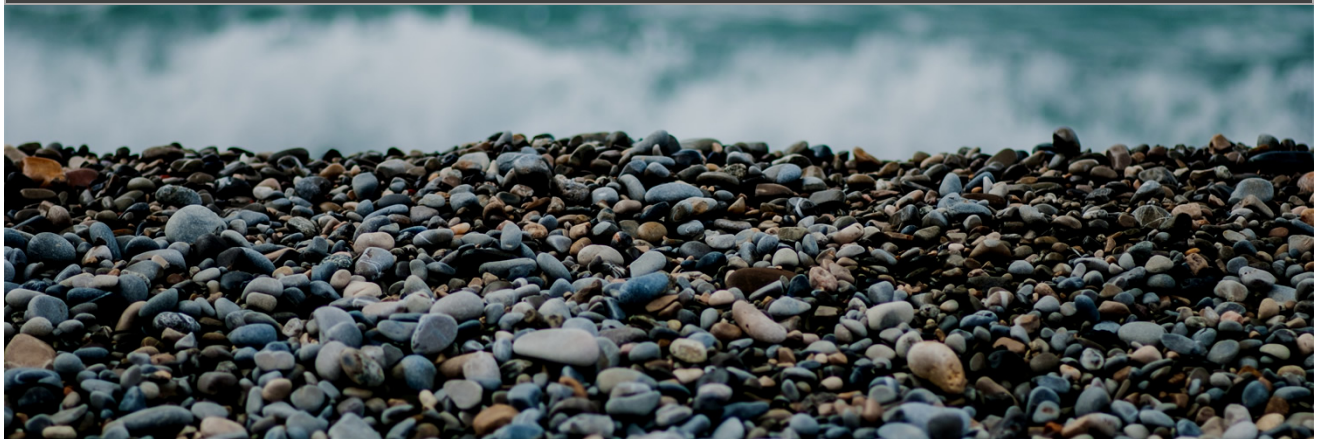




# Existing Employees

## Diversity & inclusion analysis report



**REPORT GENERATED:** 01/03/2015  
**GROUP CATEGORY:** GENDER: FEMALES  
**GROUP SIZE:** 597 (RESPONSE RATE: 77%)  
**SENSITIVITY:** PRIVATE & CONFIDENTIAL

**Please note**

This is a sample report and may not contain all the data collected in the questionnaire.



## Organisational Commitment

The overall feeling that the organisation is truly committed to being diverse and inclusive.

**Overall Strength**

**36%**

### A. Openness & Transparency

The extent to which the organisation is clear about its approach and commitment to diversity & inclusion.

Strength	Improve	Unsure or NA
31%	44%	25%

### B. Organisational Experience

Extent to which the organisation properly positions and manages employees' expectations of diversity & inclusion.

Strength	Improve	Unsure or NA
33%	43%	24%

### C. Organisational Support

The extent to which employees feel they have the necessary support to be themselves.

Strength	Improve	Unsure or NA
31%	44%	25%

### D. Policies

The visibility, accessibility and application of the organisation's diversity & inclusion policies.

Strength	Improve	Unsure or NA
27%	45%	29%

### E. Personal Focus

The importance individual employees actually place on diversity & inclusion when considering working for an organisation.

Important	Not Relevant	Unsure or NA
56%	31%	13%

## Personal Experience

How employees' feel they are treated by their colleagues, managers and the organisation.

**Overall Strength**

**56%**

### A. Behaviour

How people feel they are treated by colleagues and managers, and the extent to which they can be themselves, and express their views and beliefs.

Strength	Improve	Unsure or NA
65%	21%	14%

### B. Meritocracy

The extent to which people feel they are treated fairly and equitably by the organisation, irrespective of who they are.

Strength	Improve	Unsure or NA
48%	40%	12%

## Promoter score

How many of your people would recommend the organisation as a place to work.

