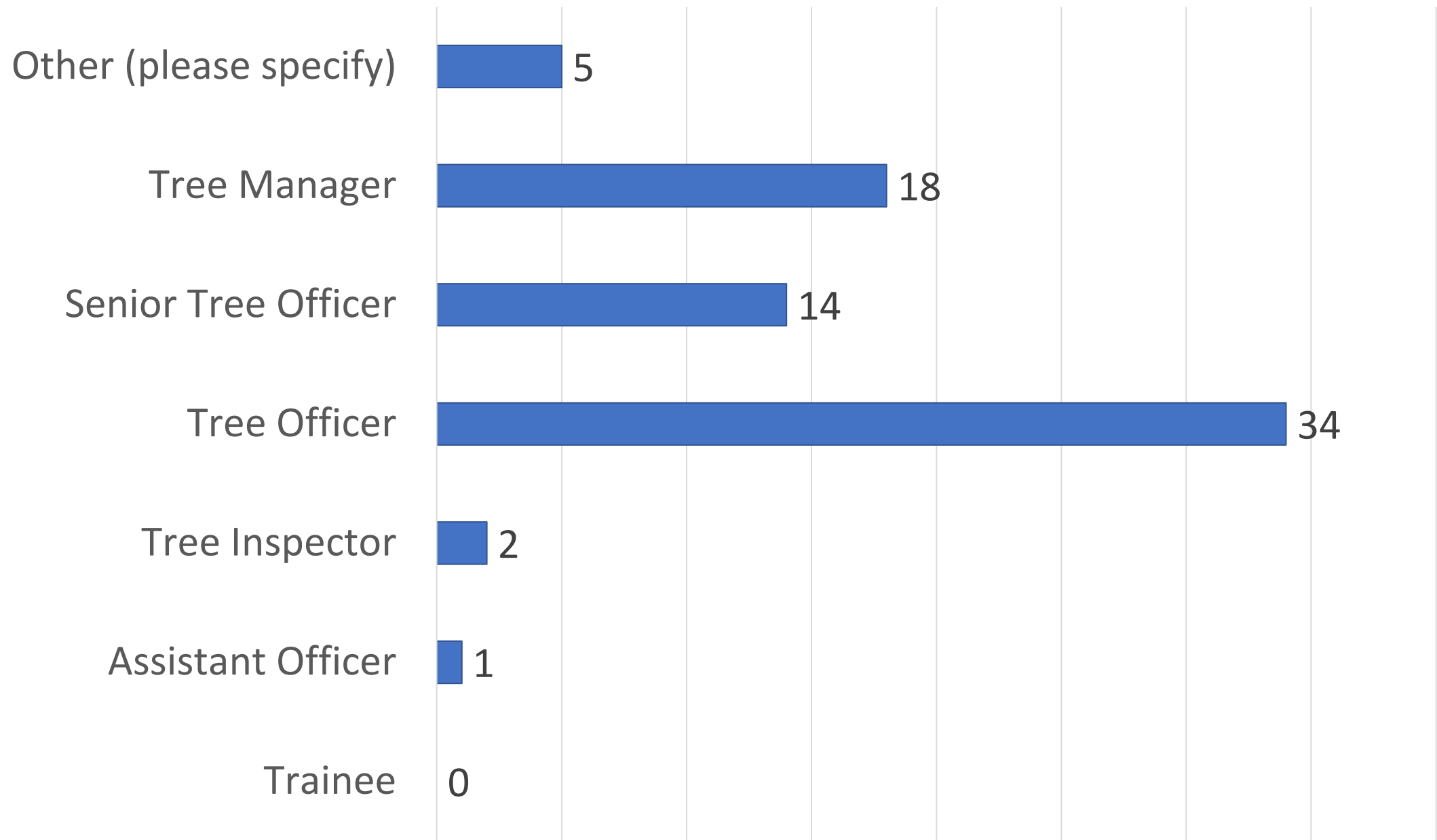
The survey

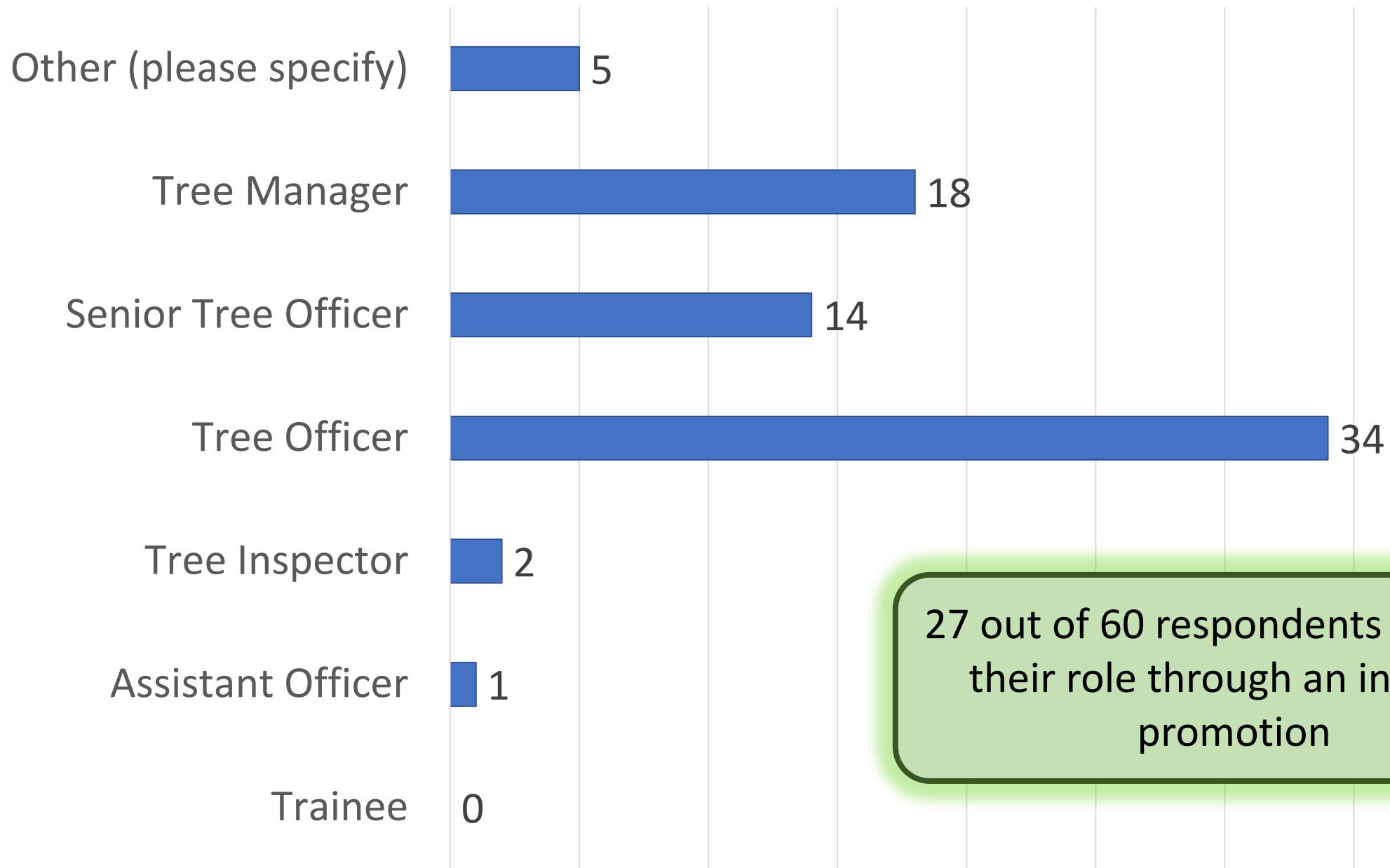




**Qualifications and
access**





