

## HR Equality and Diversity Objectives

Objective	Measure	Baseline	Target
Increase employees' confidence in the way that complaints of bullying, discrimination or harassment are dealt with.	Staff Survey Question	Staff Survey 2011: 67%	Staff Survey 2013: 72%
Reduce the gap in perceptions of fairness, equality and respect of staff from different groups, in particular disabled and Black employees.	Staff Survey Question	Staff Survey 2011 All Staff: 75% Disabled Staff : 55% Black Staff: 65%	Staff Survey 2013: Disabled staff: 60% Black staff : 70%
Reduce the level of adverse impact for BME applicants to Council posts	Workforce Monitoring Data	17.5% of appointed applicants from BME groups	22% of appointed applicants from BME groups
Increase employment opportunities by using Section 106 funding associated with the LBRuT procurement process to facilitate the recruitment of NEET local young people into full-time apprenticeship positions via Way to Work.	Apprenticeship posts created in partners and service providers	New measure	Three posts by end 2013