**76%**

This section sets out how employees' feel the organisation is committed to diversity & inclusion. Responses are summarised as:

✓	The percentage of candidates responding <b>positively</b> to the statement. For negative items, this is the percentage who disagreed. Numbers shaded and outlined represent <b>80%</b> or more of respondents.
<>	The percentage of respondents who are <b>unsure</b> or where the statement does not apply.
⊗	The percentage of candidates responding <b>negatively</b> to the statement. For negative items, this is the percentage who agreed. Numbers shaded and outlined represent <b>40%</b> or more of respondents.

## A. Openness & Transparency

	✓	<>	⊗
The organisation is open and transparent about its approach in relation to diversity and inclusion	51	8	41
The organisation is clear about how it feels about diversity and inclusion as a principle	48	16	36
Senior management take ownership for the diversity and inclusion agenda	22	28	50
There is a clear owner for diversity and inclusion within the organisation	19	7	74
The organisation takes steps to connect with the wider community in relation to diversity and inclusion issues	17	64	19

## B. Organisational Experience

	✓	<>	⊗
The diversity and inclusion agenda is over pushed, to the detriment of the majority of employees (-)	80	10	10
Diversity and inclusion was discussed during my recruitment experience	20	10	70
The organisation's approach to diversity and inclusion was covered during my induction/ onboarding experience	19	1	80
This organisation met my pre-joining expectations around diversity and inclusion	50	2	48
I would recommend this organisation as a place to work because of its positive attitude to diversity and inclusion	15	60	25
I am offered flexibility around my personal circumstances	11	65	24

## C. Organisational Support

	✓	<>	⊗
There is little support in place for me in relation to diversity and inclusion (-)	51	8	41
There is investment into training and developing people on diversity and inclusion	48	16	36
The organisation is effective at monitoring diversity and inclusion	22	28	50
The organisation lives its values in relation to diversity and inclusion	19	7	74
There are clear senior level diversity and inclusion role models	17	64	19

## D. Policies

	✓	<>	⊗
Diversity and inclusion policies are visible	48	16	36
Diversity and inclusion policies are accessible	22	28	50
Diversity and inclusion policies feel realistic	19	7	74
Diversity and inclusion policies are applied properly	17	64	19

## E. Personal Focus

	✓	<>	⊗
When evaluating potential employers, diversity and inclusion is a critical component for me	20	10	70
Working for an organisation with visible commitment to diversity and inclusion is very important to me	80	1	19
I was actively attracted to this organisation because of its reputation for diversity and inclusion	65	20	15
I researched this organisation's approach/ attitude to diversity and inclusion before joining	60	20	20

This section sets out how your employees experience diversity & inclusion, in terms of how they feel they are treated by their colleagues, managers and the organisation. Responses are summarised as:

✓	The percentage of candidates responding <b>positively</b> to the statement. For negative items, this is the percentage who disagreed. Numbers shaded and outlined represent <b>80%</b> or more of respondents.
<>	The percentage of respondents who are <b>unsure</b> or where the statement does not apply.
⊗	The percentage of candidates responding <b>negatively</b> to the statement. For negative items, this is the percentage who agreed. Numbers shaded and outlined represent <b>40%</b> or more of respondents.

## A. Behaviour

	✓	<>	⊗
I feel bullied and harassed by others because of my status (-)	80	10	10
People exclude me from activities because of my status (-)	75	5	20
My manager doesn't treat me fairly because of my status (-)	85	5	10
My manager treats me with respect	82	2	16
Our senior leaders are visibly supportive of diversity and inclusion	42	33	25
Senior leaders see diversity and inclusion as an important issue	60	9	31
I feel comfortable openly expressing my views and beliefs	32	35	33

