

BENCHMARKING

The Department has undertaken external benchmarking at Corporate and Business Area level to measure performance and to monitor our progress against the equality and diversity agenda and to make comparisons with other organisations in both the public and private sector. We have benchmarked for each of the following protected characteristics:

- Ethnicity
- Gender
- Disability
- Sexual Orientation
- Transgender

Below is a snapshot of the Corporate results from the 2009 benchmarking process.

- **Race for Opportunity:** Ranked 1st out of 17 public sector departments and 3rd overall thus retaining our Gold Standard. We were also awarded the prestigious overall Mentoring award for the MOD Education Outreach Programme. Index covered period January 2008 to January 2009.
- **Stonewall – Workplace Equality Index 2010:** Out of 350 public and private sector employers, the MOD was ranked 73rd with a score of 143 out of a possible 200. It was our first top 100 placing in three years and a significant improvement on our previous rating of 115th. Index covered period September 2008 to September 2009.
- **Opportunity Now:** An overall award of 73.4% and the Silver Standard. Index covered period December 2008 to December 2009.
- **Disability Standard:** The MOD was placed 10th overall and the only public sector organisation to be in the top 10; thus retaining the Gold Standard. Index covered period March 2008 to March 2009.
- **A:Gender:** The first Trans Equality Index was issued in 2009 and the MOD was ranked 3rd in the overall placings. Index covered period December 2008 to December 2009.

We recognise the importance of benchmarking and notwithstanding the resource constraints as a result of SDSR drawdown, we have benchmarking activity scheduled for 2012 and 2013 as part of the strategic Diversity Action Plan 2011/12.