

Appendix 4: Corporate Performance Monitoring of EDI indicators

Category	Target
Workforce target	100% of employees complete their EDI monitoring information on new ICS system (including prefer not to say) – excluding people on maternity leave and long-term sickness – 2024.
Pay Gap Monitoring	Mean gender pay gap reduced by minimum of 0.5 percentage point
Pay Gap Monitoring	The mean ethnicity pay gap reduced by minimum of 2 percentage points
Management Targets	100% of recruitment processes will be inclusive
Management Targets	100% of all new Role Profiles include EDI requirements
Management Targets	100% of Strategies, Policies and Plans have EDI embedded.
Learning and Development	100% employees complete IHasco mandatory EDI and unconscious bias training
Learning and Development	Over 75% of employees complete the optional EDI IHasco units
Learning and Development	100% of SMT complete EqIA training