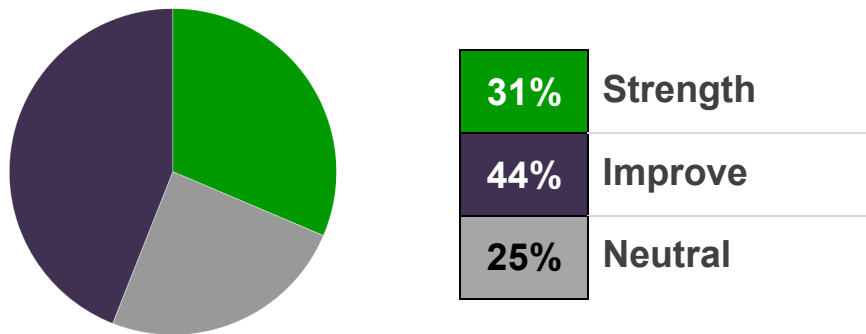
## B. Meritocracy

	✓	<>	⊗
I feel I am paid less than others, as a direct result of my status (-)	42	19	39
I feel my career is treated seriously irrespective of my status	55	15	30
I have not applied for more senior opportunities as I feel I would be overlooked because of my status (-)	60	2	38
I feel excluded from the talent pool because of my status (-)	41	19	40
Talent management here encourages diversity and inclusion	47	17	36
I receive the recognition I deserve for my work (irrespective of who I am)	55	14	31
The organisation's dominant culture feels open and inclusive	33	2	65

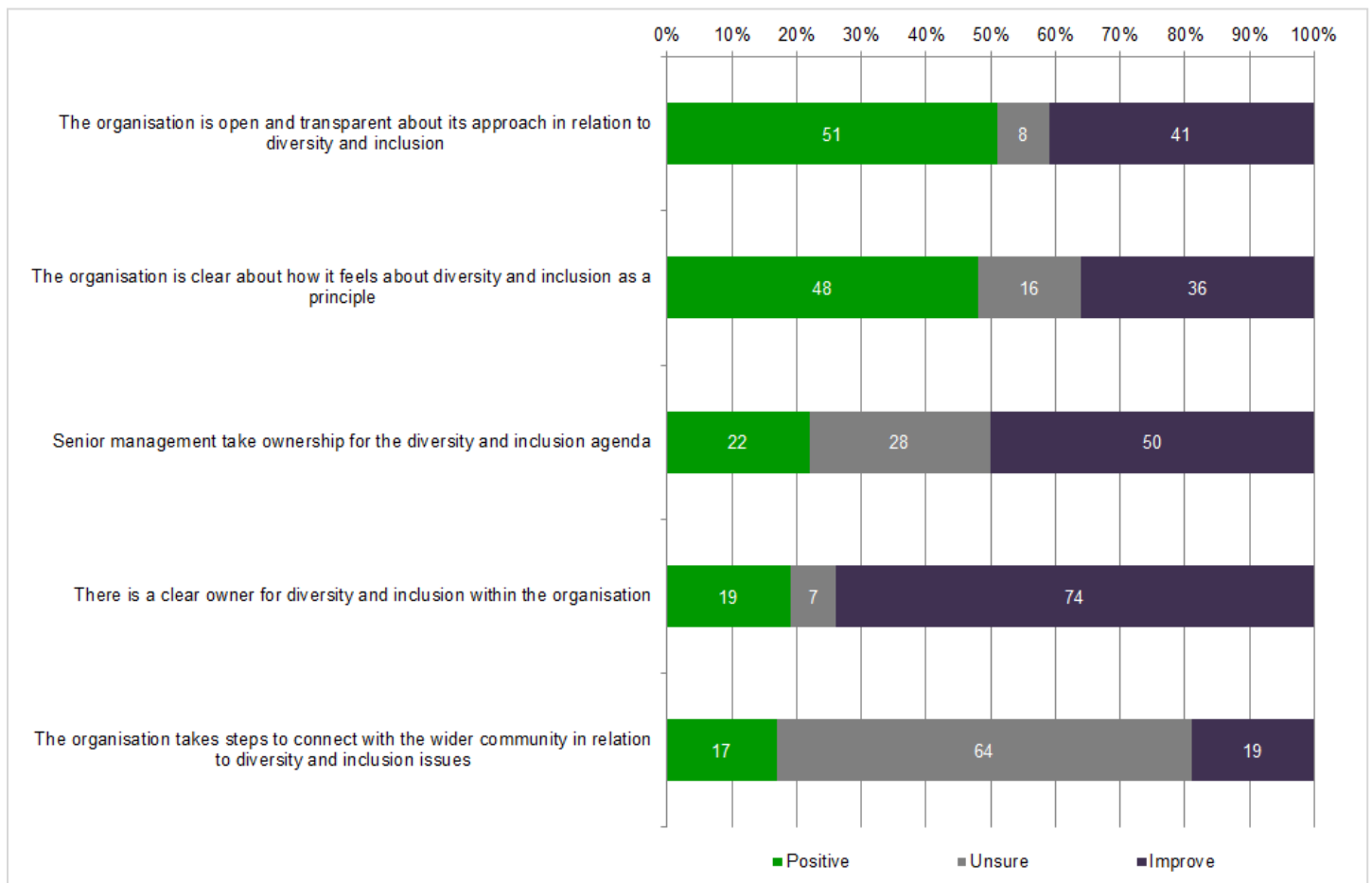
This section shows the extent to which the organisation is clear about its approach and commitment to diversity & inclusion. High 'improve' scores are likely to indicate a lack of obvious sponsorship and openness towards diversity & inclusion within the organisation.

