



July 2019

ABM Working in Partnership with TfL

Equality and Diversity Report

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1. Workforce Evaluation

For the year July 2018 – July 2019 of the proportion of the employees engaged in the performance of the Contract who are:

- Female - 38%
- of non-white British origin or who classify themselves as being non-white British – not currently known, this data is non mandatory for employees to disclose.
- from the Local Community (London) – 71%
- disabled - not currently known, this data is non mandatory for employees to disclose.

2. E&D Training

Discrimination & Harassment E-Learning Compliance (included E&I training)

71% of all managers and Head Office support staff have completed it (35 out of 49 people)

40% of all supervisors have completed it (29 out of 72 people)

Remaining managers and support staff should have these completed by end of July

All supervisors should have completed this by end of August

Further to the above in the next year we will roll out management soft skills training and HR for managers training which will include elements of diversity training.

In addition, all management also complete Code of Business Conduct training annually.

3. Subcontractor Diversity

The current subcontractor base was largely in place on the takeover of the contract and were continued in the best interests of operational continuity. As such a full procurement review to the E&D targets has not taken place.

An E&D survey has been sent to all suppliers to initiate this review with a completion date of August 2019.

4. E&D Policies

Current E&D Policy is attached.