

(COMPANY A) National Equality Standard SAMPLE REPORT

LIMITATIONS OF THE SAMPLE REPORT: The following document provides an overview of the key elements of a NES final assessment report. This document is limited in scope, its purpose is to provide a snapshot and does not include the level of detail which would be provided in a client report.



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2. Methodology

Methodology

The NES assessment process took place across January to April. It consisted of four stages:

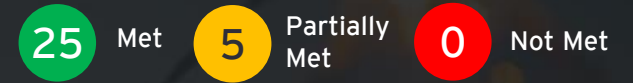


3. Summary of results

Summary of results: NES scoring



Headlines:



We have outlined COMPANY A's latest results against the NES assessment framework below.

1	2	3	4	5	6	7
Core components DE&I	Your People	Your Talent	Your Business	Your Leadership	Your Relationships	Review and measurement
● 1.1 Inclusive culture	● 2.1 Feedback mechanism	● 3.1 Talent attraction	● 4.1 Strategy	● 5.1 Commitment & accountability	● 6.1 Social & community impact	● 7.1 Pay equity
● 1.2 Regulations & reporting	● 2.2 Health & wellbeing	● 3.2 Recruitment & onboarding	● 4.2 Business case	● 5.2 Visibility & messaging	● 6.2 Supplier relationships	● 7.2 Data analysis
● 1.3 Policies & practices	● 2.3 Flexible working	● 3.3 Appraisal & performance monitoring	● 4.3 Governance	● 5.3 Inclusive leadership	● 6.3 Stakeholder insight	● 7.3 Implementation
● 1.4 Targeted training	● 2.4 Adjustments & accessibility	● 3.4 Career progression	● 4.4 Setting priorities	● 5.4 Middle management	● 6.4 Human rights & modern slavery	● 7.4 Measuring impact (equity impact)
● 1.5 Communications	● 2.5 Caring responsibilities					
✓ 5/5	✓ 3/5	✓ 2/4	✓ 3/4	✓ 4/4	✓ 4/4	✓ 4/4

Key: ● / ● Competency has been graded **Met** ● / ● Competency has been graded **Partially Met** ● Competency has been graded **Not Met**

This document is a sample report, its purpose is to provide a snapshot and does not include the level of detail which would be provided in a client report.

