

NELA Diversity monitoring policy

The purpose of this policy is to ensure that legal requirements to monitor services provided are met.

This policy details how the measures put in place will be used to inform future policy and process.

Monitoring

- In accordance with legislation, the academy will collect and monitor equality data for all participants for the programmes which begin in the financial year 2012-13.
- Monitoring will be conducted after nominations to programmes have been finalised to remove any risk of bias, or perceived bias, in recruitment to programmes.
- Monitoring will be extended to cover all protected characteristics.

In order to ensure that the benefits of programmes are experienced equally by all groups, programme data will be analysed by protected group to identify any differences.

Qualitative evaluation will be carried out in the form of email updates on post programme progression and targeted interviews.

These will be conducted as part of the six monthly monitoring of programme alumni and will be included in evaluation contacts with programme providers.

Use of data

Data collected will be used to provide evidence for the level of need for future development activities

Outputs will be presented to the academy partnership board for actions to be recommended to ensure that recruitment to, delivery of and progress from academy programmes complies with the legal requirements to consider the need to remove or minimise disadvantages suffered by people due to their protected characteristics, to meet the needs of people with protected characteristics and to encourage people with protected characteristics to participate in public life or in other activities where participation is low.

Comparators

Data will be measured against the existing leadership population comparator. In addition to this workforce and population measures will also be used. This will be tracked against the original metrics to show progress and indicate where further work is needed.