

Equality Scheme Staff KPIs

The Equality Scheme set out 11 staff KPIs to increase the representation of disabled and racially minoritised staff in senior roles and in recruitment stages. Five of the 11 (45.5%) staff KPIs are on or above target. The remaining 6 are below target, with the largest gap from target coming from both KPIs relating to disabled staff at senior level and shortlisting. Further data and context can be found in the following pages.

Equality Scheme Staff KPIs	Baseline	Target	Previous year (2021/22)	Current year (2022/23)	Year on Year % difference	% Gap from target
Maintain an overall female staff representation in senior roles	47.7%	Minimum of 45%	47.9%	49.4%	1.5%	4.4%
An increased proportion of staff with declared disability(ies) in senior roles	4.2%	7.2%	4.9%	5.8%	0.9%	-1.4%
An increased proportion of Asian staff in senior roles	5.6%	6.0%	5.9%	5.8%	-0.1%	-0.2%
An increased proportion of Black staff in senior roles	1.7%	2.7%	1.4%	1.9%	0.5%	-0.8%
An increased proportion of Mixed staff in senior roles	2.1%	2.5%	1.7%	2.3%	0.6%	-0.2%
An increased proportion of Other minority ethnic staff in senior roles	1.7%	2.1%	2.1%	2.3%	0.2%	0.2%
% of Disabled candidates shortlisted	7.6%	10.8%	8.2%	8.5%	0.3%	-2.3%
% of Asian candidates shortlisted	8.8%	9.2%	9.0%	10.8%	1.8%	1.6%
% of Black candidates shortlisted	5.6%	6.4%	6.2%	6.2%	0.0%	-0.2%
% of Asian candidates appointed	4.9%	5.1%	6.4%	5.5%	-0.8%	0.4%
% of Black candidates appointed	2.8%	3.2%	3.5%	4.0%	0.5%	0.8%