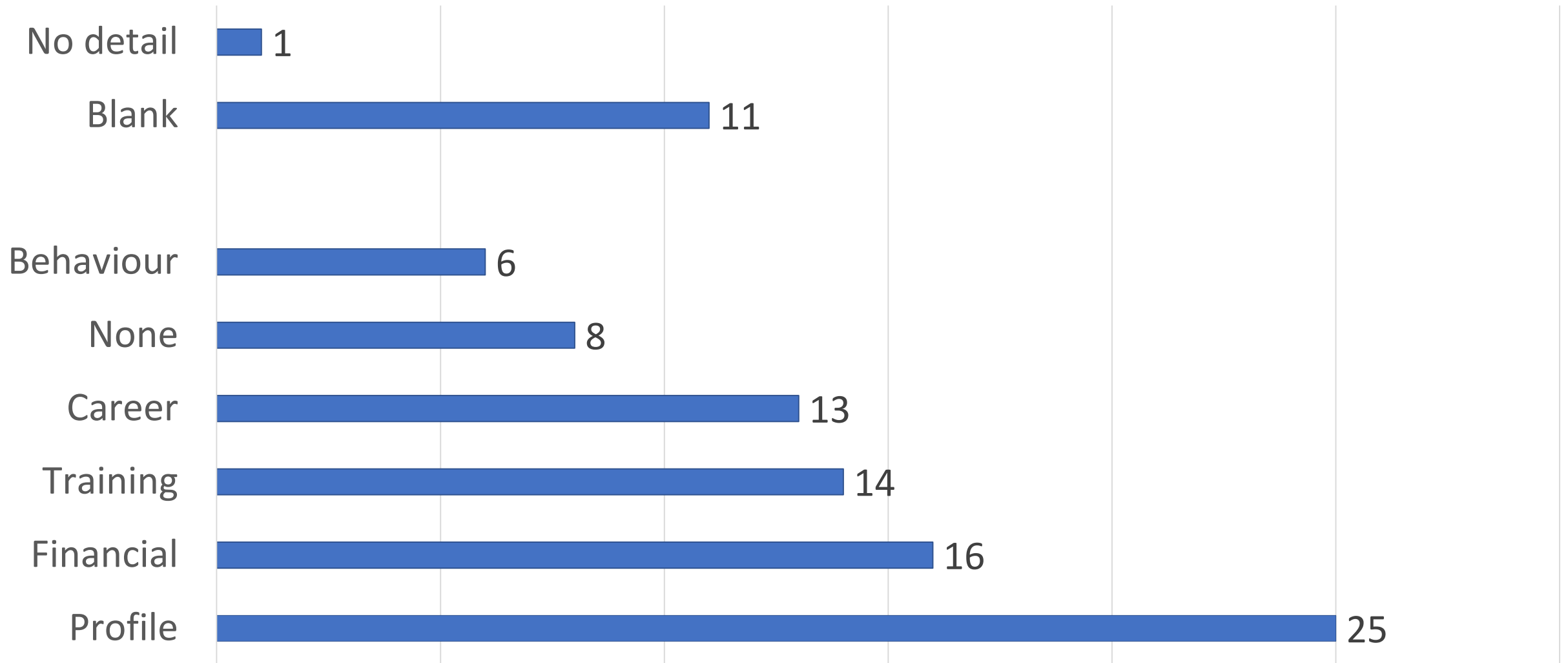


27 out of 60 respondents attained their role through an internal promotion

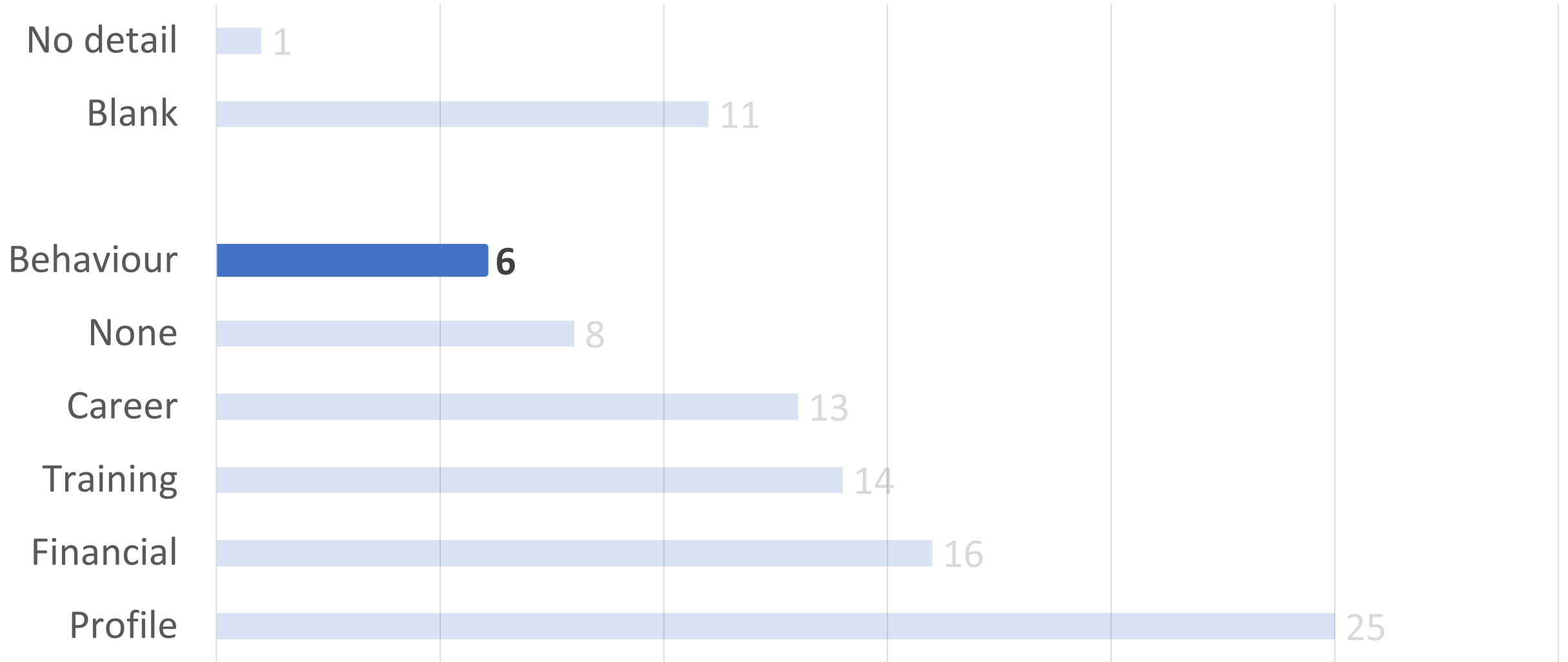


