Diversity & Inclusion

→

Department ▾
All ▾

Job Level ▾
All ▾

Age group ▾
All ▾

Region group ▾
All ▾

Clear all slicers

KPI 1 – Hiring

Gender ● Female ● Male

Level	Female	Male
1 - Executive	13%	88%
2 - Director	14%	86%
3 - Senior Manager	18%	82%
4 - Manager	37%	63%
5 - Senior Officer	47%	53%
6 - Junior Officer	53%	47%

41% of hires were female   **59%** of hires were male

Gender ● Female ● Male ● % women

Level	Female	Male	% women
1 - Executive	2	—	13%
2 - Director	5	—	—
3 - Senior Mana...	10	32	—
4 - Manager	30	46	37%
5 - Senior Officer	49	52	47%
6 - Junior Officer	109	95	—
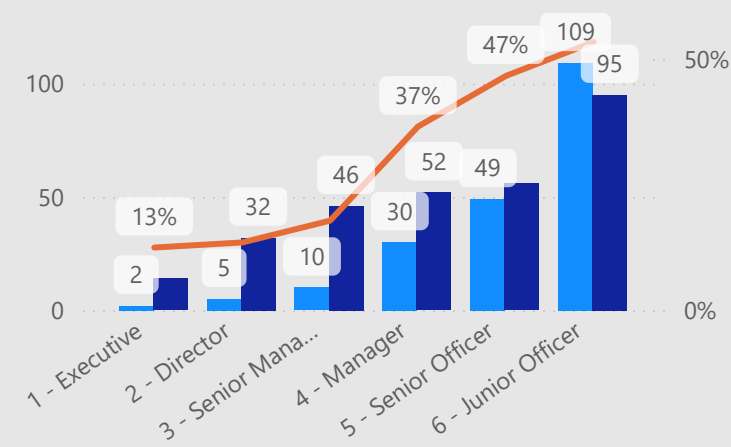
KPI 2 – Promotions (this year)

Avg. Time in Grade of employees promoted in FY21 (in years)

Gender ● Female ● Male

Level	Female	Male
1 - Executive	3.00	1.86
2 - Director	3.40	3.09
3 - Senior Manager	1.80	2.33
4 - Manager	2.37	2.46
5 - Senior Officer	2.29	2.68
6 - Junior Officer	2.13	2.20

Gender ● Female ● Male ● % women

Level	Female	Male	% women
1 - Executive	3	16	16%
2 - Director	4	29	—
3 - Senior Mana...	11	—	19%
4 - Manager	25	54	46%
5 - Senior Officer	50	—	52%
6 - Junior Officer	91	78	—
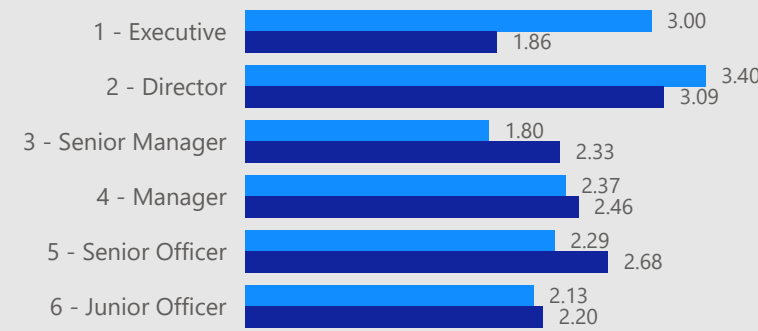
KPI 3 – Turnover Rate (FY20 leavers)

Average Performance Rating of Leavers vs non-Leavers (WOMEN)

Female 11%

Left this FY? ● No ● Yes

Level	No	Yes
1 - Executive	2.00	
2 - Director	2.33	
3 - Senior Manager	2.67	3.00
4 - Manager	2.65	2.50
5 - Senior Officer	2.32	2.75
6 - Junior Officer	2.59	3.00