## Openness & Transparency

### (a) Overall



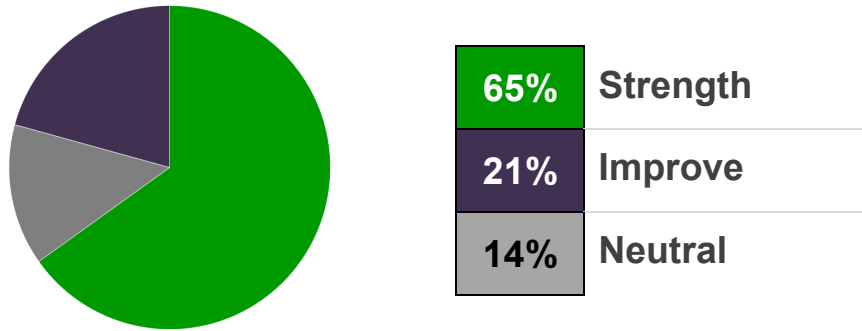
### (b) Detail



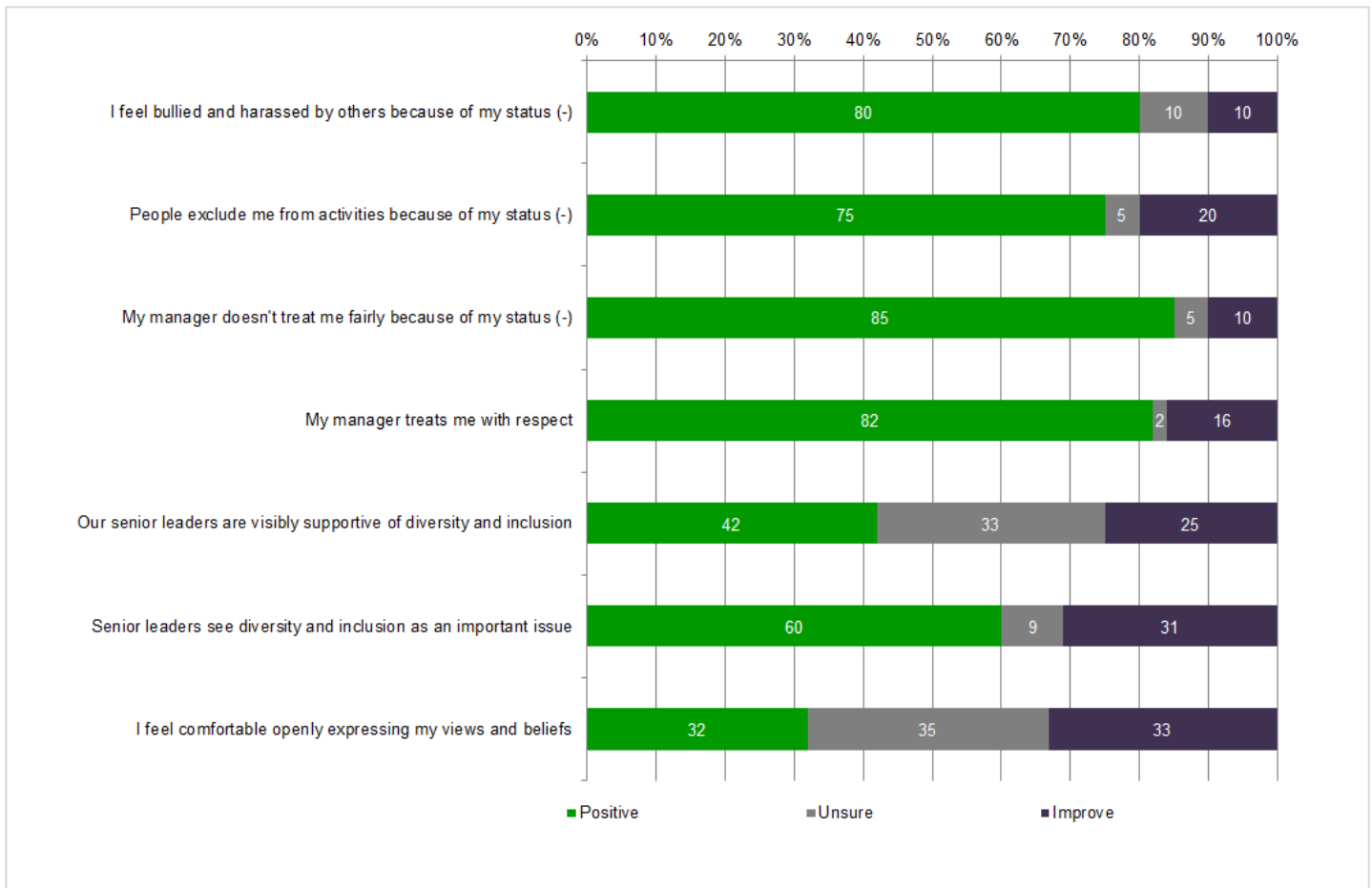
This section shows how your employees' feel they are treated by their colleagues, managers and the organisation. High 'improve' scores would suggest that some employees feel they are not