**Barriers within the
industry**

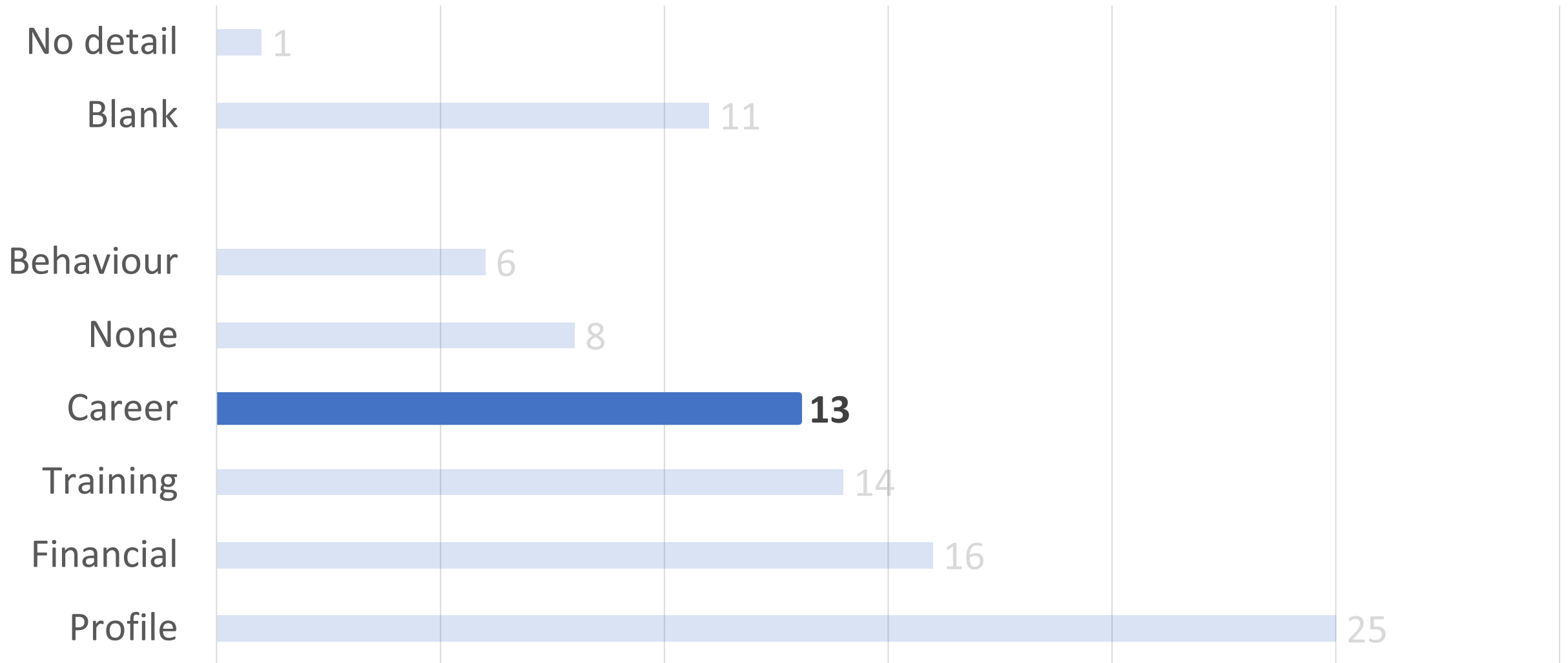
What barriers do you think exist to entering and progressing in the industry?



