



DASHBOARD

CREATE

PROCESS

Award : SABPP EEDT Diversity and Inclusion (Quality of Approach)

This Award will be presented to the employer that shows the most progress in creating a Diversity Inclusive Culture over the past five to ten years or less, which has contributed to EE transformation.

ASPECTS TO BE ADJUDICATED UPON, AWARD CRITERIA TO BE APPLIED IN MEASUREMENT, AND INFORMATION THAT NEEDS TO BE FURNISHED

Documents are required to be uploaded in PDF format where possible. If the original document is in MS Word or Excel, please save or print as PDF before uploading if possible as it reduces its size of the document. The uploading of MSWord and Excel documents is however permissible.

You will only be able to upload ONE file where indicated and requested. This means if you want to rely on, or submit, more than one document as evidence, where invited to do so, you will have to scan the document(s) into one document, so as to ensure that the document(s) scanned is in one file.

A document that has been uploaded in a particular Award Category in any of the Aspects Adjudicated upon below (whether a Main Aspect such as 'Quality of Approach' or a sub-Aspect thereof) can be relied on for evidence in other Main or Sub-aspects Adjudicated upon of the same Award Category, but not in another Award Category.

We do not expect any entrant to upload all the possible documents requested. It will however be assumed and accepted for adjudication purposes, that in the event of the requested documentary evidence not being uploaded by an entrant where given the opportunity to do so, that the entrant is not in possession of a document identical or similar to the description of the evidence invited to be uploaded.

Failure to upload all relevant requested documents in your possession, or not, or inaccurately, furnish the name of the document(s) and page number(s) relied on, whenever requested to do so, may adversely affect an entrant's score, and as a result, its prospects.

THE ONUS IS ON EACH ENTRANT TO ENSURE THAT ALL REQUESTED RELEVANT DOCUMENTATION IN ITS POSSESSION IS UPLOADED AND THE ABOVE REQUESTED INFORMATION FURNISHED.

PLEASE DO NOT RESTRICT THE DOCUMENTS YOUR UPLOAD TO THOSE WHOSE UPLOADING IS COMPULSORY (*) AS THIS SERVES ANOTHER PURPOSE.

QUALITY OF APPROACH (Total weight: 30)

1. ASPECTS ADJUDICATED UPON: DESIGN, INNOVATION, DETAILED PLANNING OF PROGRAMME/STRATEGY

Criteria to be applied in measurement: Programme(s)/strategy(ies):

- Innovativeness/Originality
- Design
- Detail

Weighted: 10

DOCUMENTS TO BE UPLOADED

A. Copy of programme/strategy/policy/plan relied on*

Choose File No file chosen

Please furnish name of document(s) and page number(s) being relied upon *

2. ASPECTS ADJUDICATED UPON: ALIGNMENT OF PROGRAMME(S)/STRATEGY(IES) DEVELOPED TO DIVERSITY INCLUSION BEST PRACTICE

Criteria to be applied in measurement: Provision for:

- Alignment of values with transformation
- Internalisation by leadership of aligned values aimed at changing past behaviour
- Cascading and internalisation across whole organisation
- Measurement and correction of non-aligned behaviours after intervention
- Other Best Practice strategies

Weighted: 15

DOCUMENTS TO BE UPLOADED

Please indicate if the Diversity and Inclusion Strategy(ies)/Programme(s) developed by the Entrant setting out its approach to diversity and inclusion has already been uploaded *

- Yes
 No

If 'no', the Entrants' Strategy(ies)/ Programme(s) developed setting out the its approach to diversity and inclusion, and if 'yes', any other documentation, including the Entrant's EE Plan, if applicable, aimed at improving the state of diversity and inclusion at the Entrant

Choose File No file chosen

Please furnish name of document(s) and page number(s) being relied upon *

3. ASPECTS ADJUDICATED UPON: ALIGNMENT OF PROGRAMME(S)/STRATEGY(IES) DEVELOPED AND IMPLEMENTED TO THE ENTRANT'S EE ACT OBLIGATIONS

Criteria to be applied in measurement: Inclusion of AA Measures in EE Plan that will remove barriers in the Working Environment aimed at raising the level of Diversity and Inclusion

Weighted: 5

DOCUMENTS TO BE UPLOADED

AA Measures of EE Plan relied on*

Choose File No file chosen

**Applicable Section 19 Barriers Analysis report informing the
AA measures on which entry is based - Analysis ***

Choose File

No file chosen

*Items marked with * are compulsory*

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