

Equality Scheme Staff KPIs

The Equality Scheme set out 11 staff KPIs to increase the representation of staff with disclosed Disability(ies) and racially minoritised staff in senior roles and the recruitment journey. 4 of the 11 (36.4%) staff KPIs are above target. The remaining 7 are below target, with the largest gaps relating to staff disclosing Disability(ies) at senior level and Black candidates appointed. Further data can be found in the following pages.

Equality Scheme Staff KPIs	Baseline	Target	Previous year (2022/23)	Current year (2023/24)	Year on year % point change	% point gap from target
Maintain an overall female staff representation in senior roles	47.7%	Minimum of 45%	49.4%	53.6%	4.2%	8.6%
An increased proportion of staff with disclosed Disability(ies) in senior roles	4.2%	7.2%	5.8%	4.4%	-1.4%	-2.8%
An increased proportion of Asian staff in senior roles	5.6%	6.0%	5.8%	6.1%	0.3%	0.1%
An increased proportion of Black staff in senior roles	1.7%	2.7%	1.9%	1.0%	-0.9%	-1.7%
An increased proportion of Mixed Ethnicity staff in senior roles	2.1%	2.5%	2.3%	2.7%	0.4%	0.2%
An increased proportion of Other Minority Ethnic staff in senior roles	1.7%	2.1%	2.3%	2.4%	0.1%	0.3%
Proportion of candidates shortlisted with disclosed Disability(ies)	7.6%	10.8%	8.5%	9.2%	0.7%	-1.6%
Proportion of candidates shortlisted of Asian ethnicity	8.8%	9.2%	10.8%	9.0%	-1.8%	-0.2%
Proportion of candidates shortlisted of Black ethnicity	5.6%	6.4%	6.2%	2.6%	-3.6%	-3.8%
Proportion of candidates appointed of Asian ethnicity	4.9%	5.1%	5.5%	4.6%	-0.9%	-0.5%
Proportion of candidates appointed of Black ethnicity	2.8%	3.2%	4.0%	0.6%	-3.4%	-2.6%