respected, or are even harassed, by others because of who they are.

## Behaviour

### (a) Overall

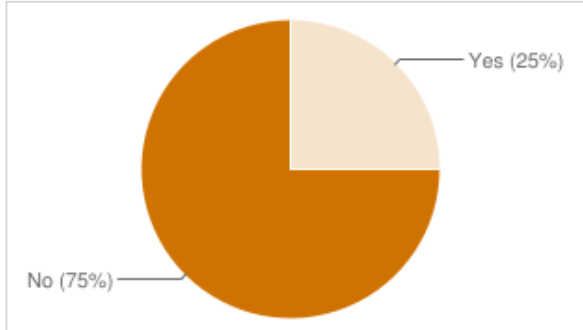


### (b) Detail

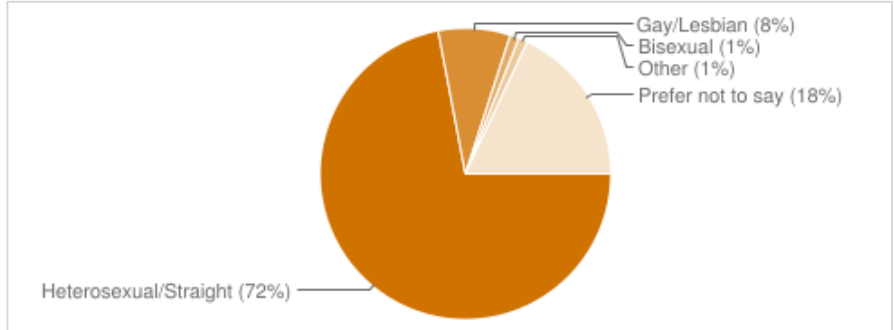


This section sets out the diversity profile of the reporting group. Further reports can be provided on any variable in the profile.

