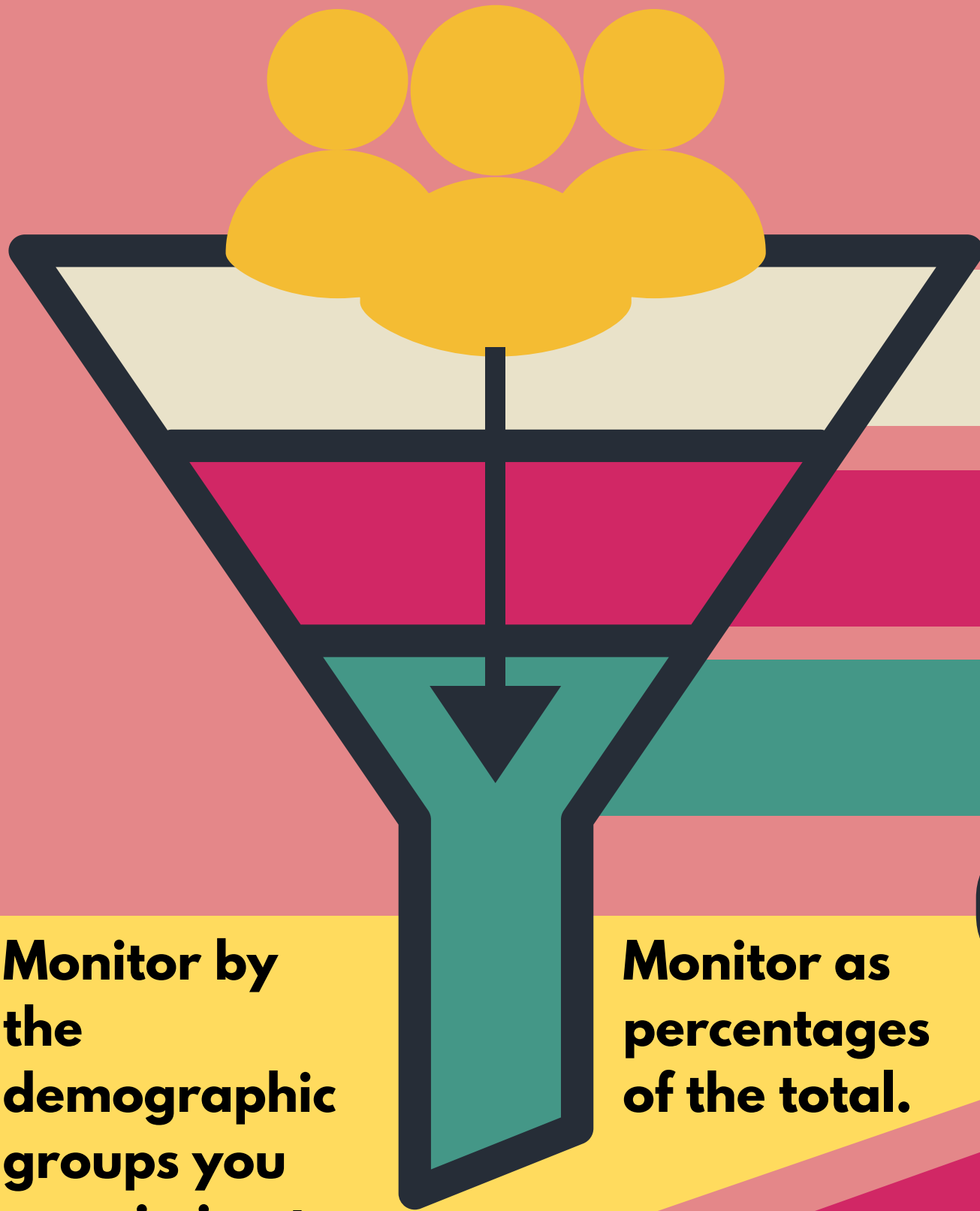


# STAFF DIVERSITY MONITORING DATA



## 1. Recruitment

## 2. Retention

## 3. Progression

Monitor by the demographic groups you are aiming to impact.

Monitor as percentages of the total.



1. Applicants
2. Interview candidates
3. Shortlisted candidates
4. Those who were offered positions
5. Those who accepted and were hired

**RECRUITMENT**

1. Those still there after one year
2. Those returning from maternity/sabbatical/unpaid/sick leave/secondments
3. Those in senior management
4. Those on the Board/Committees
5. Those with grievances/disciplinary actions

**RETENTION**

1. Those receiving less than the living wage/under a certain pay threshold
2. Those who have been promoted in the last year
3. Staff by job grades/pay bands
4. Those in senior management who started in junior/middle level roles at the organisation

**PROGRESSION**