



One and All Foundation  
Individual Membership  
2009

## About the One and All Foundation - Our Vision

Our vision is for the hospitality sector to be renowned as a true meritocracy.  
A sector in which all available talent can access and take advantage of a culture of development which engages, encourages and nurtures individuals creating a plentiful pool of aspiring management that is representative of our workforce.

### Why is this important?

There are some startling statistics about the changing demographics of the UK and research has shown that, for some reason, minority groups are not progressing into middle and senior management positions at the rate that you would expect.

As a sector, we cannot afford to be 'wasting' talent already working within our organisations.

It makes business sense for us to be engaging and accessing the best talent available and in order to do this we need to understand the variety of people we employ.

### Did you know?

By 2011, only 20% of the workforce will be white, able bodied, male and under 45.

In 2008 people of pension age outnumber under 16's for the first time ever.

Between 2001 and 2020, ethnic minority people are expected to account for over 70% of the growth in the UK's working population.

In London's hotel and restaurant sector 44.1% of employees are BAME (black, Asian and minority ethnic) – yet there are fewer than 6% BAME at middle management level.

Nearly one in five people of working age (6.9 million) in Great Britain are disabled

**By 2011, only 20% of  
the workforce will be  
white, male, able  
bodied and under 45...  
Are we ready?**



### Why become a member?

- Maybe you want to stand up and support our objectives and get behind this new initiative?
- Maybe you or someone close to you has experienced some of these barriers that we are trying to remove?

Becoming an individual member of One and All allows people that subscribe to the aims and objectives of the Foundation to state publicly that they are supportive and working towards these goals.

Members of One and All will be making a statement that they are working together to identify and solve issues surrounding talent management and minority progression.

Working exclusively for the Hospitality Sector we will act as a hub for information, from other Diversity bodies into the sector, through research and monitoring of progress in our own sector and through group discussion forums and education to help everyone understand more about this issue and begin to drive change.

Wherever you sit, these are some of the areas that we want to focus on together.

## What does it mean to be an Individual Member?

Members will receive regular updates about the work of the Foundation and the opportunity to get involved with aspects of our work that are of interest to you.

Over the coming year we will be forming working parties to develop key parts of our guidance and advice as well as continuing our ongoing forums and discussions across industry.

Members will be noted on our website and annual report.

Over time, One and All will hold regular Member forums to share the progress of the Foundation and draw on the ideas and priorities of Members and key supporters.



## Want to know more?

We wanted to keep this short and sweet, with useful information about becoming a member... So, if you would like to know more about us, please check out our website [www.oneandall.org.uk](http://www.oneandall.org.uk).

## So get on board!!

Becoming a member of One and All allows people that subscribe to the aims and objectives of the Foundation to state publicly that they are supportive and working towards these goals

Members of One and All will be making a statement that they are working together to identify and solve issues surrounding talent management and minority progression.

## How do you join?

Fill in the form at the end of this pack and post it to the One and All Foundation, 26 Carnaby Street, London W1F 7DF.

OR

Contact us for more information:

**By email:** [jennifer@oneandall.org.uk](mailto:jennifer@oneandall.org.uk)

**By phone:** 0207 534 0395

OR

Or go online at [www.oneandall.org.uk](http://www.oneandall.org.uk) and download our Individual Membership Application Form.

## Who is involved?

The Board of Trustees consists of 9 Industry Leaders with a passion for both the industry and those employed within it. Meet them below and read more about why they chose to be involved on our website

[http://www.oneandall.org.uk/our\\_trustees.php](http://www.oneandall.org.uk/our_trustees.php)

Jennifer Miller is the Director and can be contacted on 0207 534 0395 or [jennifer@oneandall.org.uk](mailto:jennifer@oneandall.org.uk)

### Meet the Trustees:



**Peter Lederer**  
Chair of One and All  
Foundation  
Chairman of Gleneagles



**Debrah Dhugga**  
Former CEO Seaham Hall,  
Serenity Spas and The Samling



**David McHattie**  
Chief Executive,  
National Skills Academy



**Michael Caines**  
Director Food & Beverages,  
ABode Hotels



**Ian Hall**  
Former Group HR Director,  
Sodexo



**Chris Sheppardson**  
Managing Director,  
Chess Executive



**Philippa Cresswell**  
New Product Development  
Director,  
Virgin Trains



**Andy Kemp**  
Sales Director,  
3663



**Nick Sheppardson**  
Director,  
Chess Executive

**One and All Foundation  
Individual Membership Application  
2009**



If you would like to become a corporate member of the One and All Foundation, please complete this form and return it to us either by email or by post, to the address shown below. We will get in contact with you shortly to arrange an introductory meeting...

**Personal Details (\*Required)**

Full Name: \_\_\_\_\_

Address: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

Company: \_\_\_\_\_

Job Title: \_\_\_\_\_

We would love to know why  
you have decided to join One & All  
as an Individual Member:

**Payment Details (\* Required)**

I have enclosed a cheque / made an online payment for: £ \_\_\_\_\_

Date: \_\_\_\_\_

Signed: \_\_\_\_\_

Please send this completed application form to Jennifer Miller, One and All Foundation.  
Via post: 26 Carnaby Street, London, W1F 7DF  
Or via email: [jennifer@oneandall.org.uk](mailto:jennifer@oneandall.org.uk)

If enclosing a cheque please make it payable to 'One and All Foundation'.  
If paying directly online, please label the payment *IM - your name*.

Our account details are:

Account Name: One and All Foundation; Sort code: 56-00-14; Account Number: 23170417