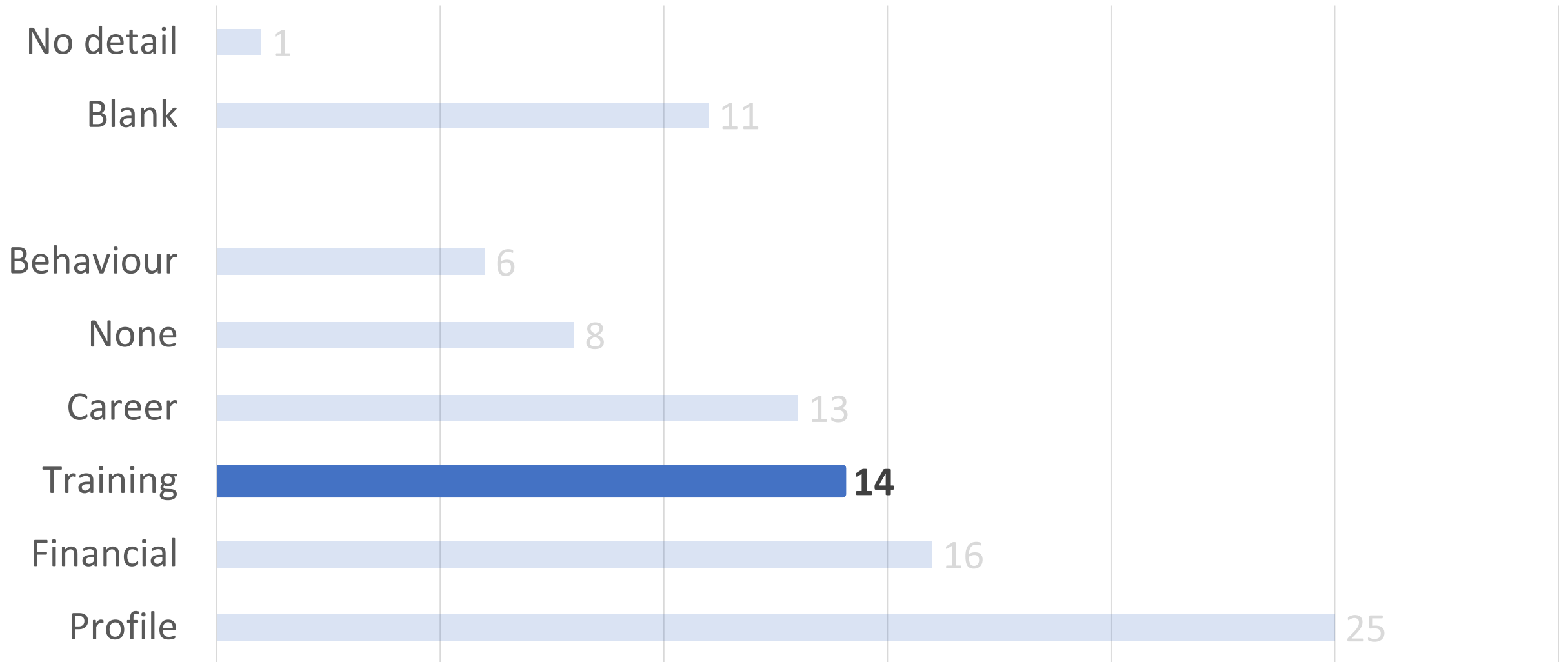
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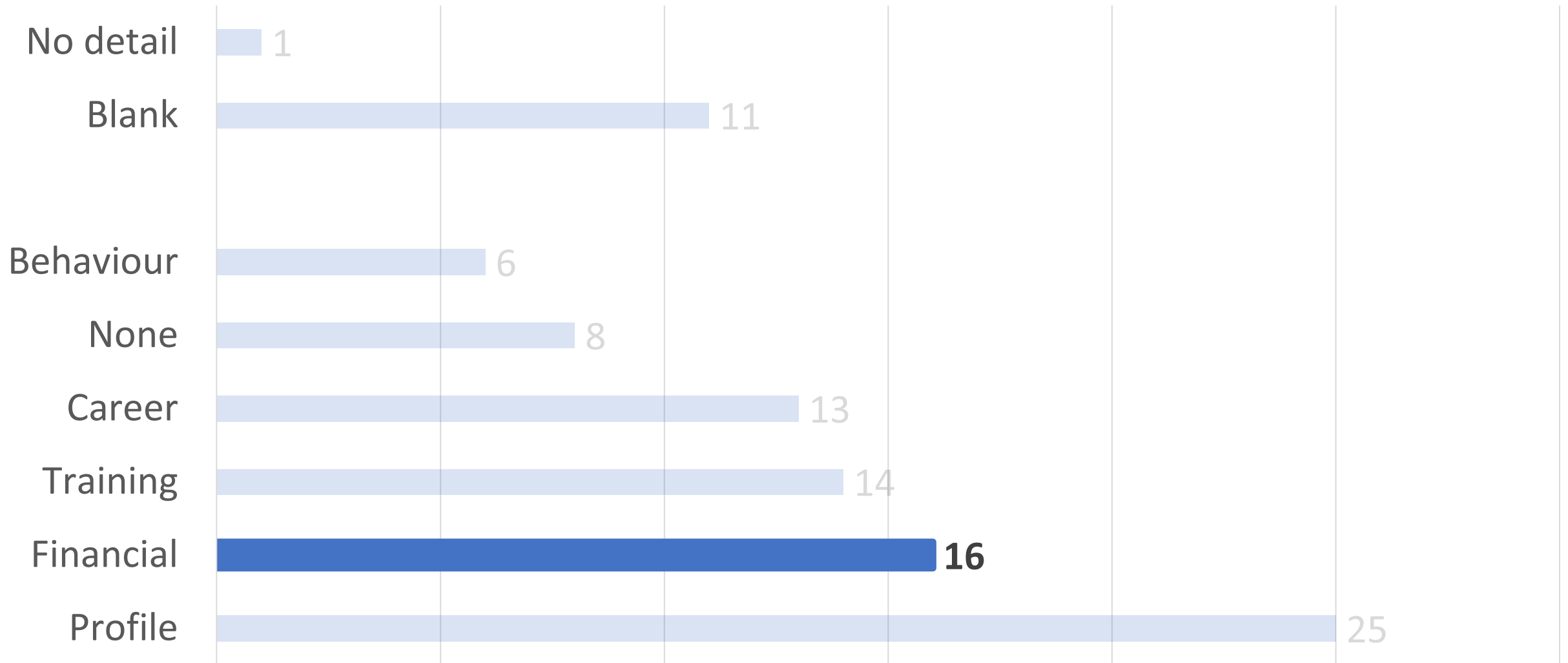
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