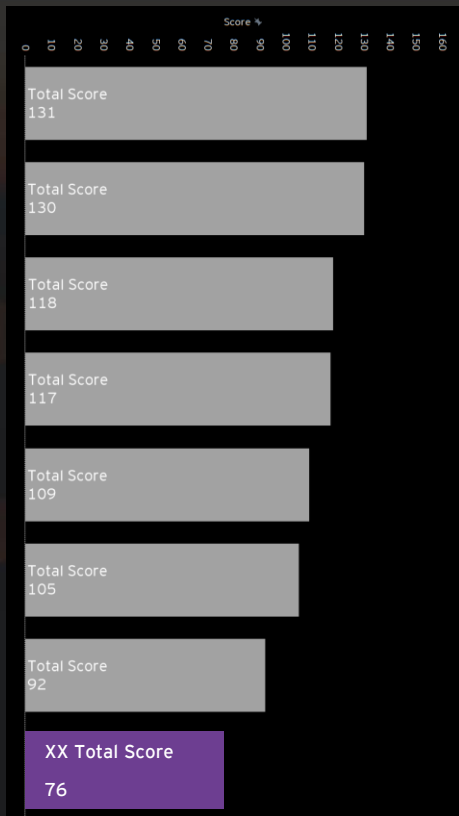


Summary of results: NES benchmarking

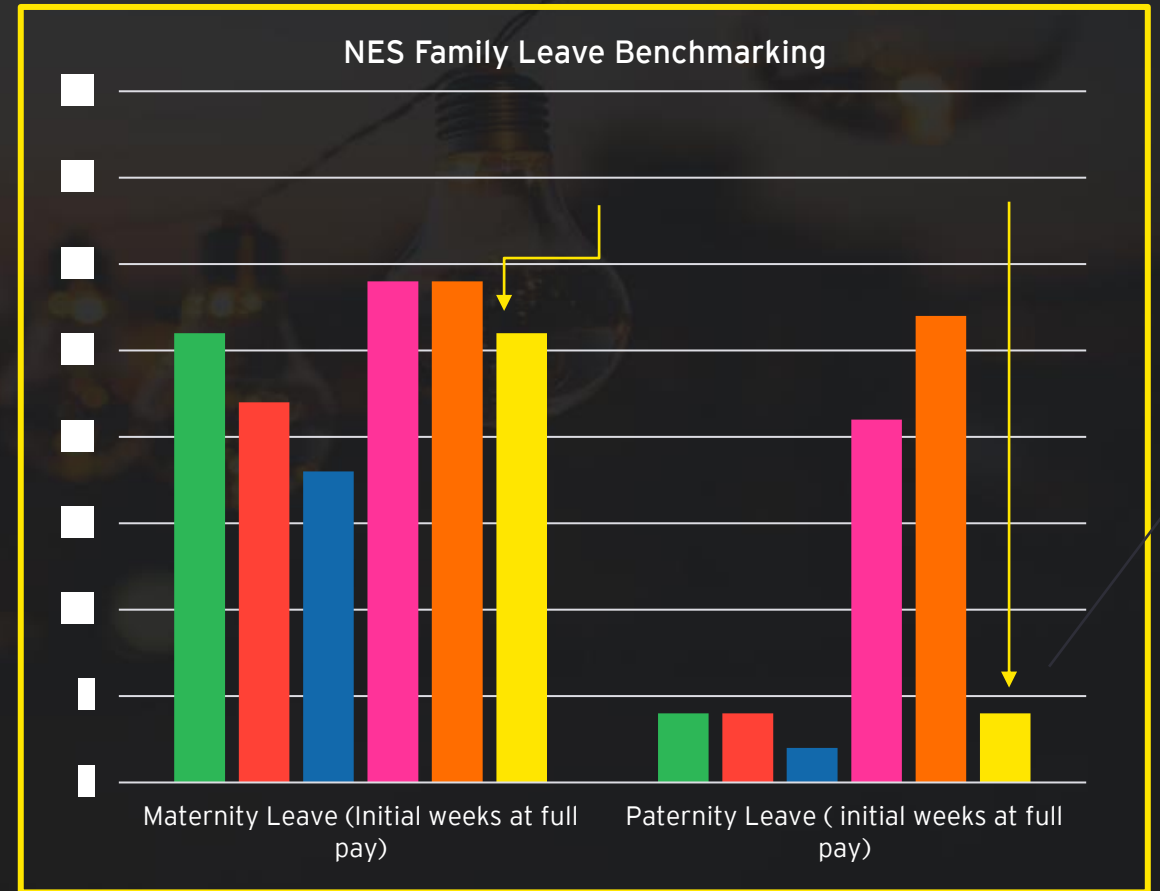
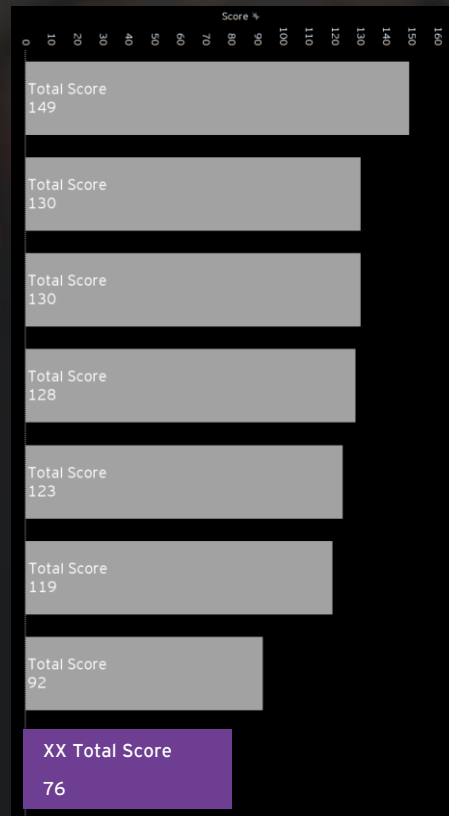


