

# Ethical Decision Making

## Business lesson 1

# Learning aim: To interpret data to justify ethical decision making.



Teamwork step 7 – I contribute to group decision making, whilst recognising the value of others' ideas.



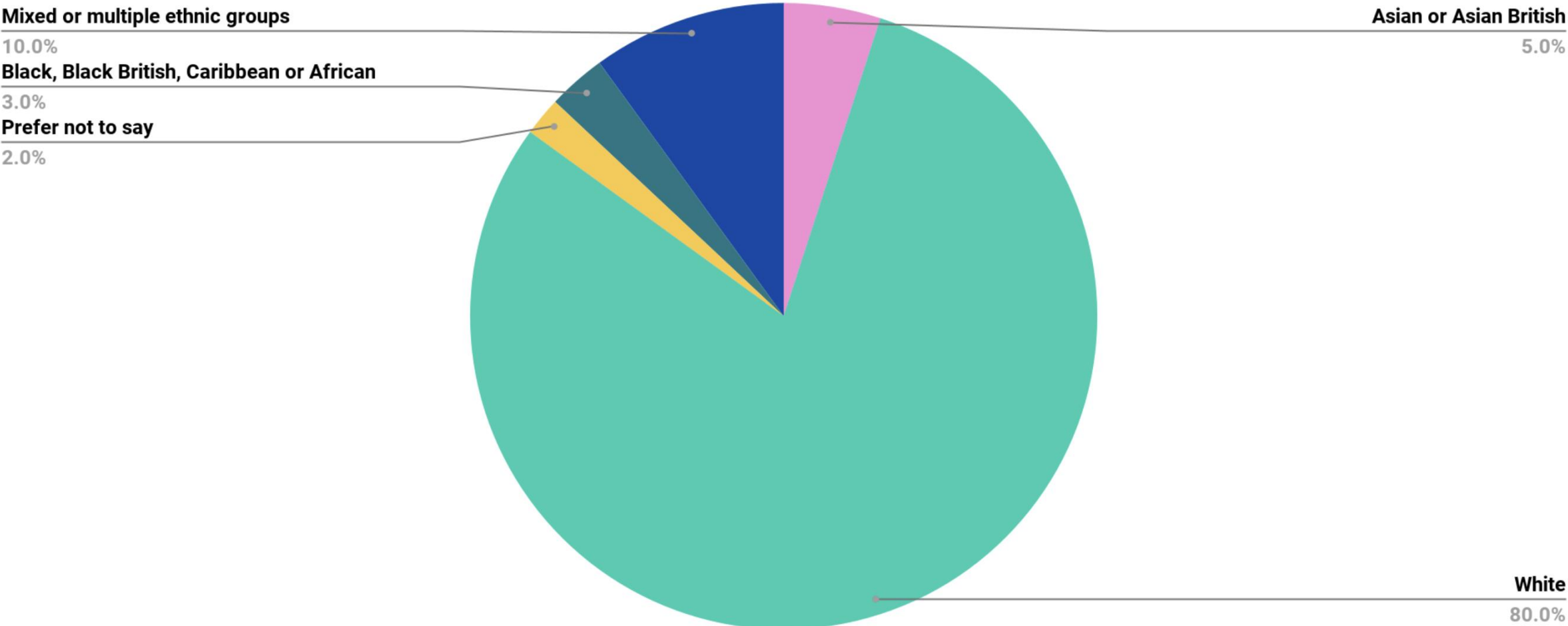
Listening step 7 – I show I am listening by using open questions to deepen my understanding.

