

Equality and diversity - external benchmarks

Setting external benchmarks helps to assess our performance in achieving our aims.

Our continued work promoting equality and eliminating discrimination has gained recognition from a number of organisations. Find out more about these organisations and our achievements below.

Mindful Employer initiative

The Mindful Employer initiative which was developed, led and supported by employers, is aimed increasing awareness of mental health at work and providing support for businesses in recruiting and retaining staff.

The Home Office is a signatory to their [Charter of Employers](#).

Opportunity now

[Opportunity Now](#) is a gender campaign that empowers employers to accelerate change for women in the workplace. It ranks businesses according to their commitment to gender diversity.

Protected characteristics: Gender

Date: May 2011

Home Office position: We remain in Gold position, achieving 4th place out of 76 organisations.

Employers Forum on Age

The [e-quality benchmarking tool](#) from the Employers Forum on Age allows us to analyse our performance in relation to diversity.

Protected characteristic: All, with a focus on age

Date: May 2011

Home Office position: We achieved Gold standard, with the highest score achieved out of 15 organisations.

Stonewall

[Stonewall](#) is a lesbian, gay bisexual and transgender charity that campaigns for equality at work and throughout society. It publishes an annual list of the Top 100 employers for lesbian, gay and bisexual people.

Protected characteristic: Lesbian, gay, bisexual and transgender

Date: January 2012

Home Office position: 1st of both private and public sector employers in 2011, 2nd place in 2012. In both years we were voted the best overall government department. Spectrum was also recognised as the best staff support network in 2009.

Trans-equality index

[a:gender](#) is the support network for transsexual, transgender and intersex staff in the civil service. It publishes an index ranking departments according to their diversity and commitment to equal opportunities.

Protected characteristic: Gender identity

Date: November 2011

Home Office position: We achieved 1st place in the index in 2008 and 2009, and came 2nd in 2010 and 2011.

Race for opportunity

[Race for opportunity](#) is a campaign committed to improving employment opportunities for ethnic minorities across the UK. It gives awards and a ranking system to recognise businesses that demonstrate a strong commitment to race diversity.

Protected characteristic: Race

Date: June 2009

Home Office position: We achieved the Gold award, having previously achieved Silver. We were voted 3rd best employer in the public sector, while THE NETWORK won the employee network of the year award for 2010.

Employers' Forum on Disability

The [Employers' Forum on Disability](#) aims to enable companies to become disability confident by making it easier to recruit and retain disabled employees.

Protected characteristic: Disability

Date: April 2009

Home Office position: We achieved Gold standard with a score of 83 per cent, compared with a central government average of 67 per cent.