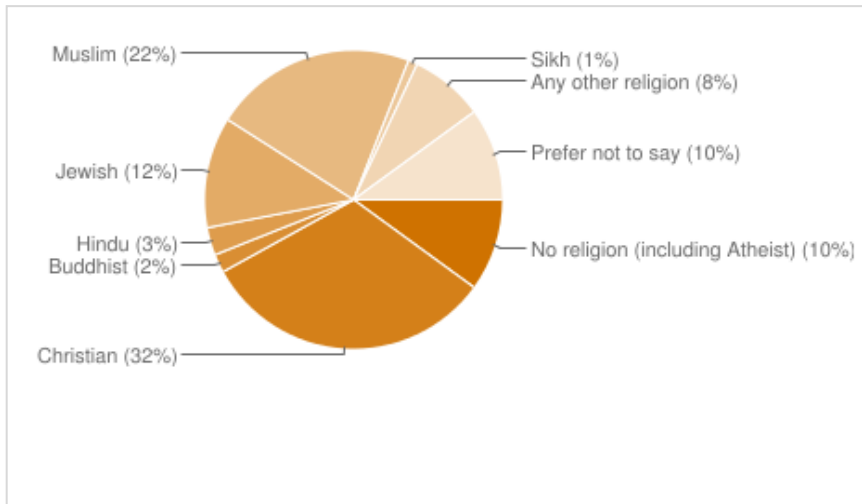
## Disability



## Sexual Orientation



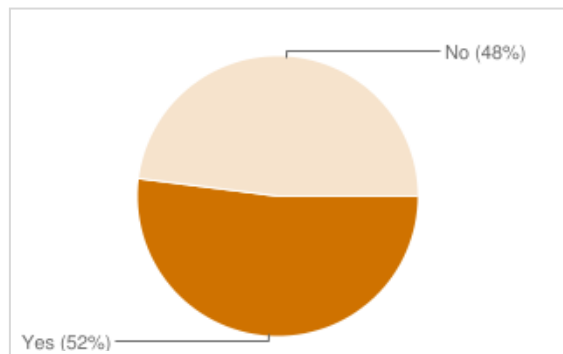
## Religion/Belief



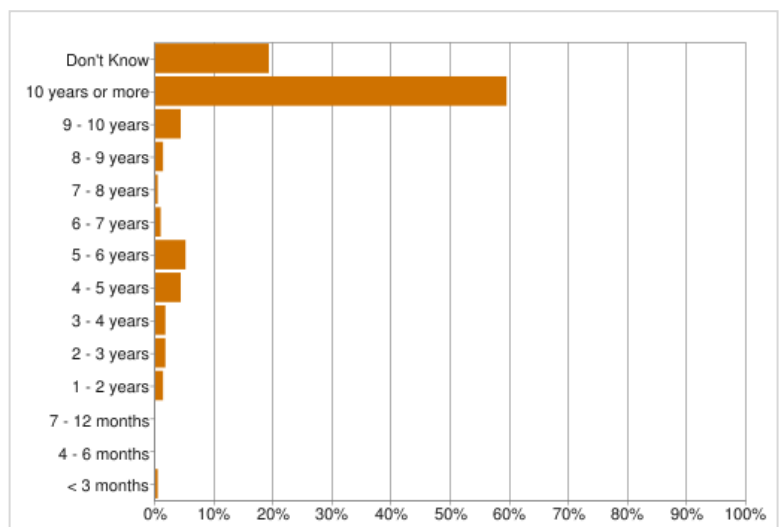
## Age

Age Group	%
20 or younger	1
21 - 25	10
26 - 30	25
31 - 35	24
36 - 40	18
41 - 45	13
46 - 50	5
51 - 55	2
56 - 60	1
61 or over	1
I do not wish to answer	0

