Diversity & Inclusion Analysis Dashboard

Department All

Age All

Region All

Nationality All

Employment term All

205.00 Female Employees

295.00 Male Employees

0.2% Promoted %

47.00 Leavers

KPI 1 : Hiring

% New hires by gender

New hire FY2... ● N ● Y

	Male	Female
Y (top)	10.85%	16.59%
N (bottom)	89.15%	83.41%
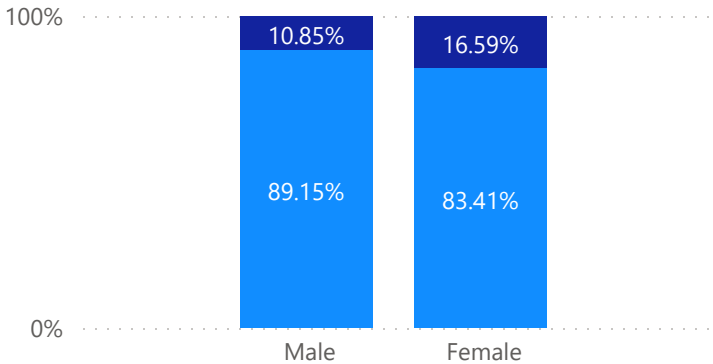
of women hired by job level

Gender ● Female ● Male ● Count of New hire FY20?

- 6 - Junior ...: Female 109, Male (bar), 204
- 5 - Senior ...: 49, 105
- 4 - Manager: 30, 82
- 3 - Senior ...: 10, 56
- 2 - Director: 5, 32
- 1 - Executive: 2, 14
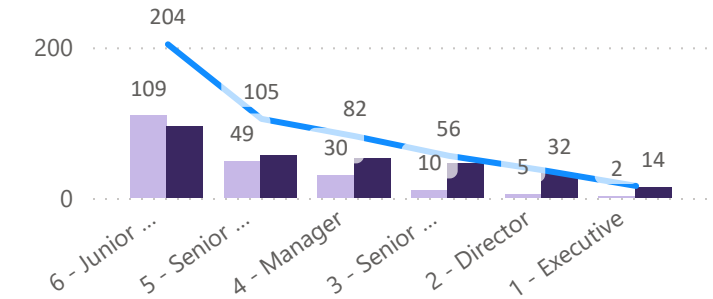
KPI 2: Promotions (FY21)

Title promoted by gender

● Female ● Male

Title	Female	Male
6 - Junior Officer	91	78
5 - Senior Officer	50	46
4 - Manager	25	54
3 - Senior Manager	11	46
(Blank)	21	26
2 - Director	4	29
1 - Executive	3	16
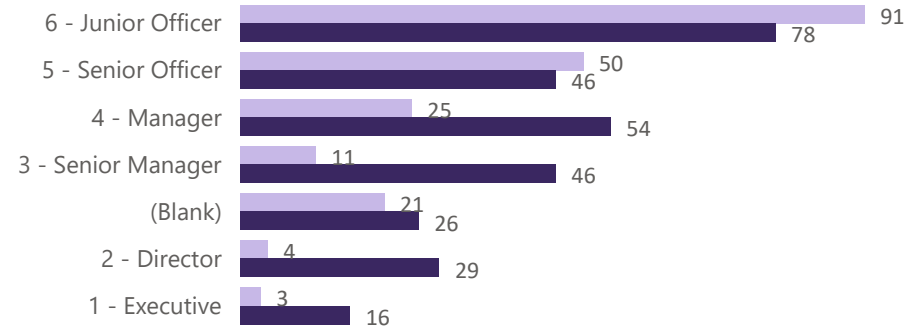
Average year employee spent in the department before promotion by gender

● Female ● Male

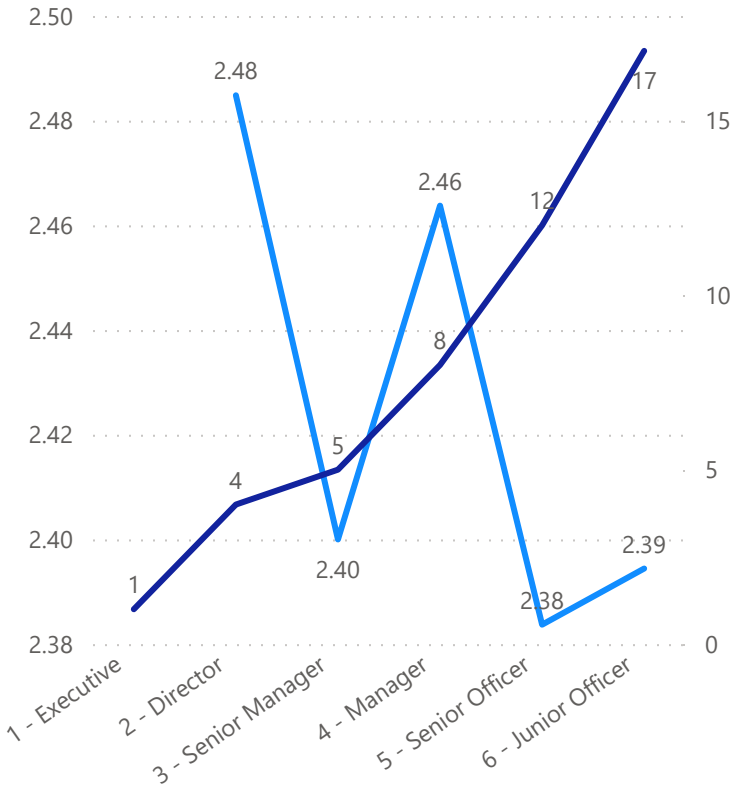| Department	Female	Male
HR	3.17	
Strategy	1.50	2.72
Sales & Mar...	2.24	2.58
Internal Ser...	2.21	
Finance	2.17	

