Equality, Diversity and Inclusion

Benchmarking and our achievements
February 2019

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

www.gov.uk/environment-agency
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: 13th in 2019, our 12th year in the top 100

Praised for: Our fantastic LGBT+ employee network and our work for customers and service users

Working on: Board engagement, trans monitoring and ensuring that all our policies explicitly explain that they are inclusive of our LGBT employees
The *Mind Workplace Wellbeing Index* compares how companies and organisations are supporting the wellbeing of their staff, particularly around the aspect of mental health.

**Score:** Achieved Gold Award – Achieving Excellence in 2018

**Praised for:** Engaging employees in awareness raising and anti-stigma activities, promoting mental health issues

**Working on:** Continuing to build the skills of managers to support employees with mental ill health and addressing mental health related presenteeism