Appendix 1 – EDI Plan Targets

PRIORITY	EDI PLAN TARGETS	PROGRESS
1	100% of strategies, policies and plans have EDI embedded.	↔
	All business plans and budgets include targeted recruitment and diversity actions specific to the department to enable corporate aims to be met.	↔
	All policies, strategies and plans developed by the Combined Authority will have a completed equality impact assessment which pro-actively examines and evaluates all of the protected characteristics.	↔
	By 2024, 100% of scheme equality impact assessments are quality checked when they come through the Combined Authority Assurance Framework by 2028.	↔
2	Mean gender pay gap reduced by minimum of 0.5 percentage point	n/a
	The mean ethnicity pay gap reduced by minimum of 2 percentage points	n/a
3	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.	n/a
	100% of all new role profiles include EDI requirements	↔
	100% employees complete IHasco mandatory EDI and unconscious bias training	↔
	Over 75% of employees complete the optional EDI IHasco units	↔
	100% of SMT complete EqIA training	↔
	100% of interviews include an equity, diversity, and inclusion question in the set of interview questions.	↔
	100% of applications are anonymised before sifting	↔
	100% of staff complete the Indiverse training	↔

KEY	
	Is expected to be fully delivered or exceed targets by the end of 2023/24
	Is expected to be at least partially delivered by the end of 2023/24
	Is at risk of not being delivered by the end of 2023/24
↑	Performance has improved
↔	There is no change in performance projection
↓	Performance has slowed