

Nomination: 7365

AllTogether at AllSaints

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

AllSaints

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

AllTogether at AllSaints

Category

B01 - B59 Achievement > B09 - Achievement in Diversity and Inclusion

Achievement Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

We're a global fashion brand with an independent spirit, a community of curators and innovators. With more than 2,000 global team members working together with our artisan vendors and brand business partners to create full collections of womenswear, menswear and accessories. Established in 1994, the AllSaints wardrobe is a catalyst for individuality. Our customers can create a uniform without uniformity for themselves from our international stores, concessions, franchises and digital platforms.

Our global talent has been on a mission since we re-opened the doors of our physical stores in 2020. The last 12 months have seen our brand achieve its best year ever! Hitting £37.7M EBITDA with a lift of +42% vs last year. A huge part of that growth came from our teams in stores, concessions and outlets across the world who have demonstrated incredible resilience as the retail landscape rapidly changes. To continue to support this we want to create a workplace that enables our multi-talented and diverse teams to thrive as well as create exceptional product which inspires people to feel their best, whilst looking after the community. All individuals, all united, together we are AllSaints.

b. Outline the team's or organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required

In 2021 we launched and curated our own bespoke 5-step pathway advocating for Equality, diversity and inclusion (EDI). Working hard to create an environment of representation that all team members can relate to and thrive within their journey with us. Our mandatory diversity training creates a shared understanding of our vision for approaching EDI, leading to how we all contribute to an inclusive environment, grow allyship, support positive mental health and understand long term health conditions. We've also increased our support for physical and mental wellbeing, accompanied with MHFA accredited volunteers in our teams, plus additional enhanced paid leave for important life events such as parental time off, fertility treatment, menopause, neonatal leave and volunteering.

Our diversity representation continues to improve: with 23% identifying as parents or carers, 19% LGBTQIA+, 42% BIPOC, 18% have a disability or long term health condition, 62% female, 33% male & 5% identify as trans, non-binary, genderfluid or gender non-conforming. Supported by our passionate global employee communities: anti-racism, LGBTQIA+, disability and working parents groups who all contribute to making AllSaints a great place to be. We celebrate a variety of social and cultural events annually, from inspiring leadership role model panels for LGBTQIA+, women and BIPOC team members to encouraging our teams to get involved with Pride parties, Black History Month, and take part globally in our annual community initiatives launched in 2022 through the creation of £100k community fund so teams can support local causes which are meaningful to them.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required

We are especially proud of our diverse teams - we're more female than male including at board level, one in five of us is LGBTQIA+ and two in five of us are people of colour. Focusing on our teams at a whole new level as we strive for our very own talent utopia.

We believe we walk the talk on inclusion and diversity - we offer market-leading enhanced paid leave for important life events such as starting a family, fertility treatment, menopause, pregnancy loss, critical illness and volunteering. Last summer we sent eight team members as brand ambassadors on a fully funded trip to a home for trafficked children in Thailand to support our charity partner Not for Sale, a global organisation that works to reduce human trafficking.

We are delighted to see our global statistics consistently perform well in a variety of areas. Our global labour turnover has reduced from 72% to an industry-beating 62% over the past 12 months, demonstrating that our teams are happy to be with us for their career path. We have also seen a reduction in ER cases in our major regions. We have consistently received our highest scores globally in our engagement survey in response to colleagues feeling proud to work for us and feeling connected to their team - beating the retail industry averages. We are also proud to have won a UK Company Culture award and we are part of the top 50 inspiring workplaces in both the UK & NA.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

We invite you to explore the following documents:

1. Our latest Gender pay gap review, which supports our diversity claims within our brand.
2. Our 5 step bespoke EDI training (not including present notes):
 - a)1. Introduction to Equality & diversity
 - b)2. Equality & diversity _ Inclusion,
 - c)3. Be An ally - Introduction,
 - d)4. Supporting Mental Health,
 - e)5. Understanding Long Term Health Conditions.

We've also included The North America version of Introduction to Equality & Diversity to show how we tailor content to other regions.

3. Global community update (2022) Review of our community strategy since launching at the start of 2022. Showcasing our partnership with Shelter UK and a selection of NA,UK & EU Community projects, demonstrating the fantastic work of our teams across the globe over the last 12 months (including some new projects supported by the fund so far for 2023!)

4. Hailo/LinkedIn Snapshot, providing a taster of our internal/external social platforms with content from our teams across the Brand!

Webpage Link

<https://careers.allsaints.com/our-culture> (<https://careers.allsaints.com/our-culture>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://careers.allsaints.com/our-people> (<https://careers.allsaints.com/our-people>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://www.linkedin.com/company/allsaints/> (<https://www.linkedin.com/company/allsaints/>)

Would you like to add an additional webpage link?

Supporting Document

[REDACTED FOR PUBLICATION]

Would you like to add an additional supporting document?

Yes

Supporting Document 2

[REDACTED FOR PUBLICATION]

Would you like to add an additional supporting document?

Yes

Supporting Document 3

[REDACTED FOR PUBLICATION]

Would you like to add an additional supporting document?

Yes

Supporting Document 4

[REDACTED]
[REDACTED FOR PUBLICATION]
[REDACTED]

Would you like to add an additional supporting document?

Yes

Supporting Document 5

[REDACTED]
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Would you like to add an additional supporting document?

Yes

Supporting Document 6

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Would you like to add an additional supporting document?

Yes

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Would you like to add an additional supporting document?

Yes

Supporting Document 8

[REDACTED]
[REDACTED]
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Would you like to add an additional supporting document?

Yes

Supporting Document 9

[REDACTED]
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[REDACTED]

Would you like to add an additional supporting document?

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