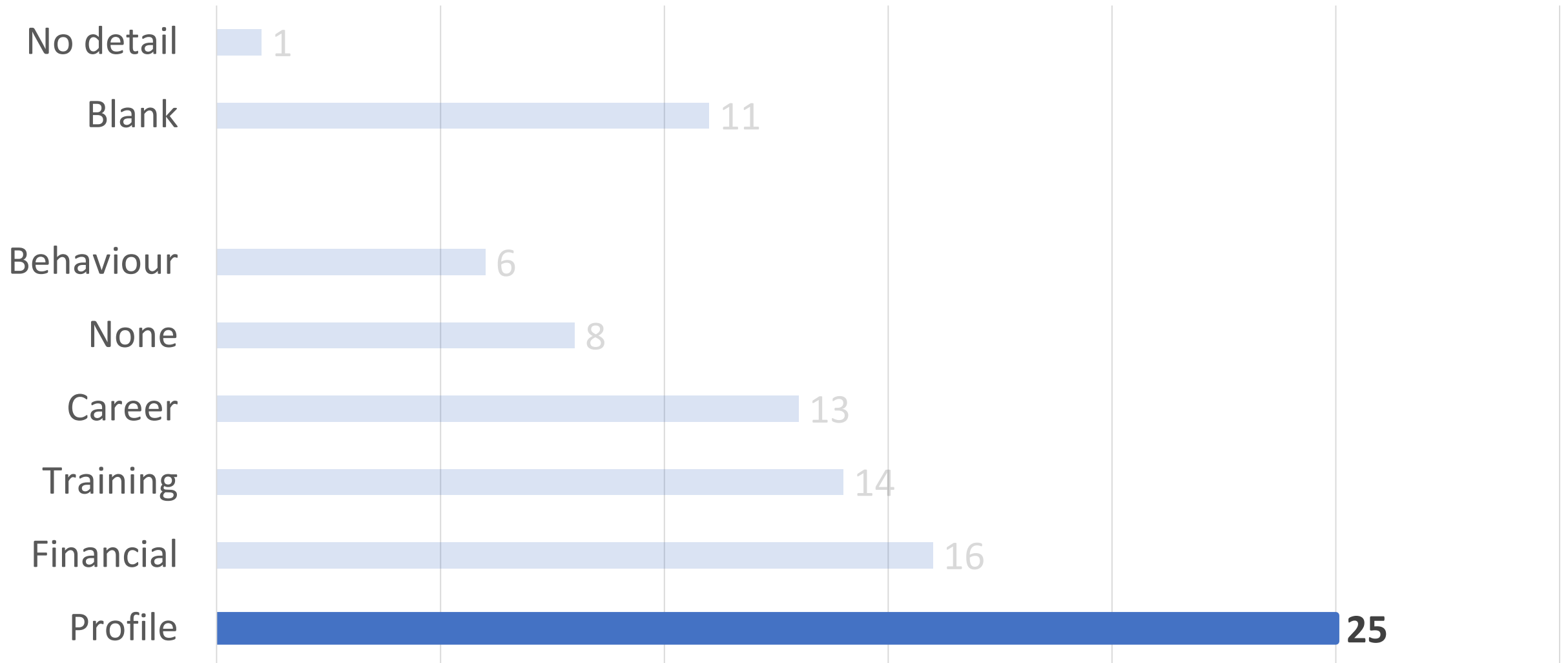
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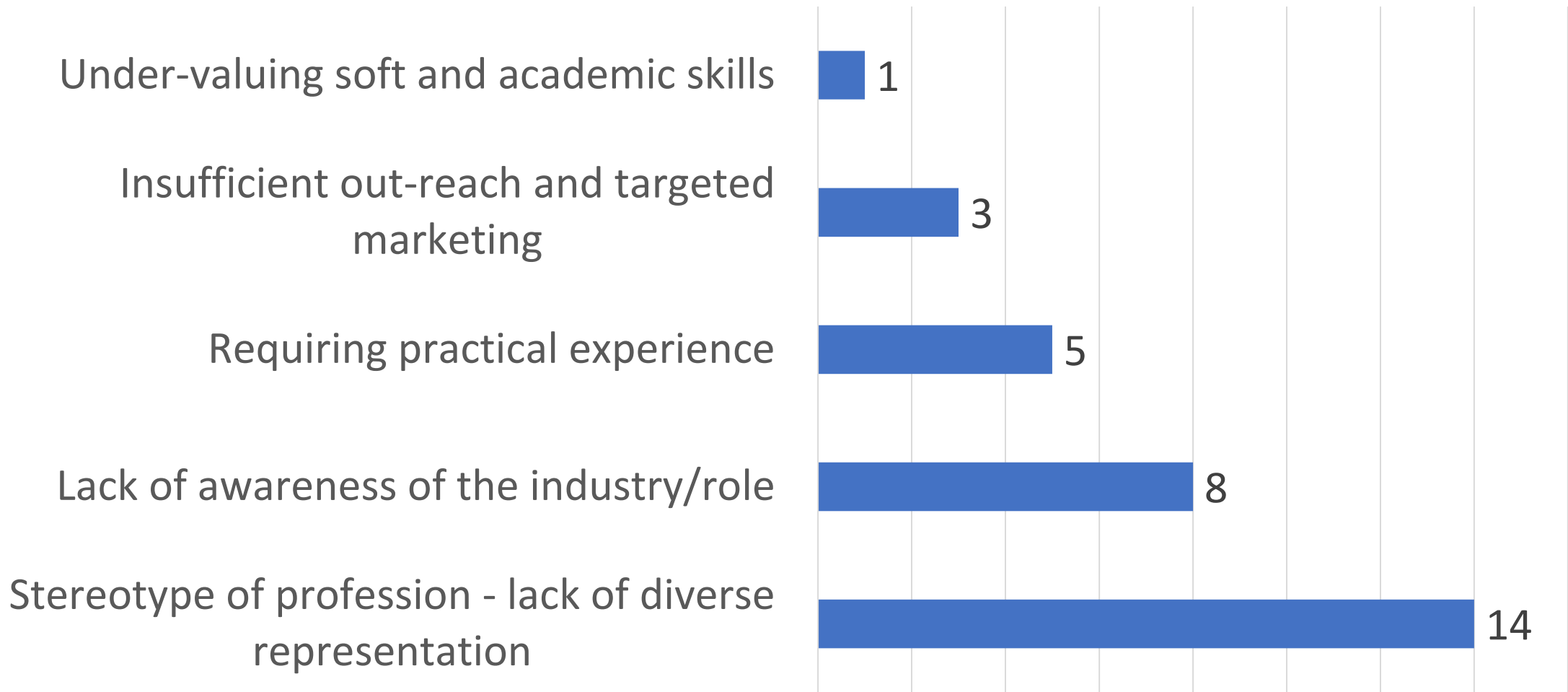


