

DEFENCE EQUIPMENT AND SUPPORT

	Eliminate unlawful conduct	
1.	Examples of what has been done in the last 12 months to eliminate discrimination, harassment, victimisation and any other conduct prohibited by or under the Equality Act 2010?	<p>i. Guidance on the Equality Act 2010 produced by the Government Equalities Office and the Equality & Human Rights Commission has been promulgated to HR Business Partners and Chairs of DE&S Diversity Networks. MOD Central Legal Service was engaged to give briefings to HR Business Partners and the DE&S Diversity Network Review Group (DNRG) on the Equality Act. The PW Action Plan was amended to take account of the need to demonstrate of due regard</p> <p>ii. A focus group was held with members of 'Contact-Ability', the disability network based at Abbey Wood to investigate 'fairness at work' from the point of view of disabled staff. This arose from the MOD 'Your Say' survey which revealed that disabled staffs are less engaged than other groups. The arising views were included in a paper to the DE&S Main Board and an article published in the DE&S magazine, <i>desider</i> (see para 2iii).</p> <p>iii. The Positive Working website comprises user friendly easy read narrative around Equality & Diversity issues and brings together internal and external links to relevant sources of information.</p> <p>iv. A series of focus groups were held at Abbey Wood in October 2010 to Equality & Diversity Impact Assess (EDIA) the proposals for a new car parking policy. The policy sponsor ensured that the Protected Characteristics were given due consideration.</p> <p>vi. DE&S participated in the MOD Diversity Declaration campaign by organising and hosting promotional road shows at Abbey Wood, Ensleigh and Foxhill. The aim was to encourage staff to declare their diversity information; knowing how the workforce is made up helps MOD and DE&S to shape its' policies to be as inclusive to people's Protected Characteristics as possible.</p> <p>viii. The TLB supports the DE&S Diversity Networks through providing funding, producing briefs, giving presentations at network meetings and assisting at events.</p>
1. a)	Details of any next steps in this regard.	Post implementation of Optimising HR (4 th July), the TLB has no dedicated resource to take this work forward and future intentions remain unclear.
	Advance equality of opportunity	

2.	Examples of what has been done in the last 12 months to remove or minimise disadvantages suffered by persons who share a relevant protected characteristic.	<p>i. The Bath/Bristol Women’s Network Champion (Director Air Support) wrote to DE&S 3 and 2 star senior managers requesting that they give visible support by actively encouraging women to participate in network events.</p> <p>ii. Specific guidance on how to conduct Equality & Diversity Impact Assessments (EDIA) was produced for DE&S policy sponsors and published on the Positive Working website.</p> <p>iii. An article arising from the MOD Your Say 2010 survey published in the May edition of the DE&S periodical <i>desider</i> included strong support for Diversity from the DE&S Main Board. The Board highlighted the need for all line managers to have a greater awareness of diversity and make more effort to understand people’s different needs. They encouraged staff to keep up to date with their equality and diversity training and continue to report all incidences of bullying, harassment and discrimination.</p> <p>iv. The DE&S has examined data relevant to its internal development scheme Aspire to assure the process against bias. Emergent thinking for new development schemes is impact assessed. DE&S monitors the performance of its staff at the two promotion gateways for bias using relevant data.</p>
2. a)	Details of any next steps in this regard.	Post implementation of Optimising HR (4 th July), the TLB has no dedicated resource to take this work forward and future intentions remain unclear.
3.	Steps have been taken in the last twelve months to meet the needs of persons who share a relevant protected characteristic.	<p>i. The Accessibility Needs (AN) working group is based at Abbey Wood comprising many expert stakeholders who tackle compatibility problems arising between specialist software for disabled staff and the MOD IT system.</p> <p>ii. The Positive Working team procures BSL interpreters for the quarterly ‘Contact-Ability’ disability network meetings to meet the needs of a profoundly deaf staff member and other partially deaf people.</p> <p>iii. A disabled member of staff is establishing a disability network at the Corsham site. This has gained the support of Director ISS (Head of Establishment at Corsham) and a number of stakeholders have been engaged in working towards an official launch event.</p> <p>iv. A process was put into place whereby the DE&S representatives who sit on the MOD Disability Steering Committee (DSC), the DE&S disability network chairs and PW team hold a pre-DSC meeting to agree DE&S input to the DSC. A post-DSC meeting is held to agree issues which need to be taken forward within the TLB. This process was established as a result of engagement with the chair of the MOD DSC.</p>

		v. The Donnington Disability Network Group (DNG) produced a Disability Action Plan and an End of Year Report (attached) which demonstrates the group's main aim of fulfilling obligations under the Equality Act.
3. a)	Details of any next steps in this regard.	Post implementation of Optimising HR (4 th July), the TLB has no dedicated resource to take this work forward and future intentions remain unclear.
4.	Examples of what has been done in the last 12 months to encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.	<p>i. The Wyton Women's Network (WWN) held an event on 29 Sep 10 called 'Do you have the confidence to....' which included Neuro Linguistic Programming.</p> <p>ii. The WWN held an event on 23 Nov 10 on 'Success'.</p> <p>iii. The Bath/Bristol Women's Network celebrated 'International Women's Day' on 8 Mar 11 with guest speaker Susan Scholefield, DGHRCs.</p> <p>iv. When the Apprenticeship Team visit schools to promote the Apprenticeship scheme which is technical/engineering in nature, they are accompanied by both a male and a female apprentice to ensure that students perceive that both men and women are welcome to apply.</p>
4. a)	Details of any next steps in this regard.	
	Foster good relations	
5.	Examples of what has been done in the last 12 months to foster good relations between persons who share a relevant protected characteristic and persons who do not, particularly over the need to tackle prejudice.	i. The Bath/Bristol Women's Network hosted the Civil Service Women's Exhibition at the Abbey Wood, Ensleigh, Foxhill and Warminster Road sites. The extensive display charted the progress of women in the Civil Service over the decades.
5. a)	Details of any next steps in this regard.	
6.	Examples of what has been done in the last 12 months to foster good relations between persons who share a relevant protected characteristic and persons	i. The DE&S Diversity Networks are open to, and welcome all staff regardless of whether they share the Protected Characteristic that a specific network represents. For example, non-disabled members of staff can join Contact-Ability, the disability network based at Abbey Wood.

	who do not share it, particularly over the need to promote understanding.	ii. The Positive Working team has contributed articles about diversity in DE&S which have been published in the MOD LGBT newsletter.
6. a)	Details of any next steps in this regard.	Post implementation of Optimising HR (4 th July), the TLB has no dedicated resource to take this work forward and future intentions remain unclear.