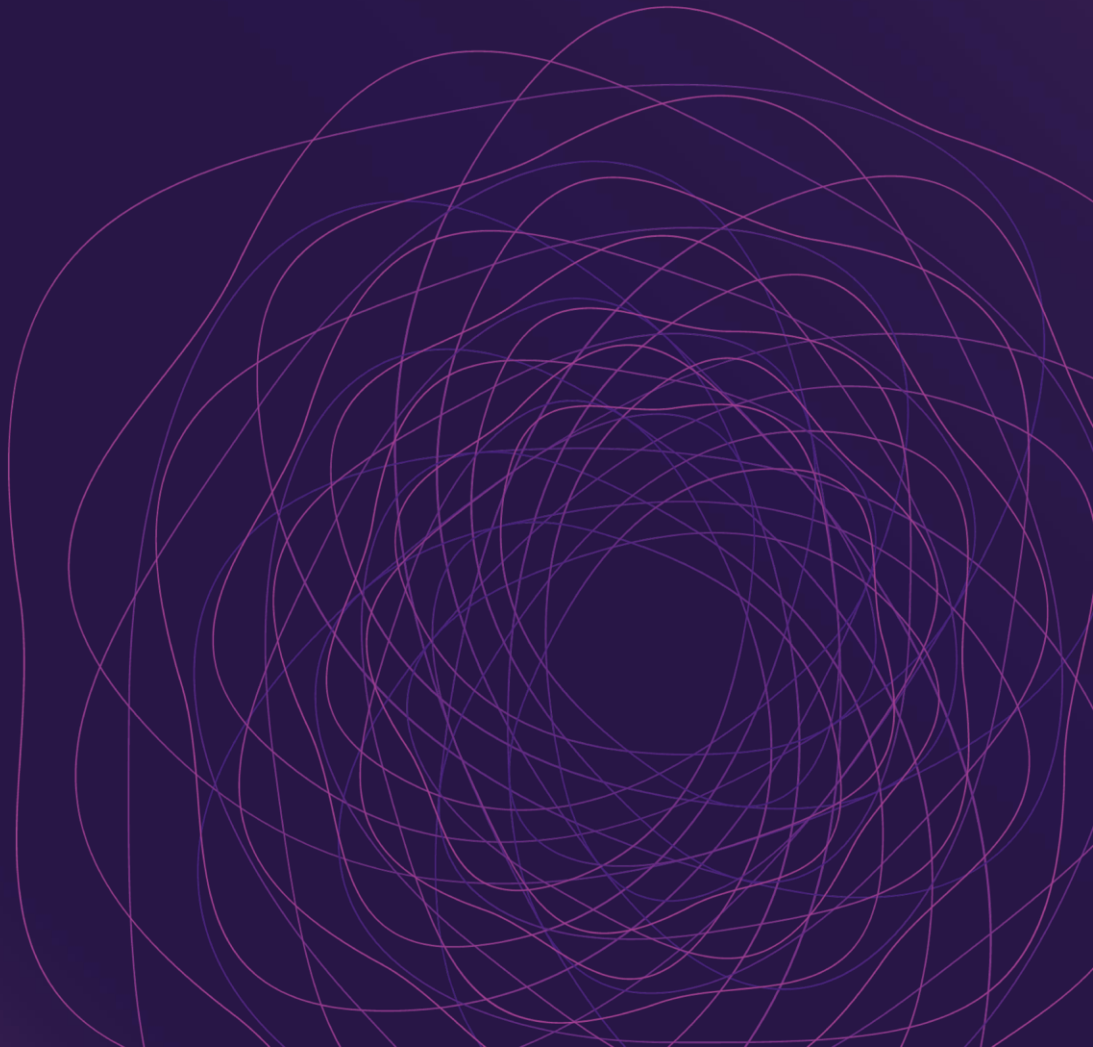# Silver Diversity Mark

Guidance Notes

The Standard for Silver

Organisations are eligible to apply for the Silver accreditation after maintaining the Diversity Mark Accreditation for a **minimum** of two years and providing clear evidence of **significant measurable progress on Gender**. At this stage, your ED&I Strategy should be firmly integrated, and your Supporting Policies are in place and mature.

Five targets will be required across at least 3 different Diversity Areas, a minimum of one should be Gender.

- This provides the flexibility to either maintain existing Gender objectives from the Diversity Mark accreditation stage, or introduce new foundational or intersectional targets to prepare for the journey to Gold.

Targets will be more challenging, and expectations will be higher at Silver, **compared to the initial accreditation**.

Any Gender targets at Silver level should be more challenging than at Diversity Mark Accreditation stage (previously Bronze).

When an organisation chooses to prioritise a new area of diversity, it's crucial to clearly articulate the rationale and motivations behind their decision, ensuring alignment with organisational objectives.

- Intersectionality should be considered when developing targets.

Some suggested new ED&I Areas include:

Economic Inactivity | Race | Ethnicity | Age | Social Mobility

Disability | Religion | Cognitive Diversity | Carers

Neurodiversity | LGBTQ+ | Veterans

When an organisation selects a new diversity area, they should focus on one area within each target, not a combination of more than 1 area, for example, not LGBTQ+ and Neurodiversity within 1 target. Target supporting actions can then be relevant to the area of focus whilst considering intersectionality to support other targets. For example, ERG events themes may be across LGBTQ+ and Neurodiversity.

Your submission will include an expanded data requirement beyond the requirements for initial accreditation re Gender and Age by role. The enhanced data requirement is mandatory and consists of:

- Recruitment over the reporting period
- Attrition over the reporting period
- Sickness absence over the reporting period
- Flexible Working Requests Made
- Flexible Working Requests Approved
- Tenure by Age

All of the above data points to be recorded by Gender and Grade, thus giving an intersectional view of your workforce.

Target 1	Target 2	Target 3	Target 4	Target 5
Gender Target	Continued Gender Target OR New Diversity Area 1	Continued Gender Target OR New Diversity Area 2	Targets 4 & 5 can be used to introduce new foundational areas of Diversity or to build in intersectionality OR Submission of two new areas of diversity if continuing with three Gender targets	