

Equality, diversity and inclusion

Our goals for 2018

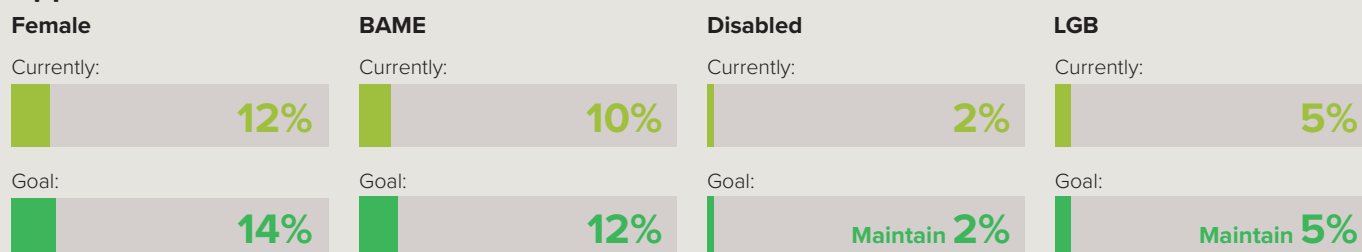
Our equality, diversity and inclusion (EDI) goals for the UK include employee representation levels to be achieved by the end of 2018. These goals are based on current levels of representation and external benchmarks, with quarterly progress reports being provided to the Executive and Advance strategic committee.

Goals have been set to tackle underrepresentation of women and people from black, Asian and minority ethnic (BAME) backgrounds. Improvement aims have also been agreed based on current levels of diversity monitoring data for sexual orientation (those who identify as lesbian, gay or bisexual – LGB), gender identity (those who identify as transgender) and disability.

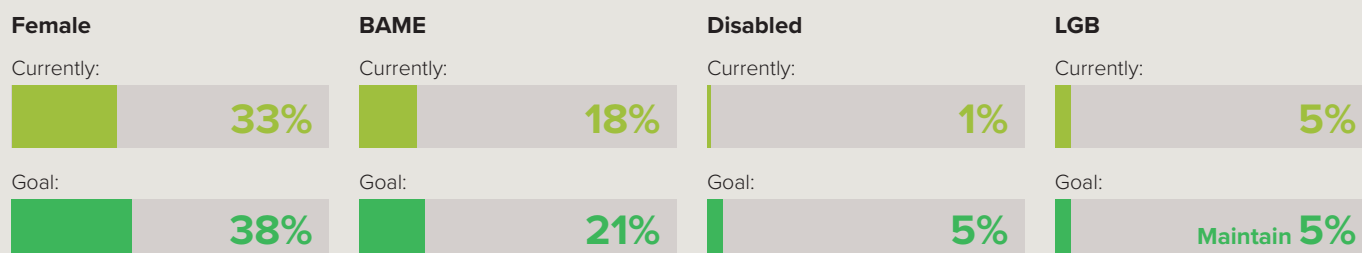
Our goals focus on how we ‘attract and recruit’, ‘retain and engage’ and ‘develop and progress’, covering every stage of the employment cycle. Our goals will be reviewed with new goals set in December 2018, to be met by December 2020.

Attract and recruit

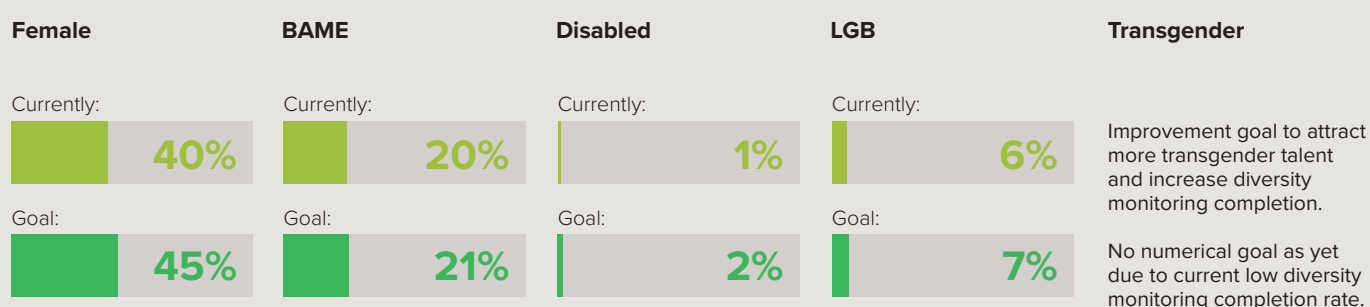
Apprentice recruitment



Graduate recruitment



Overall recruitment



“Establishing our EDI goals will further focus our efforts on inclusion, support the measurement of impact and identify returns on investment. Goals on employee representation will help us to spotlight promotion-ready talent in the pipeline and ensure unbiased meritocracy remains the key criteria for recruitment and promotion.”

James Harris, EUNA general manager

Retain and engage

<5%

Reduce staff experiencing inappropriate language and behaviour

<10%

Reduce staff witnessing inappropriate language and behaviour

>80%

Employees who feel the company values diversity, with <5% who disagree

>75%

Employees who agree that our EDI policies are understood and followed, with less than 10% who disagree

“Our commitment to EDI is core to our values and brand; our aim is to ensure that every member of staff feels respected and included, with our diversity recognised as a strength. To track progress and identify ongoing action we have set key performance indicators and will benchmark our EDI efforts.”

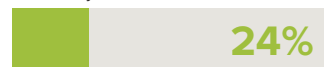
Sophie Lea, EDI advisor

Develop and progress

Management

Female staff at grades D-F

Currently:

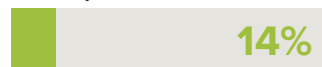


Goal:

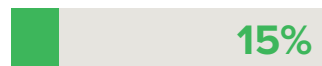


BAME staff at grades D-F

Currently:



Goal:



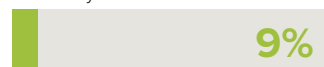
“We are committed to supporting all our staff throughout their careers with us – whether we are attracting and recruiting top talent, retaining and engaging the best people or developing and progressing leaders who represent our business and the diversity of clients and communities we work with.”

Jen Ross, Regional human resources manager EUNA

Leadership

Female staff at grades G-I

Currently:

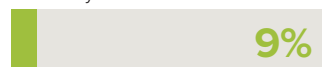


Goal:

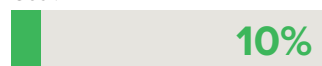


BAME staff at grades G-I

Currently:



Goal:



Disabled staff at grades D-I

Improvement goal to recognise and promote more disabled talent and increase diversity monitoring completion.

No numerical goal as yet due to current low diversity monitoring completion rate.

LGB staff at grades D-I

Improvement goal to recognise and promote more LGB talent and increase diversity monitoring completion.

No numerical goal as yet due to current low diversity monitoring completion rate.