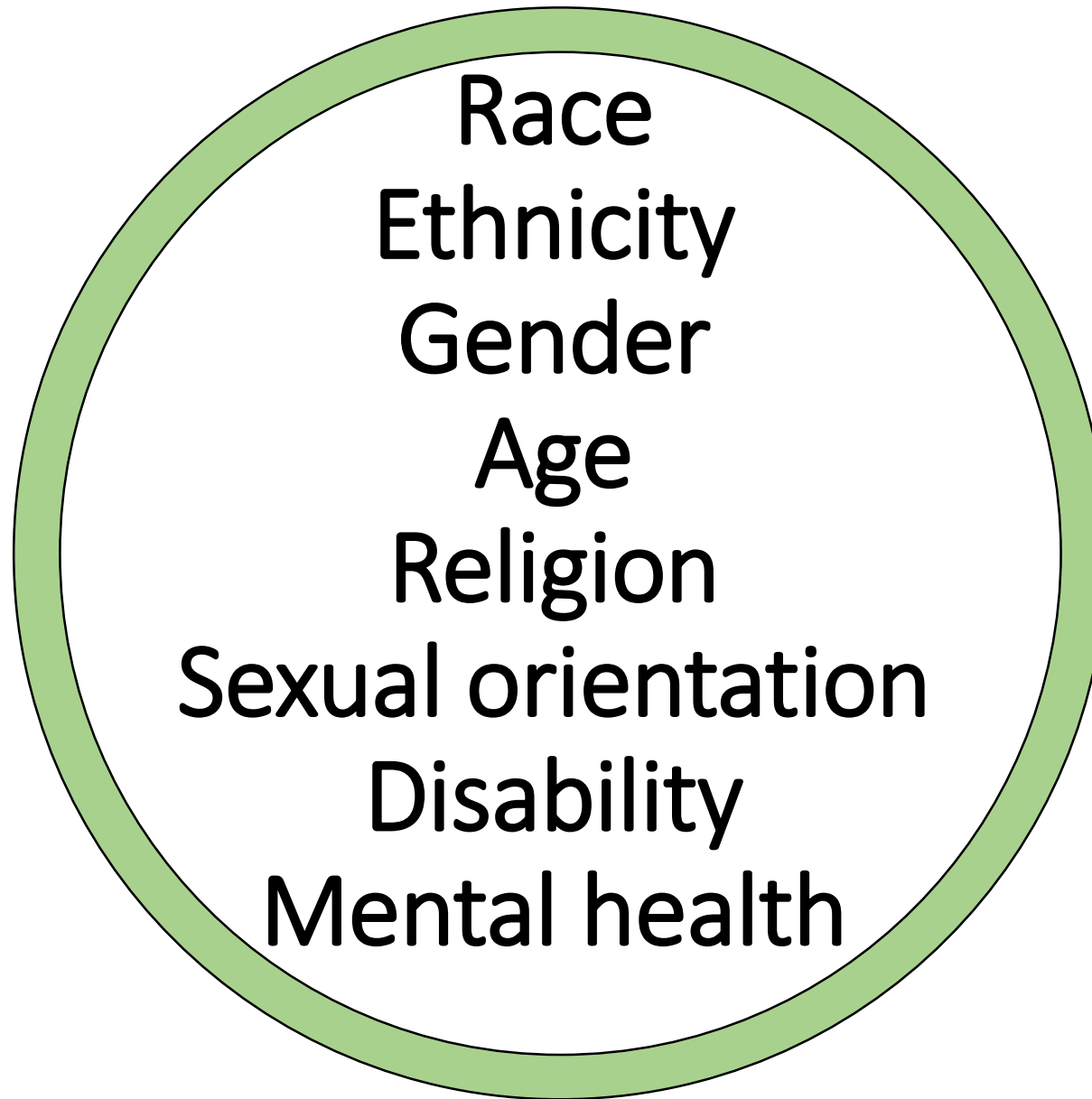
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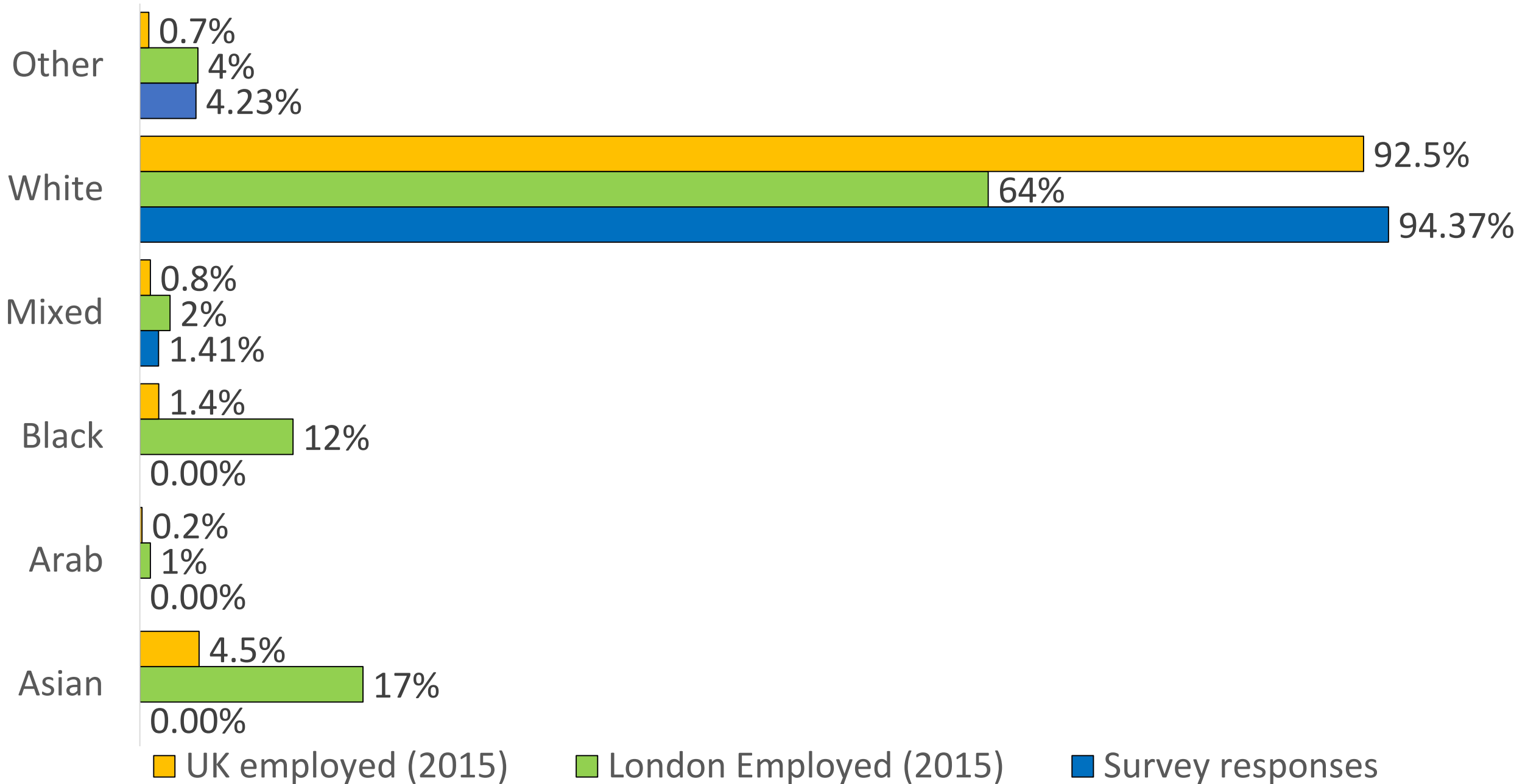