Average Performance Rating of Leavers vs non-Leavers (MEN)

Male 9%

Left this FY? ● No ● Yes

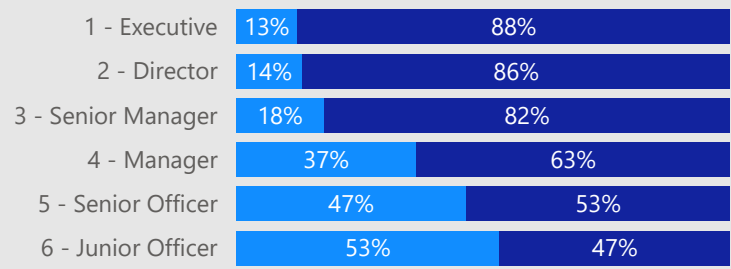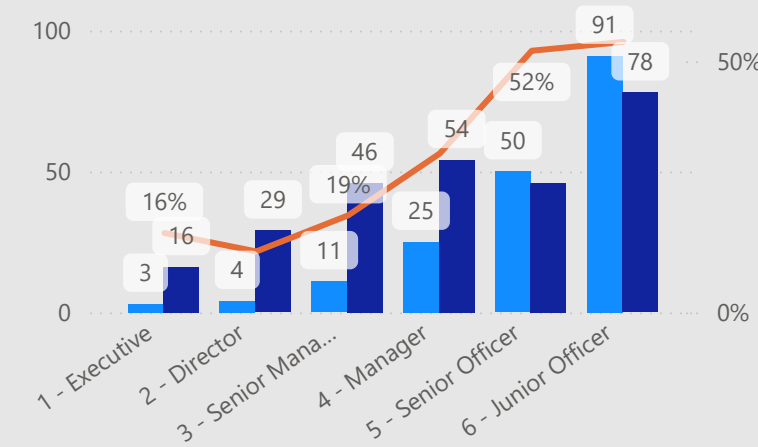| Level	No	Yes
1 - Executive	2.44	3.00
2 - Director	2.52	3.67
3 - Senior Manager	2.43	3.25
4 - Manager	2.39	3.00
5 - Senior Officer	2.41	3.00
6 - Junior Officer	2.89	2.77

Diversity & Inclusion

Department	Job Level	Age group	Region group	
All ▾	All ▾	All ▾	All ▾	Clear all slicers

KPI 4 - Performance rating

Gender ● Female ● Male

4	37%	63%
3	40%	60%
2	38%	62%
1	37%	63%

2.42	2.41
Avg Rating Women	Avg Rating Men

FY20 Perf. Rati... ●1 ●2 ●3 ●4

1 = excellent
2 = great
3 = sufficient
4 = bad

Male	5%	55%	36%	5%
Female	4%	54%	38%	4%
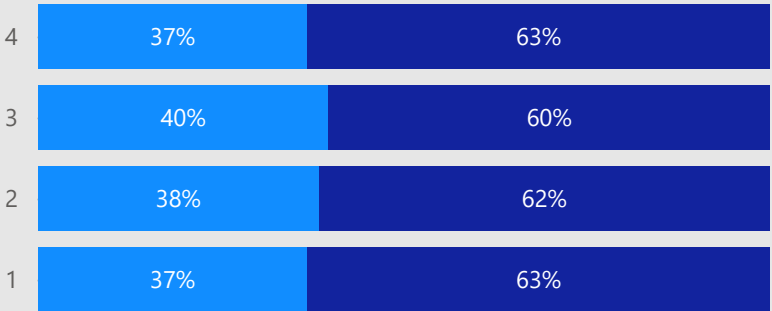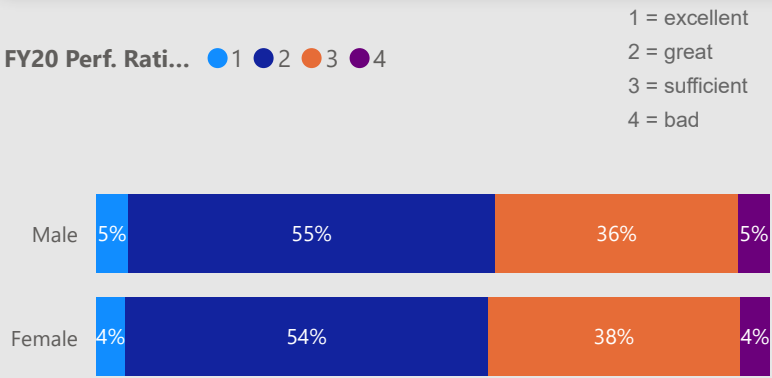
KPI 5 - Executive Gender Balance

