

Equality and Diversity activity in the MOD business areas

The following examples of Equality and Diversity activity are not an exhaustive summary of the Department's activity, but rather provides examples taken from across the business. This is provided as an overview and with examples from business areas and has been categorised under the three arms of the Equality Duty.

1. Eliminate unlawful conduct

- MOD business areas have proactively acted upon the results of the 2010 'Your Say' survey on bullying and harassment. PUS invited Senior Leaders from those business areas with highest recorded scores to a meeting and instructed them to take appropriate action to meet the Department's zero-tolerance attitude towards this behaviour.
- Mediation is widely publicised and conducted by appropriately trained Mediators as a means of effectively bringing a successful conclusion to work place conflict.
- Business areas continue to actively encourage attendance on the Senior Manager's Diversity course and ensure they remain current with E&D training.
- Business areas have held Workshops and Conferences to publicise and address various E&D issues including lesbian, gay, bisexual, transgender (LGBT), black, Asian, minority ethnic (BAME), gender re-assignment, Religion to include Sikh, Jewish, Muslim, Buddhist, Hindu and other subjects.
- Business areas have conducted their own staff surveys for example Sexual Harassment, Stress, Success rate for BAME females.
- Promotional Roadshows are being delivered across the Department to encourage staff to declare their Diversity details onto the electronic personnel record. This will ensure that the Department will have the ability to assess the impact of organisational changes on the protected groups and to use in equality analysis.

2. Advance equality of opportunity

- 2nd Permanent Under-Secretary emphasised his approach to Diversity and equal opportunities through the issue of a formal statement.
- Equality Impact Assessments are being completed and are used to identify where disadvantage might occur and to propose mitigation where such is identified.
- Diversity is a standing agenda item on business area Trade Union Whitley meetings.
- Business areas encourage staff to participate on local Diversity focus groups.

- Some business areas have conducted Development Workshops targeted at women, ethnic minorities and disabled staff to prepare them for the Band D – EO equivalent - Assessment Centre process.
- Reasonable Adjustments, advice and guidance provided to include the provision of specialist equipment, computer software, electronic doors, working arrangements, document accessibility etc.
- The Department has engaged with numerous bodies (e.g. Shaw Trust and Access to Work) to ensure the needs of our staff considered.
- Business areas have provided Dyslexia assessments for staff where appropriate.

3. Foster good relations

- The MOD hosted a stand in the Diversity Village at Civil Service Live 2011; we put together an exhibition showcasing the talents of our own and Other Government Departments Civil Servants (Civil Service has got Talent). We also hosted a session entitled 'Will you champion diversity?' This enabled individuals to think about what they could do at any grade to champion diversity in their workplace.
- On 27 Oct 11 the MOD hosted an event to celebrate 'Black History Month'. We had attendance from across our Civilian and Military areas and this event was opened by our Permanent Under-Secretary, Ursula Brennan. We also had guest speakers from HMRC, as well as Brendon Batson; an ex West Bromwich Albion footballer awarded an MBE for his services to eradicating racism in football.
- The third MOD People Awards ceremony took place in Main Building on 23 Nov 11, which was hosted by Paul Jenkins QC, the Civil Service Diversity Champion. The MOD People Awards recognise, celebrate and reward the outstanding contributions of both civilian and military individuals, teams and groups who work to promote a spirit of inclusion, tolerance and diversity. All nominations received this year demonstrated the innovative and inspirational work that is occurring within the Ministry of Defence and its communities. The nominees efforts support our progress towards creating an effortlessly inclusive environment for all.
- The MOD held a Reasonable Adjustment surgery in Main Building on 2 December to raise awareness of the policy, process and legal obligations to put reasonable adjustments in place. The date was set to coincide with the International day for disabled persons. The event was open to all MOD employees across the Department including military line managers.
- The MOD hosted a stand to raise awareness of mental health issues in support of Mental Health Awareness week. The stand included information leaflets and details of support organisations.
- Some business areas have an active Outreach Programme and have developed partnerships with outside organisations to include delivery of Interview Skills training for disabled students and offering a 13 week diversity work placement.

- The Department has been represented at various Diversity events; for example London Pride, Brighton Pride.
- Various relationships have been maintained with organisations: Portsmouth Race Equality Network, Wyton Womens Network, Bath Bristol Women's Network, Working Families.
- Some business areas produce their own in house Diversity newsletter, journals, leaflets, internal websites containing articles on range of religions, mental health, gypsies and travellers, disability, ethnic minority issues.