

## HOME GROUP

As per the email from James Murray on 9<sup>th</sup> January please find Home Group's summary of our achievements against the Leadership 2025 five recommendations.

### Leadership 2025 in Home Group

Since making our commitment to leadership 2025, we have been working towards delivering against the five point plan and our positive progress is summarised below:

#### 1. Report annually on key diversity statistics

We took the decision to open up a self-serve option on our internal data system, allowing colleagues to input their diversity data themselves and delivered a high impact communications message encouraging all colleagues to ensure the data we held was truly reflective of who they are as individuals. Data has been assessed and comparisons against the census (working population data) has been made, which helped inform our future targets. Our focus over the coming six months is to assess the ethnic diversity data of our customers as we want to be truly representative of the communities we serve.

In addition, we have committed to completing an annual ethnicity report gap with the first set of results collated in May 2018. Our findings confirmed minimal equality risk when comparing the hourly rate of pay between ethnic groups and gave insights into future actions we can take to reduce the small gap we do have. The next report is due to be completed in March 2019.

#### 2. Set aspirational targets

The following targets have been agreed with myself and the executive team and communicated across the organisation.

Protected Characteristic	Current %	April 2019	April 2020	April 2025
Disability	4.64%	5%	6%	8%
Ethnicity/BAME Group Level	11.62%	13%	15%	22%
Ethnicity/BAME – SMT, BMT and Exec Level	4.10%	5%	6%	8%
LGB	4.53%	5%	6%	8%

Colleague Breakdown	BAME	Prefer not to say
Colleague (2151)	10.51%	10.05%
Operational Manager (385)	1.11%	1.27%
BMT (54)	3.70%	0.42%
SMT (13)	7.69%	0.08%
Executive (6)	0.00%	0.00%
Board (19)	5.26%	0.00%

### 3. **Develop the leadership pipeline**

Since committing to Leadership 2025 we have looked to actively promote all of our Senior roles on diversity specific jobs boards such as Vercida and Ethnicity Job Site in addition to our standard jobs boards such as Linked in and Total Jobs. We have engaged with all the agencies on our preferred supplier list to partner with us to support our commitments. In light of this **75%** of the senior roles advertised have had BAME representation in the shortlist. Additionally **38%** of all of those roles have resulted in a BAME candidate being appointed.

We continue to have an ongoing Equality, Diversity and Inclusion strand around our Employer of Choice message inclusive of BAME related posts of interest for instance, celebrating Diwali and celebrating MELA.

### 4. **Develop the leadership pipeline**

We have worked with our executives and senior leaders to identify our talent pipeline across the organisation and have developed various initiatives to support this including skills programmes and a Women Into Senior Leadership programmes in 2019 the focus on this will continue to develop more BAME colleagues into middle and senior roles. Talent review is a regular item at our Executive meetings.

### 5. **Lead by Example**

The Executive take an active and visible role in promoting and endorsing equality, diversity and inclusion activity across Home Group. A key focus has been in the arena of diversity from a BAME perspective:

- . Ezine - featuring an article around the Leadership 2025 initiative, what it's all about and why we have signed up to it
- . Workplace messaging – including our Chief Exec leading activity around updating individual diversity data, increasing understanding and instilling confidence in colleagues to disclose their personal data
- . Executive attendance at our annual Equality, Diversity and Inclusion conference – there was a real emphasis on the importance of Leadership 2025 with Altair in delivering a session to colleagues.
- . Exec discussion and debate about need for additional strand groups – building on the success of LGBT network groups, Exec have time set aside to debate the requirement for additional network groups including one which supports ethnic minority colleagues

We have made a positive start during our first 6 months of signing up for Leadership 2025 and look forward to making a bigger impact in 2019.