Executive split (FY20)
Gender ● Male ● Female

2 (12.5%)
14 (87.5%)

Executive split (FY20)
Gender ● Male ● Female

3 (15.8%)
16 (84.2%)
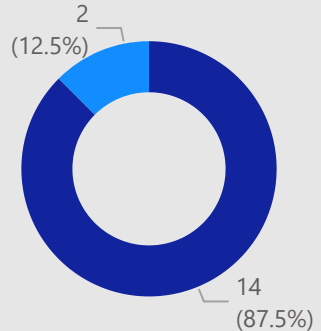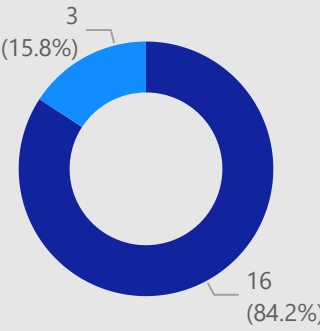
Executive Hires(FY20)
Gender ● Male

4 (100%)
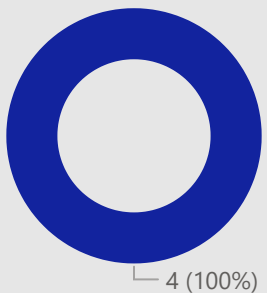
Promotion to Executive (FY20)
Gender ● Male

2 (100.0%)
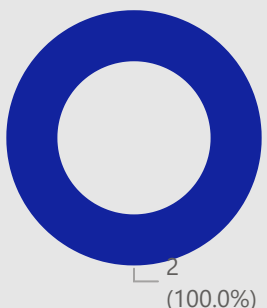
KPI 6 - Age group

Employees by Age group (end FY20)

Age group	Value
60 to 69	3
50 to 59	4
40 to 49	64
30 to 39	161
20 to 29	215
16 to 19	6
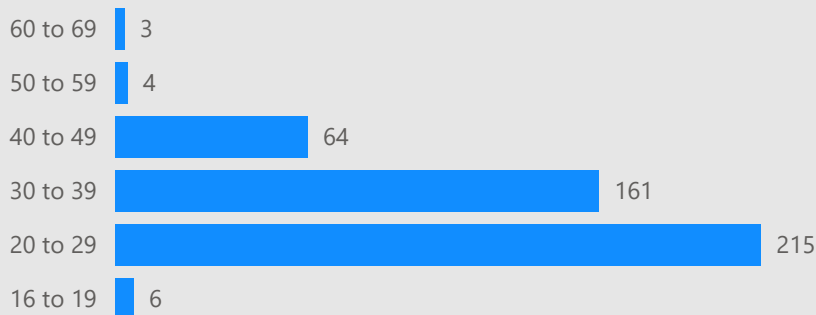
Age group ●16 to 19 ●20 to 29 ●30 to 39 ●40 to 49 ●50 to 59 ●60 to 69

	1 - Executive	2 - Director	3 - Senior Manager	4 - Manager	5 - Senior Officer	6 - Junior Officer
	10.5%					
	10.5%		33.3%	16.5%		
	68.4%	57.6%	64.9%	83.5%	42.7%	94.7%
	10.5%	36.4%			57.3%	