

# Equality, Diversity and Inclusion

## Benchmarking and our achievements

March 2018

Participating in external benchmarks allows us to learn from other organisations so that we can continually improve our equality, diversity and inclusion work.

To do this we work with a number of organisations.

### Our Achievements

We are very proud of our benchmarking results. It comes from our desire to create a place where all staff are equally able to thrive and enjoy their work. We are committed to providing services which equally benefit all our customers.

### Our Continuing Journey

While the various benchmarks focus on different protected characteristics, where applicable we will action the lessons inclusively for all employees. We are determined to increase the diversity of our recruitment, provide equal opportunities for our staff and an inclusive service for our customers.

### Our Partners

Our partners provide a comprehensive benchmarking assessment, expert advice and a network for learning best practice.

#### Employers network for equality and inclusion - all characteristics

[enei](#) works to achieve and promote best practice in equality and inclusion in the workplace.

Score: 49% in 2014

Scored well: our leadership and commitment

Working on: embedding our monitoring process into all aspects of the employee journey - recruitment, development, performance, turnover, absence



#### Business Disability Forum

[BDF](#) aims to build disability-smart organisations to improve business performance by increasing confidence, accessibility, productivity and profitability.

Score: 86% in 2016 equalling first place

Praised for: providing accessible ICT

Working on: improving our workplace adjustments process



## Business in the Community - Gender

[BiTC](#) - Gender aim to create safe and inclusive work environments in which all talent can thrive and ensure choice, type and status of work are influenced by capability, not gender.

Score: 82% in 2014 equalled Gold and Top 10 public sector

Praised for: our novel approach to engaging staff

Working on: tackling unconscious bias in people decisions



## Business in the Community - Race

[BiTC](#) - Race aim to support organisations to reflect the communities in which they operate so that they are better able to serve their increasingly diverse customers.

Score: 75% in 2014 equalled Gold and Top 10 public sector

Praised for: our strong procurement policy

Working on: removing barriers from our recruitment



## Stonewall

[Stonewall](#) aims to make institutions more inclusive for lesbian, gay, bisexual and transgender people.

Score: 18th in 2018, our 11th year in the top 100

Praised for: Policies and benefits, Clients, customers and service users, Allies and role models

Working on: Intersectionality, training and senior leadership engagement



## Mind

The [Mind Workplace Wellbeing Index](#) measures how companies and organisations are supporting the wellbeing of their staff, particularly mental health.

Score: 83 per cent (Gold Award – Achieving Excellence)

Praised for: Good level of knowledge from staff on mental health issues, healthy work/life balance, promoting open discussion of mental health.

Working on: Maintaining focus on awareness-raising and anti-stigma activities, providing opportunities and support for employees to engage in 5 ways to wellbeing behaviours while at work.

