



Employer of Choice |

Creating an environment that our colleagues can thrive in

Headline target

>90% average score in employee engagement survey over 3-year period (FY22-FY24)

External KPIs

External targets

<ul style="list-style-type: none"> • % of employees who would recommend Bellway as a 'great place to work' 	<ul style="list-style-type: none"> • >90% average score in employee engagement survey over 3-year period (FY22-FY24)
<ul style="list-style-type: none"> • % of workforce in 'earn and learn' roles 	<ul style="list-style-type: none"> • Increase our workforce in an 'earn and learn' role to 12% by July 2024 and maintain 5% Club Gold membership
<ul style="list-style-type: none"> • 5% Club Gold membership status 	
<ul style="list-style-type: none"> • % ethnic diversity split 	<ul style="list-style-type: none"> • Increase ethnic diversity of our workforce to 7% or more by July 2025
<ul style="list-style-type: none"> • Gender diversity split of senior leaders 	<ul style="list-style-type: none"> • 75/25 male/female split in senior leader roles by July 2025 (from 82/18)
<ul style="list-style-type: none"> • Gender diversity split of directly employed workforce 	<ul style="list-style-type: none"> • 60/40 male/female split by July 2025 (from 69/31)
<ul style="list-style-type: none"> • Voluntary employee turnover rate (%) 	<ul style="list-style-type: none"> • Reduce voluntary employee turnover rate to >18% by July 2024
<ul style="list-style-type: none"> • % of business in compliance with Living Wage accreditation 	<ul style="list-style-type: none"> • Become a Living Wage Employer by July 2024
<ul style="list-style-type: none"> • % of employees identifying as having a disability 	<ul style="list-style-type: none"> • Collect data on disability and socio-economic background by December 2022 and utilize this data to devise a programme to improve social mobility and disability diversity
<ul style="list-style-type: none"> • % of employees declaring their socio-economic background 	

Headline Target