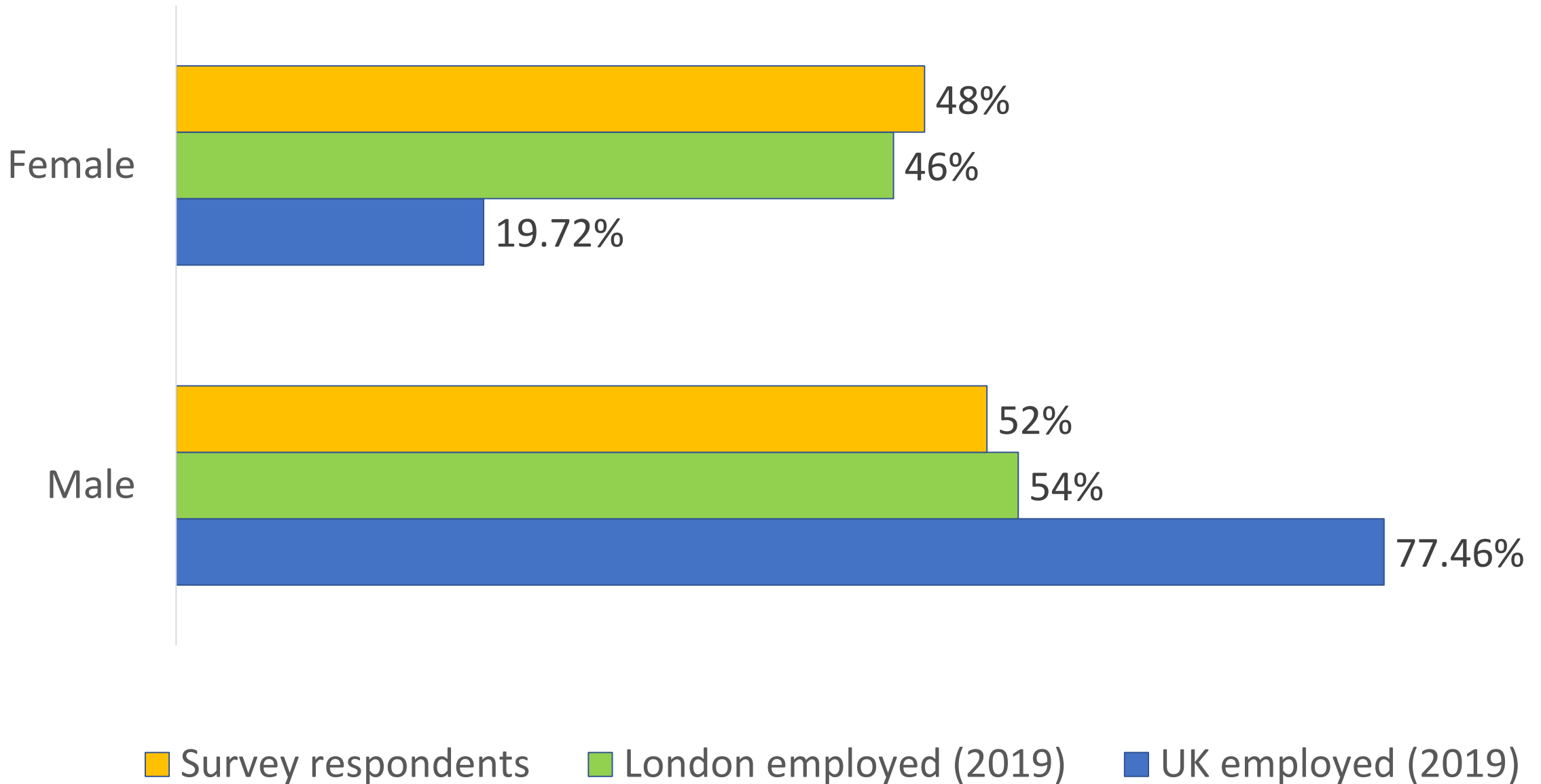
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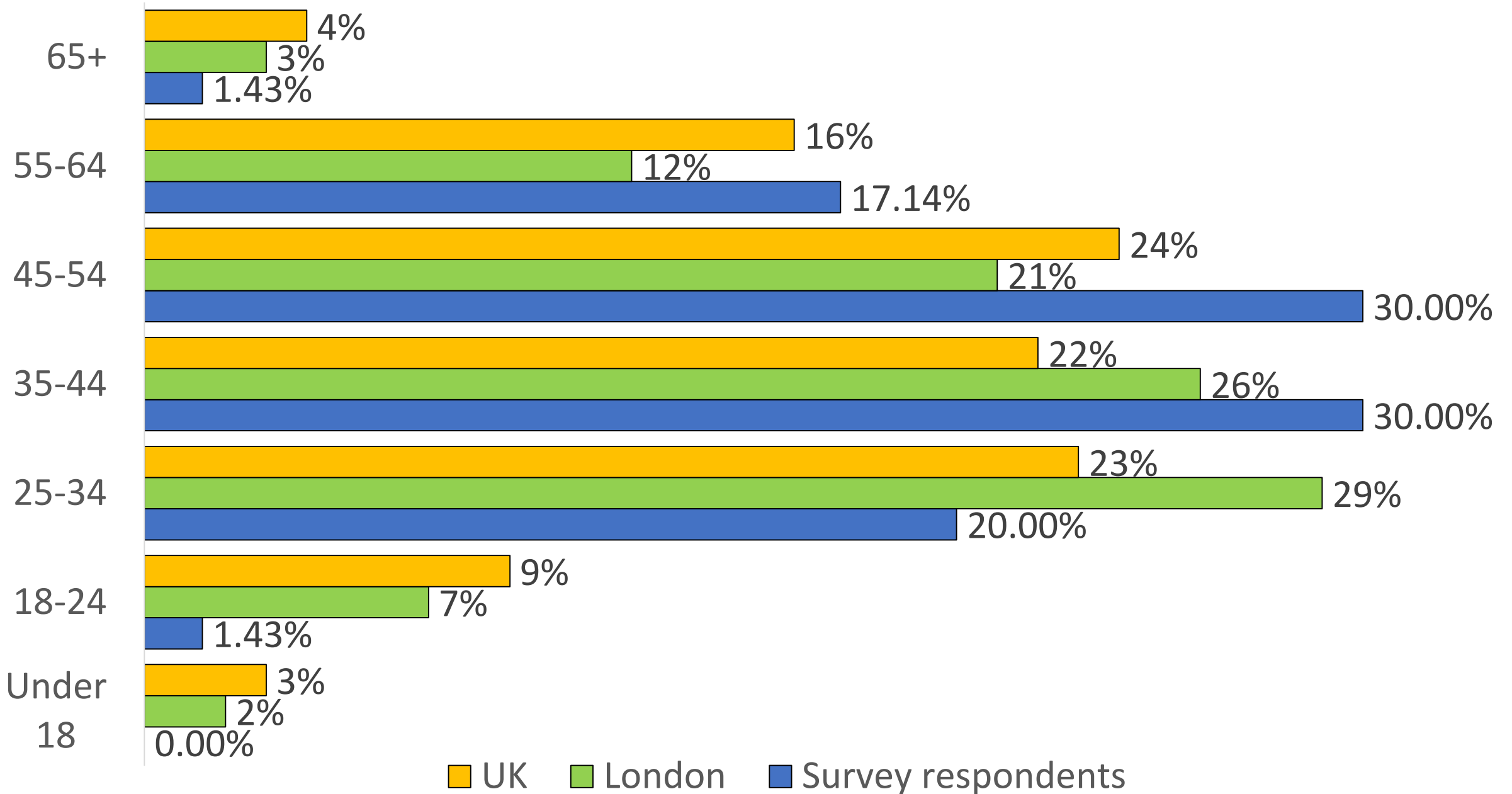


