

# Inclusive Employers Assessment Data



A local service with a national role, trusted by our communities to deliver policing with professionalism, integrity and compassion

# Engage

- How does your organisation gather staff diversity?
- How many staff diversity characteristics does your organisation monitor?
- Of the diversity data you collect, what proportion of employees have disclosed their data on the employee database/HR system?
- Has your organisation communicated with staff in order to increase the disclosure of diversity data in the last 3 years?
- How has your organisation been communicating with staff over the past 12 months in relation to its inclusion agenda, objectives and activities?
- Does your organisation participate in National Inclusion Week or other external inclusion campaigns/celebrations?
- Does your organisation have any methods for engaging with under-represented groups such as Employee Network Groups?
- Have you conducted a staff survey in the last 18 months which provided feedback on staff experiences relating to inclusion (e.g. did it touch on topics such as respect, fairness, equality, diversity, inclusion, harassment or discrimination) and/or that was analysed by protected characteristic?



# Equip

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- How is your organisation promoting inclusion and diversity through its policies?
- What training do you provide for staff on inclusion-related topics?
- What training do you provide for line managers on inclusive management practice and behaviours?
- How does your organisation support line managers to embed consideration of inclusion and diversity into key processes/elements of the employee lifecycle i.e. what guidance, training, policies, etc are in place to enable this?



# Empower

- What staff engagement methods does your organisation utilise to enable all staff to have input into wider organisational decision-making, beyond Inclusion and Diversity issues?
- In the last 12 months, to what degree have your staff been empowered to self-organise their own inclusion-related activities/programme? (This could be activity organised through Employee Network Groups or other relevant means )
- How does your organisation recognise the contribution of staff who are self-organising and contributing to a programme of inclusion-related activity? (This could be activity organised via your Employee Network Groups or other means.)
- How has your organisation visibly profiled inclusion role models and their stories in the last 12 months?
- Does your organisation have inclusion champions (nominated staff with responsibility for championing inclusion at a strategic/operational level, either across the organisation or within a particular function)?
- How are you ensuring that mainstream career enhancing learning and development opportunities are accessible to all existing staff including those from under-represented groups?



# Embed

- How does inclusion feature in your corporate strategy?
- Does your organisation have an Inclusion and Diversity Strategy?
- How is inclusion embedded into departmental business plans?
- Who has oversight and accountability for raising the bar on inclusion within your organisation and what methods are in place to ensure they are achieving this?
- How does your organisation ensure that inclusion is considered as part of wider decision-making, for example when key proposals (such as those relating to policies, processes, products or services) are being developed or reviewed?
- What action are you taking to eliminate any pay gaps on the basis of diversity characteristics or maintain a position of zero pay gaps?
- What activities do you have in place to attract under-represented groups as part of the recruitment and selection process?
- Outside of recruitment activity, what positive action activities has your organisation undertaken to address under-representation of marginalised groups?
- What steps have you taken to incorporate consideration of inclusion in your performance review process for all staff?
- How has your organisation supported members of the board/senior managers to increase their understanding and confidence around inclusion and the experiences of staff from under-represented groups in the last 24 months?
- What steps have you taken to incorporate consideration of inclusion in your performance review process for all staff?



# Evaluate

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- How does your organisation make use of diversity data relating to staff headcount/profile?
- How does your organisation make use of diversity data relating to other aspects of the employee lifecycle?
- How does your organisation make use of qualitative data to measure progress on its inclusion and diversity objectives, to inform future programmes, initiatives and strategy?



# Evolve

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- How does your organisation measure the return on investment (ROI) from your inclusion and diversity strategy/activities?
- How does your organisation ensure it is continuously horizon scanning externally and gathering best practice on inclusion to adopt internally?
- How is your organisation demonstrating broad leadership and role modelling around the inclusion agenda externally?