## Scenario

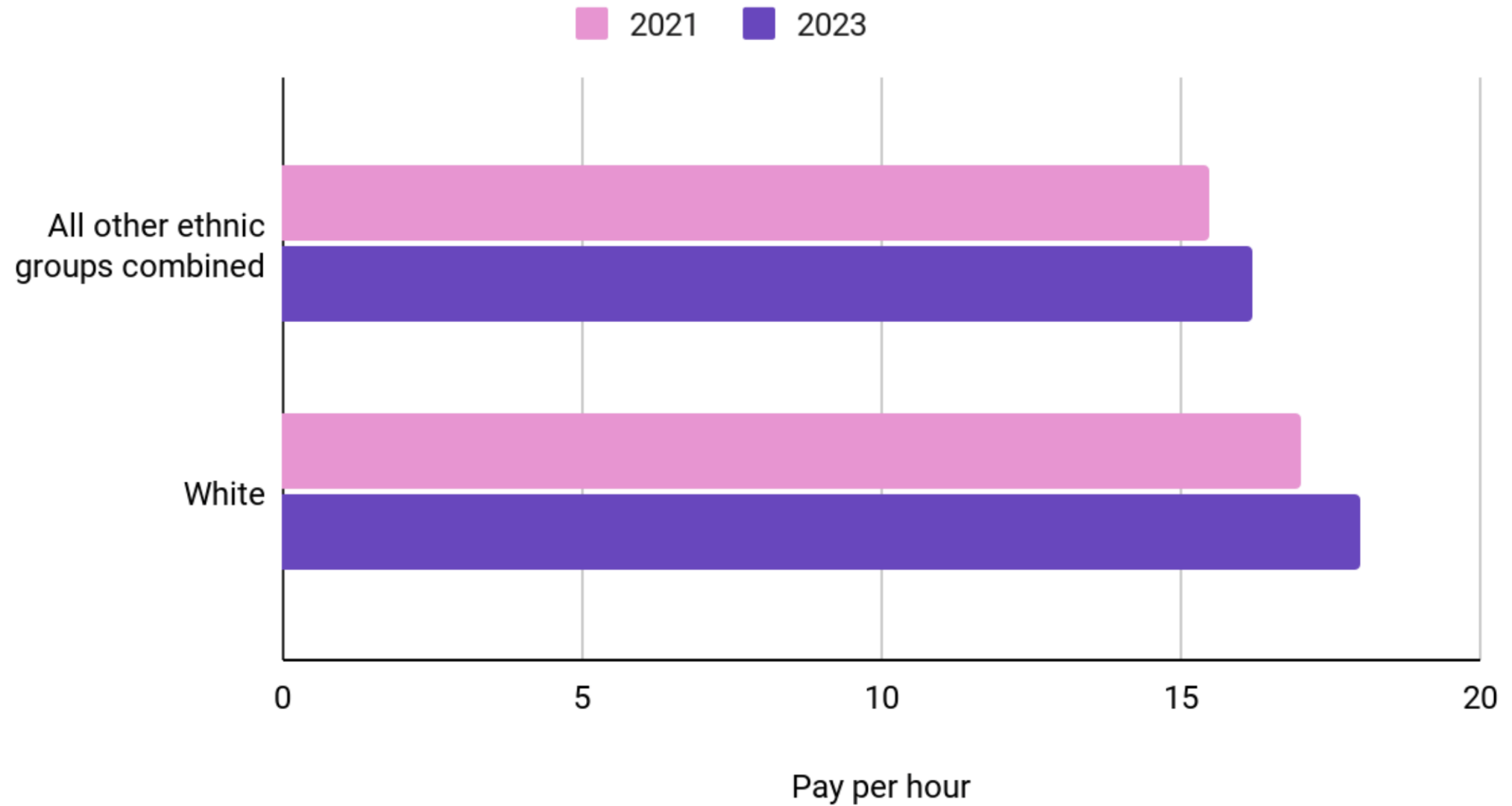
A HR manager at a pharmaceutical company has been asked to carry out an equality review and share this information with their line manager.



# Ethnicity breakdown of our 3800 employees



# Mean ethnicity pay gap



## Some possible ideas...

Offer internships /  
work experience to  
targeted groups

Highlight future  
career  
opportunities

Publicise in staff  
newsletter

Encourage  
employees to  
recommend  
possible applicants

Provide mentoring

Social media  
campaign

Use inclusive  
language in job  
adverts

Set specific  
targets

Publish and share  
data



## Reflection part 1

1 – Write down three things you would like to find out more about from today's lesson. Be ready to share these.

## Reflection part 2

2 – Rate from 1-5 how well you contributed to your group's decision making today.

*1 (I hardly contributed) - 5 (I contributed ideas and was able to recognise / build on others' contributions)*

3 – What could you do to improve in this area next time?