KPI 3 : Turnover Rate (FY20)

FY19 & FY20 performance rating & FY20 turnover in base group

● Average of FY20 Performance Rati... ● Count of Leaver FY

Average of FY20 Performance Rating: 1 - Executive 2.48, 2 - Director (high), 3 - Senior Manager 2.40, 4 - Manager 2.46, 5 - Senior Officer 2.38, 6 - Junior Officer 2.39

Count of Leaver FY: 1 - Executive 1, 2 - Director 4, 3 - Senior Manager 5, 4 - Manager 8, 5 - Senior Officer 12, 6 - Junior Officer 17

Diversity & Inclusion Analysis Dashboard

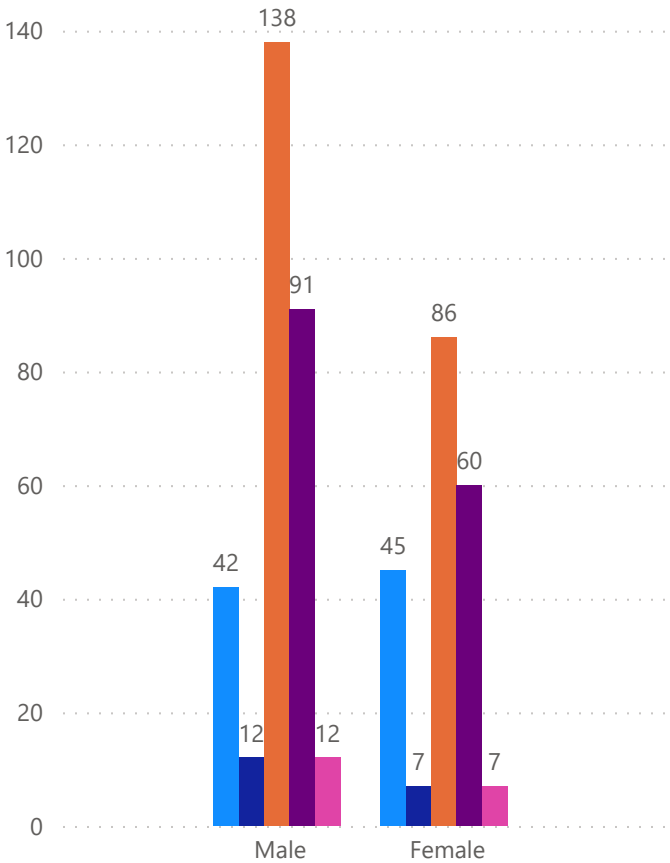| Department	Age	Region	Nationality	Employment term
All	All	All	All	All

KPI 4 : Performance Rating

Gender by performance rating

FY20 Perf... ●(Blank) ●1 ●2 ●3 ●4

KPI 5 : Gender Balance

FY20 promotions by Gender

41%

59%

Gender
●Male
●Female

FY20 leaver by gender

205 (41%)

295 (59%)

Gender
●Male
●Female

FY21 promotions by Gender

40.62%

59.38%
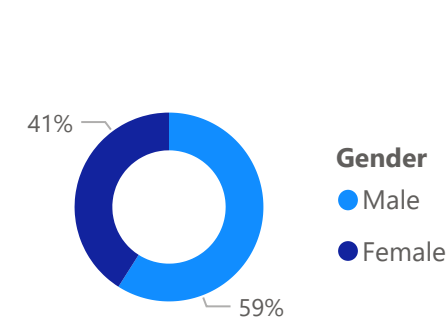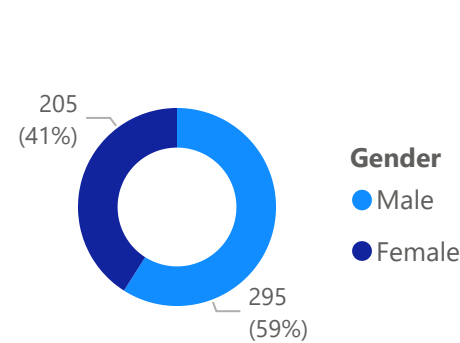
Gender
●Male
●Female
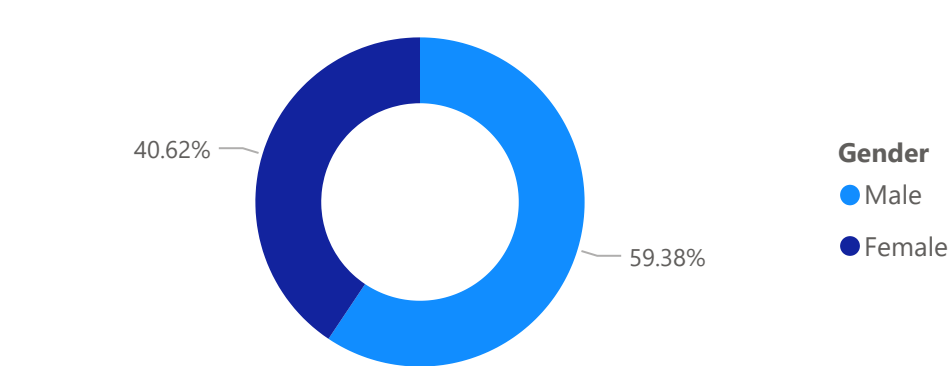
KPI 6 : Age group

Job level by age group

Job Level afte...
●(Blank)
●1 - Executive
●2 - Director
●3 - Senior ...
●4 - Manager
●5 - Senior O...
●6 - Junior O...