

Public Sector Equality Duty

Targets 2012-16

LIT8834

Objective: Governance - Our Board, Executives and Committees are more diverse and reflect the communities we serve

2016 Targets

We will establish the base line for our Committees and our Board for all protected characteristics. Where we are directly responsible for appointments to committees we will strive to appoint members in proportions that are representative of the population for the relevant geographical area. Where we are not responsible for appointments we will look to work with Local Authorities, Defra and others to influence the responsible organisation to work proactively to reflect the local population.

We aspire, without prejudicing our ability always to recruit the best person for the job, to recruit Executive Managers in the following proportions to reflect the UK population:

Female	50%
Lesbian, Gay, Bisexual	6%
Disabled	18%
BAME	13%

Assuming turnover for these groups reflects that for the wider Executive Manager population this will result in the following progress by 2016 (assuming 5% or 10% turnover):

	Now	5%	10%	UK
Female	26.6%	32.9%	39.2%	50%
Lesbian, Gay, Bisexual	2.1%	3.0%	3.9%	6%
Disabled	9.1%	11.4%	13.8%	18%
BAME	5.6%	7.4%	9.2%	13%

Objective: Leadership and Inspiration – Our leadership in diversity is visible and allows all staff to fulfil their potential.

2016 Targets

- Networks and forums cover the inclusion issues that are important to our staff (based on feedback we receive from our employee survey)
- Executive Managers make diversity an integral part of regular communications and management meetings, and demonstrate how the work they are responsible for has benefited from diversity.
- There are no substantiated cases of bullying and harassment.

Objective: Goods, Services and Procurement – Diversity and equality are embedded in our sustainable procurement programme

2016 Target

- We have worked in a proportionate way with every supplier to improve their approach to diversity and inclusion and to learn from their good practice, and worked in depth with our top 10 major suppliers.

Objective: Feedback from staff shows that we continue to:

- Improve the way we respond to and benefit from diversity;
- Become representative of the communities we serve;
- Help staff to be professional and themselves at work and fulfil their potential to ensure the greatest benefit for people and the environment;
- Ensure that no-one is unfairly disadvantaged.

2016 Targets

- The feedback score in the employee survey about our clear commitment to diversity increases from 80% to 90%.
- We maintain our retention rate for underrepresented and minority groups in line with wider turnover rates and we take decisive action where this is not the case.
- We have improved our self disclosure rate from 54% to 90% and can demonstrate how we have used the knowledge we gain to benefit our employees.
- There are no substantiated cases of bullying and harassment.

Objective: Engagement – Feedback confirms that we are inclusive in our approach to those we work with and are easy to do business with.

2016 Targets

- No substantiated complaints that relate to diversity or inclusion from the general public or our customers.
- All public engagement and consultations have considered diversity and inclusion in their engagement strategy.
- By 2015 at least 66% of those identified as at high risk of flooding can receive direct flood warnings – this target recognises the relationship between low social economic groups, and concentrations of minority groups, and areas at risk of flooding

Objective: Learning from Others – We will aspire to be the best we can, and will benchmark ourselves regularly to learn from others.

2016 Targets

- We are among the top 25% of employers for all benchmarking we undertake, including at least the Stonewall Workplace Equality Index, Race for Opportunity, Opportunity Now, and Employers' Forum for Disability