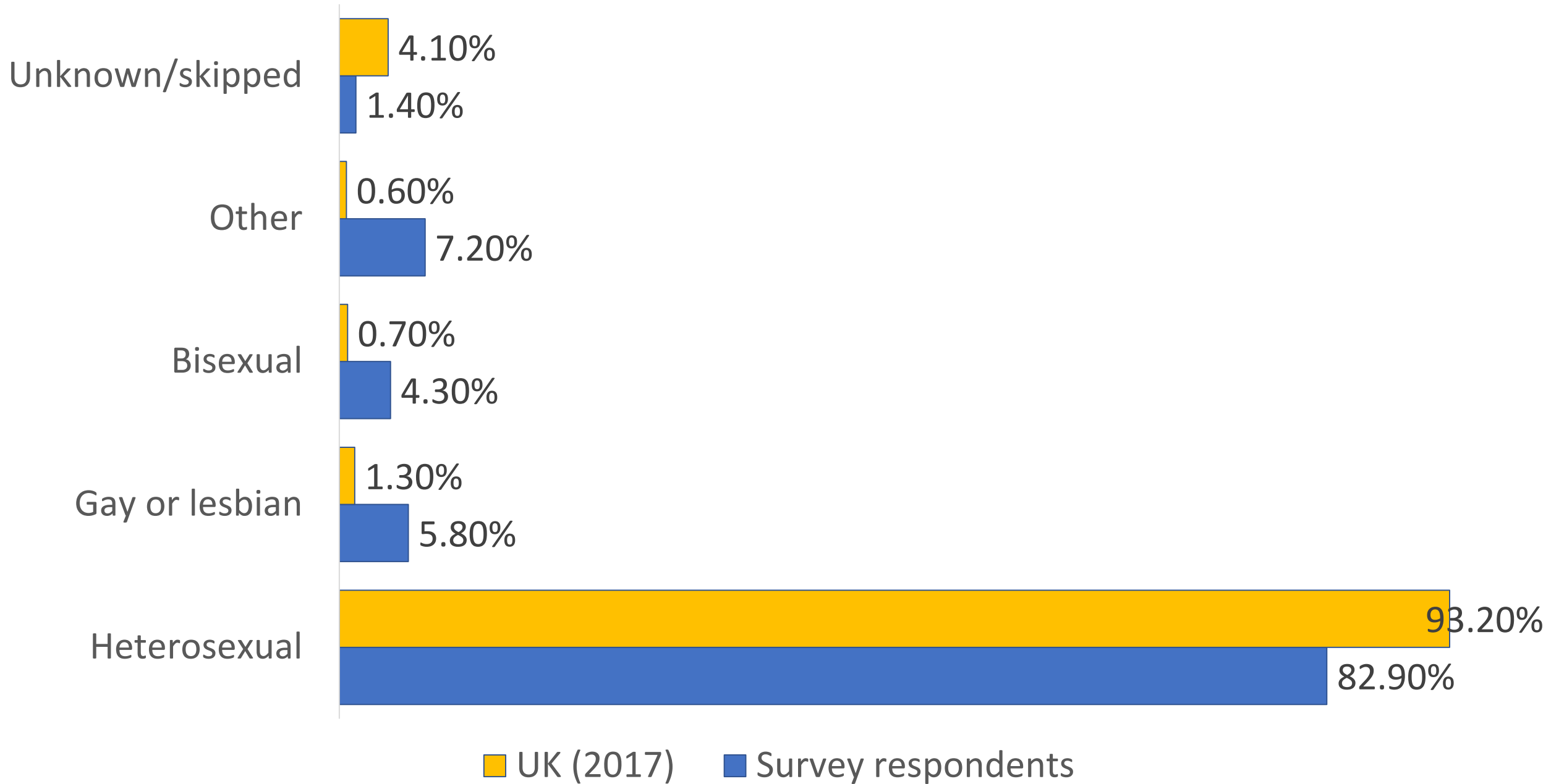














What can we do?

Promote the industry in general

National Careers Service:

Average salary: £22,000 - £35,000

Typical hours: 41 - 43

College course: Level 2/3 Diploma in
Work-based Trees and Timber

not a wide enough range

no thank you

many other qualifications available



Personal
experience



Conclusion

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Useful references:

- Roberson, Q. (2018) *Beyond Diversity: are inclusive organisations truly attainable?* [Lecture] London School of Economics and Political Science, 9th October.
- <https://www.surveymonkey.co.uk/r/YJHB36V>