The images below benchmark COMPANY A's position (demonstrated by a score out of a maximum 150) against some relevant comparator organisations that have undertaken a NES assessment.

Comparison to other organisations within your sector:



Comparison to organisations with >10,000 employees:



Summary of results: Areas of strength

The NES framework highlighted a number of areas where COMPANY A's approach reflected leading practice.



Learning & Development: *the breadth of opportunities provided to employees*

COMPANY A provides a broad range of Learning & Development opportunities to its employees learning platforms. Targeted professional development opportunities are offered through accredited sources. COMPANY A consider learning styles, accessibility needs and neurodiversity elements when developing learning material and an accessibility checklist is used to help ensure consistent application. Learning festivals and communications that celebrate 'L&D success stories' are used to drive engagement with training programmes.



Feedback and engagement: *the granularity of analysis by different demographics*

COMPANY A uses a periodic Engagement survey to gather feedback from its employees about their experiences of working at COMPANY A. This Engagement includes a number of DE&I related topics such as inclusion, belonging, equity of opportunity. Results are analysed by diversity dimensions including gender and ethnicity (on a granular basis). Engagement survey results are used to inform future actions, such as the current 'deep dive' that is being performed into employees' perceptions around equity of opportunity.



Human Rights and Modern Slavery: *efforts to build understanding outside of the procurement function*

COMPANY A have looked to build upon the requirements of the Modern Slavery Act by linking its anti-modern slavery initiatives to its broader PURPOSE. Modern slavery specific training are available to all employees within the firm and ESG-specific due diligence is carried out on new suppliers via an RFP questionnaire.

4. Areas for improvement

Areas for improvement: Summary



The NES framework also identified the following key areas for development which the assessment team have summarised below. Each area for development is accompanied by a detailed recommendation that has been referenced below.



EXAMPLE RECCOMENDATION PROVIDED



1. Culture: *as experienced by international hires*

- ▶ Engagement survey results over the past 5 years have consistently indicated that international hires are experiencing a workplace culture that is less inclusive, equitable and psychologically safe than their UK colleagues.
- ▶ >10% of leadership interviewees fed back concerns that COMPANY A's that the workplace culture was resulting in a disproportionate number of international hires having lower engagement.

2. Policies and processes: *where related to family leave*

- ▶ The enhanced paid-leave provisions in COMPANY A's maternity, paternity, shared-parental leave and adoption leave policies no longer reflect leading practice and benchmark unfavourably to the businesses that COMPANY A competes with for talent, particularly within the sector.
- ▶ The NES framework considers the support that is available under the special leave policy to be a positive step, but the narrow definition of 'family' to immediate dependants is not sufficiently broad to cater to the needs of an international workforce.

Area for improvement 2: Policies and processes – where related to family leave

What did the assessment team observe?



- ▶ The enhanced paid-leave provisions that are currently within COMPANY A's maternity, paternity, shared-parental leave and adoption leave policies no longer reflect leading practice. The NES considers the support that is available under the special leave policy to be a positive step, but the narrow definition of 'family' to immediate dependants is not sufficiently broad to cater to the needs of an international workforce.

What did COMPANY A's people say



I've lost multiple high quality candidates because of our comparatively low maternity leave pay. It makes it harder to bring-in top female talent!

Two weeks of paid leave isn't sufficient time to acclimatise to the demands of being a father. We're not setting up our men for success.



Why does this matter?

