

# Recruiting for Employee Ownership: *A Question of Attitude?*

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# Scott Bader...

- Scott Bader designs, develops, manufactures and distributes polymer and composite technologies across the world to a wide ranging customer base.
- Scott Bader Company Limited (“the Company”), was established in 1923. Ernest Bader was a Swiss émigré who set up a merchandising venture in London in 1920 with the sole agency for Swiss celluloid in the UK. By 1932 Scott Bader had moved into manufacturing in the East End of London and in wartime 1940 evacuated to Wollaston.
- Gifted 1951 – Common Trusteeship
- 1976 we received the first certificate under the Industrial Common Ownership Act
- Based at Wollaston hall, Northamptonshire
- UK = 250 Group = circa 600



# The Steps and Stages...

1. Pre-Recruitment
2. Selection Process
3. Employment
4. Role Confirmation
5. Beyond 6 Months...

*Underpinned by SB Competency Framework,  
Code of Practice, SB Purpose and  
Annual Appraisal Process*

# Pre-Recruitment...

- Information Pack & Spirit of Scott Bader Leaflet
- Recruiters Information Pack – agencies etc.

# Selection Process

- ‘Dear Future Colleague’ Letter
  - Sent with Interview Confirmation
- Competency Based Questions
  - Role Specific
- Commonwealth Questions
  - 3 ‘key’ principles chosen: caring, involvement and ethics

# Employment

- **Induction Workbook**
  - Comprehensive folder of information: *History, Company, Commonwealth, HSE&Q, HR, IT etc.*
- **Induction Workshop**
  - Company Orientation and Commonwealth Introduction
- **Commonwealth Workshop**
  - With 3 months of joining participative workshop to engage with '*what responsible ownership is*'

# Role Confirmation

- Assessment Criteria
  - Commonwealth Behaviours
    - Commonwealth Membership Form, evidence based assessment against all 7 principles: *respect, caring, ethics, no discrimination, involvement, equality and service*
  - Job Competence
    - *2, 4 & 6 month assessment*

## Beyond 6 Months...

- *Continual 'assessment' - underpinned by SB Competency Framework, Code of Practice, SB Purpose and Annual Appraisal Process*
- *HR Practice - Grievance, Disciplinary and Dignity at Work Policy/Processes*