



Gold Accreditation Scoring Matrix

Key	Low	Medium	High
Culture & Leadership	Senior leaders champion [Diversity Topic] EDI and encourage and support initiatives. There is a strategic plan to increase and improve [Diversity Topic] EDI and senior leaders are working to create an open and transparent culture where issues are openly discussed and addressed.	Senior leaders visibly champion [Diversity Topic] EDI, both internally and externally. There is a strategic plan to increase and improve [Diversity Topic] EDI and this is viewed by leaders as central to business success. [Diversity Topic] issues are treated with openness and transparency and staff feel comfortable raising these with leaders.	Senior leaders actively champion [Diversity Topic] EDI, both internally and externally. Objectives and KPIs are part of the broader business strategy and their achievement is seen as central to business success and organisational culture. There is substantial openness and transparency around [Diversity Topic] EDI goals, measures and policies.
Policy & Process	A range of impactful, current [Diversity Topic]-focused policies is in place and evidence exists of their application across the organisation. These go beyond statutory requirements to ensure EDI is a priority focus for the organisation. Responsibility is assigned and the required resources are allocated to support [Diversity Topic] EDI processes and initiatives.	A range of impactful, current [Diversity Topic]-focused policies is in place and evidence exists of their application across the organisation. These go beyond statutory requirements to ensure EDI is part of the work culture. Senior responsibility is assigned and resources are allocated to support [Diversity Topic] processes and initiatives and stimulate innovation in this area.	A range of impactful, current [Diversity Topic]-focused policies is in place and evidence exists of how they shape culture. These go far beyond statutory requirements to ensure EDI is fully embedded in the organisation. Responsibility, whilst assigned, is embraced by all staff and substantial resources are allocated to support [Diversity Topic] processes and initiatives.
Engagement and Buy-in	Employees have been consulted on the development of Gold targets and invited to inform decision-making on [Diversity Topic] issues. Engagement in [Diversity Topic] EDI initiatives has been good at most levels, with internal champions and role models appointed to support these issues.	Employees have been consulted on the development of Gold targets and invited to inform decision-making on [Diversity Topic] issues. Engagement in [Diversity Topic] EDI initiatives has been good at most levels, with internal champions and role models appointed to support these issues.	Employees have been consulted and engaged in the development of Gold targets and actively inform decision-making on [Diversity Topic] issues. Engagement in [Diversity Topic] EDI initiatives has been high at all levels, with internal champions and role models visibly working to support these issues.
Targets and Measurement	SMART objectives have been outlined for most targets. Rationale for targets is good. Some targets are stretching. Performance is monitored at least annually and continuous improvement can be evidenced.	SMART objectives are outlined for the majority of targets. Rationale for targets is strong. Most targets are stretching. Performance is monitored at least quarterly and continuous improvement can be evidenced.	SMART objectives are clearly outlined for all targets. Rationale for targets is strong and targets are stretching, with clear and credible explanations of how they will be achieved. Considerable continuous improvement can be evidenced up to this point through robust measurement systems. Performance is monitored at least quarterly.
Advocacy and influence	The organisation strives to positively influence others within its sector or wider industry on [Diversity Topic] issues. It is proactive in sharing its experience and learning to support positive behaviour change.	The organisation can evidence a positive influence on others within its sector or wider industry. It is recognised as a leader on [Diversity Topic] issues, actively raising awareness and challenging and supporting behaviour change.	The organisation actively works to positively influence others within its sector or wider industry. It is recognised for best practice and sharing its experience with others to stimulate and support behaviour change on this issue. There is evidence of influencing positive change beyond the business sector.

No.	Policy name	In place?	Low * In place for <2 years * Known by some staff * No review period set * Meets statutory requirements	Medium * In place for 1-3 years * Known by most staff * Reviewed/updated periodically * Goes beyond statutory requirements * Intersectionality has been considered	High * In place for 3+ yrs * Known by majority (75%+) of staff * Reviewed/updated annually * Staff input into policy development/revision * Goes beyond statutory requirements * Intersectionality has been considered * Actively applied in last 12 months
1	Equal Opportunities				
2	Bullying & Harassment				
3	Grievance Policy				
4	Recruitment & Selection				
5	Flexible Working				
6	Maternity & Pregnancy				
7	Redundancy				
8	Menopause				
9	Uniform policy				
10	Parental Leave				
11	Adoption Leave				
12	Partial/flexible retirement policy				
13	Gender-identity policy				
14	Disabled/mental health				
15	Diversity & Inclusion Policy				
16	Other				
17	Other				
	Evidence of all staff training (85% over 12 month period)	0	0	0	0