## Caring Responsibilities



## Tenure



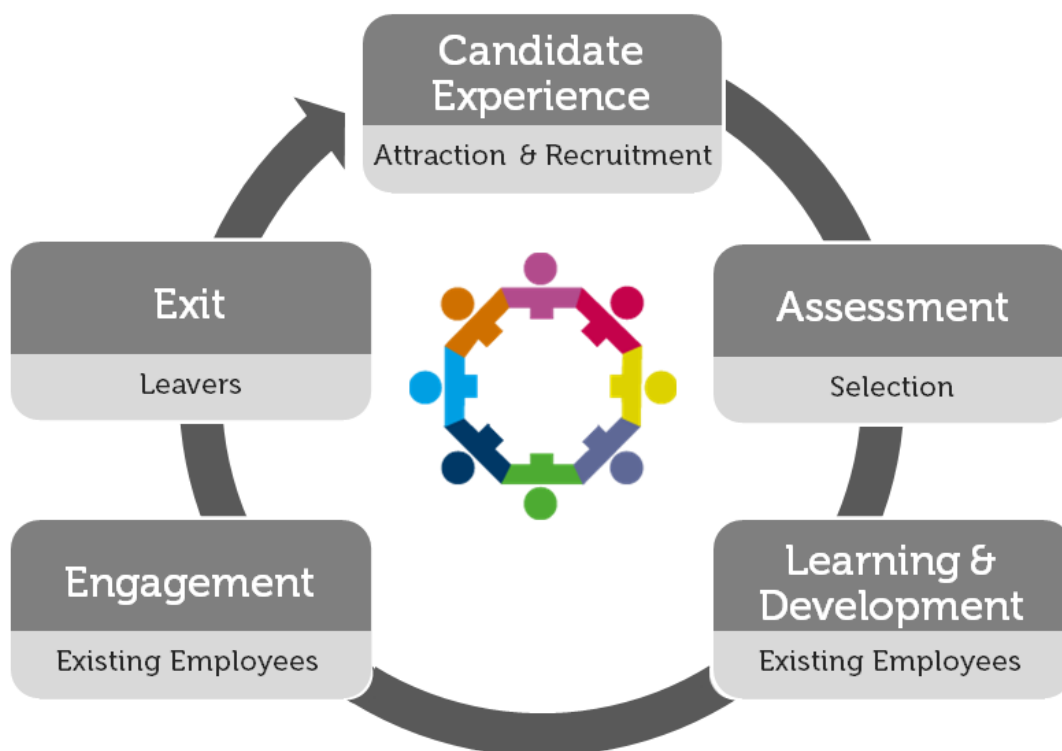
# About great{with}diversity

great{with}diversity is a specialist practice area of great{with}talent - our roots are in business psychology and user-friendly web based assessments. Our client base spans nearly 2000 high profile organisations, and we help them to perform by recruiting the right people, improving employee engagement and ensuring their organisation is more efficient and effective.

## D&I Lifecycle

We assess how diversity and inclusion influences employee opinions and perceptions through every step of the employment journey with your organisation. Starting at recruitment and attraction, through to engagement and development. And, whilst no one likes a farewell, we cover that part too with diversity specific exit questionnaires. We achieve all of this through a unique range of questionnaires that focus on the perceived importance and impact of bias in the workplace, rather than census gathering and box ticking in the name of equal opportunities.

'Person-organisation-fit' is central to our philosophy, and our approach focuses on understanding how individuals and organisations interact across the rich variety of minority groups that reflect today's world.



>> Breakdown Group: Females (n=597)  
>> Report Generated: 01/03/2015

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