- ▶ Per the Bright Horizons Modern Families Index 2024 Report [1], seeking better family support is second highest on the list of UK employees' reasons for leaving an employer
- ▶ The complexities of the shared parental leave policy and, in particular, the requirement to reduce the primary carers' leave, present a structural barrier to secondary carers seeking to take extended leave. More broadly, Industry trends [2] note a move away from shared parental leave, on account of low uptake, towards a simpler extended paid paternity leave allowance
- ▶ It is estimated that 1 in 3 families in the UK are a blended family [3], and therefore businesses will need to consider how their policies will need to be adapted to changing family structures

Area for improvement 2: Policies and processes - where related to family leave

What steps can be taken to address this?

There is work to be done to bring COMPANY A's suite of family policies into line with UK leading practices.. We have set out three policy recommendations which seek to address this.

Name	Participants	Assessing impact
Incrementally increase the level of enhanced paid leave available to new parents to reflect UK leading practice	Organisation-wide	Metrics to establish the return on investment from the enhanced paid family leave could include: <ul style="list-style-type: none"> ▶ Brand perceptions ▶ Employee engagement ▶ Returner rates from adoption, maternity and paternity leave ▶ The # of lives positively impacted through the extended family leave
Extend the paid leave provisions available to secondary carers through the paternity leave policy	Organisation-wide	
Broaden the definition of the 'family' within the special leave policy	Organisation-wide	Metrics to establish the return on investment from broadening the definition of 'family' within special leave policy: <ul style="list-style-type: none"> ▶ Brand perceptions ▶ Employee engagement ▶ Impact on mental health of employees (as measured through responses to select Engagement questions)

5. Detailed findings per competency

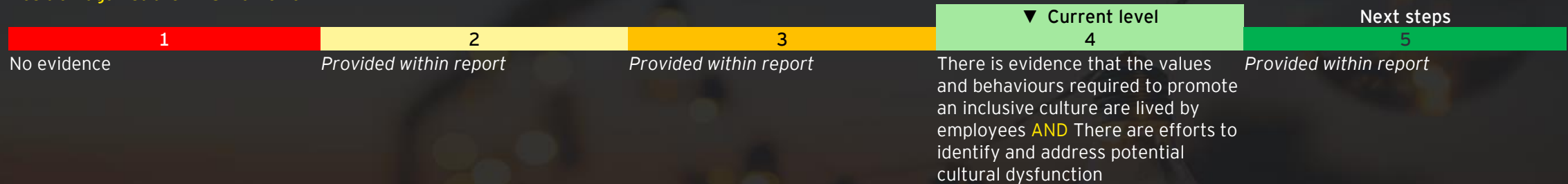
Detailed findings per competency

Pillar 1: Core components of DE&I - Policies and practices

1.2

Policies & practices: Comprehensive policies are in place which support the diverse needs of staff. Appropriate support is provided to employees and managers to enable the consistent application of policies.

Position against the NES framework



Supporting observations

- ✓ COMPANY A has a range of policies and practices to support the diverse needs of its employees. These include family friendly policies (maternity, paternity, adoption, shared parental leave) that exceed statutory requirements and support for those with broader caring responsibilities through unpaid parental leave, special leave and a hybrid working policy which seeks to encourage the balance between work and home
- ✓ COMPANY A's broader policy offering includes:
 - ▶ Dedicated support for those experiencing health challenges: private health insurance, an employee assistance programme, discretionary sick-pay, menopause matters care pathway
 - ▶ Detailed guidance around gender identity, expression and transitioning
 - ▶ A clear position around expected behaviours.
 - ▶ Policies focussing on employee experience: International remote working,
 - ▶ A special leave policy that offers employees two weeks paid leave (with approval) for a broad range of circumstances including: family emergencies, compassionate leave, public commitments and fertility treatments
- ✓ All policies are easily available to the employees via the company intranet and dedicated support around application is provided