

NAVY COMMAND

	Eliminate unlawful conduct	
1.	<p>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>	<p><u>Joint Military and Civilian</u></p> <ul style="list-style-type: none"> • NC TLB's E&D Impact Assessment (EDIA) programme initiated Jan 10; • EDIA Quality Assurance programme launched Sept 10, involving dip sampling of policies listed on the EDIA Policy Index; • Supplier Diversity/Acquisition arrangements within NC TLB assessed to ensure compliance with Equality Act 2010; • Ownership of the TLB's Strategic Diversity Action Plan taken by 2SL's Personnel Executive Group in Apr 10; • Military EDA and civilian EDFP networks continue to support, advise, signpost (as appropriate) personnel involved in bullying and harassment complaints. <p><u>Civilian</u></p> <ul style="list-style-type: none"> • Bullying & Harassment amelioration project initiated, including data gathering via Focus Groups, analysis of findings and development of improvement strategy; • Programme implemented to establish diversity data capture system for RFA personnel, enabling analysis of effect on equality in relation to RFA policies; • Monitoring procedures implemented to ensure all B1s and above attend and remain in date with mandatory E&D training; <p><u>Military</u></p> <ul style="list-style-type: none"> • Mine Warfare and Clearance Diving specialisation – lifting of prohibition on females serving as RN Divers; • Detailed E&D and Employment Law input to mixed manning in submarines study. • Programme implemented to analyse in detail the effect on NS demographics throughout redundancy programme; • Mandatory bi-ennial Core and Advanced E&D training packages released for delivery in unit by EDAs; • NS Mediation Policy implemented and widely publicised as a means of settling workplace based conflict;

		<ul style="list-style-type: none"> • E&D direction and guidance (inc Unconscious Bias) included in Promotion and Redundancy Board briefings; • E&D Assurance visits to support EDAs.
1. a)	Details of any next steps in this regard.	<p><u>Civilian</u></p> <ul style="list-style-type: none"> • Bespoke workshop to address harassment and bullying at an RN establishment; • Specify MI required permitting monitoring of NC performance in relation to promotion success rates, maternity return to work rates, exits, grievance and harassment etc across the PCs; • Diversity Declaration Project to improve workforce data in order to use in equality analysis. <p><u>Military</u></p> <ul style="list-style-type: none"> • Improve MI to allow more detailed analysis of NS performance in relation to promotion success rates, exits, grievance and harassment etc across the PCs.
	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><u>Joint Military and Civilian</u></p> <ul style="list-style-type: none"> • Personal Growth development programme for women launched by Portsmouth Women's Network. <p><u>Military</u></p> <ul style="list-style-type: none"> • NS Inclusion Programme identifying cultural and organisational barriers to balanced gender representation in NS presented to Personnel Board with aspiration to be taken forward as a whole system approach throughout the NS. • NS Parents' Network created. • Initiated project to develop long-term solution to monitor sexual orientation of NS personnel (currently incorporated in NS potential applicants survey); • First female assigned as CO of Frigate – will provide role model for others to follow.
2. a)	Details of any next steps in this regard.	<p><u>Joint Military and Civilian</u></p> <ul style="list-style-type: none"> • Strategic Diversity Action Plan refocused to ensure action belongs with relevant management teams not an HR function. <p><u>Military</u></p>

		<ul style="list-style-type: none"> Equality, Diversity and Inclusion Conference programmed for 4 Oct 11 – focus on how to make E&D ‘Core business’ for all. Investigate the means to capture and monitor those with parental and caring responsibilities in order to understand impact of our policies on our workforce.
3.	Steps taken in the last twelve months to meet the needs of persons who share a relevant protected characteristic.	<p><u>Joint Military and Civilian</u></p> <ul style="list-style-type: none"> Portsmouth Women’s Network provides support to females and delivered suite of events during 2010/11. <p><u>Civilian</u></p> <ul style="list-style-type: none"> Reasonable Adjustments for disabled staff; NCHQ E&D Policy team facilitated the Portsmouth-based Disability Action Forum, providing support and advice to staff and line managers of disabled staff. <p><u>Military</u></p> <ul style="list-style-type: none"> NSLGBT Forum, chaired by NCHQ E&D Policy Team member, Lt Cdr Mandy McBain; Tri-Svc Fijian Support Network launched; Armed Forces Humanist network launched Conferences and workshops held for Sikh, Jewish, Muslim, Buddhist and Hindu faiths.
3. a)	Details of any next steps in this regard.	<p><u>Military</u></p> <ul style="list-style-type: none"> Aspiration to incorporate mentoring opportunities for people from protected groups within the overall NS mentoring scheme.
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><u>Civilian</u></p> <ul style="list-style-type: none"> Work Placement programme for disabled and ethnic minority members of the community who work at RN units for up to 13 weeks to gain experience, skills and build confidence; Mock Interview programme for disabled and ethnic minority members of the community to gain experience of competence-based interview with feedback on their performance given by qualified trainers ; NCHQ E&D Policy team member chaired the Portsmouth Multicultural Link Group (an umbrella group for Portsmouth-based EM communities). Highlights included acquaint visits to organisations where either the take up of services by BAME communities is traditionally low, e.g., a local hospice or where BAMEs are under-represented in the

		workforce e.g., Local Magistrate Service and Crown Prosecution Service. <u>Military</u> <ul style="list-style-type: none"> • NCHQ E&D Policy team has worked closely with Captain Naval Recruiting, Civilian Chaplains to the Military and ethnic minority groups to identify opportunities to promote inclusion; • DMC PR(N) developed awareness adverts for publication in various magazines, including Zee TV and g3. • Outreach and influence programmes conducted by Captain Naval Recruiting and Naval Regional Commanders • Recruiting stands at various events including Brighton pride.
4. a)	Details of any next steps in this regard.	<u>Military</u> <ul style="list-style-type: none"> • NS Recruiters developing a 'Diversity Month' page on CNR's Facebook page in Oct 11.
	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.	<u>Civilian</u> <ul style="list-style-type: none"> • The Work Placement Programme described at 4. above has had a positive effect on the teams that have hosted disabled/EM members of the public in terms of heightening awareness and understanding; • The TLB has maintained relations with the Portsmouth Race Equality Network Organisation (PRENO), an umbrella organisation representing the majority of BAME groups in Portsmouth.
5. a)	Details of any next steps in this regard.	<u>Civilian</u> <ul style="list-style-type: none"> • Disability Awareness Day planned for Dec 11 to coincide with International Day for Disabled Persons. <u>Military</u> Aspiration to develop and deliver unconscious bias training as part of wider command, leadership and management programme
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 who do not share it, particularly over the need to promote understanding.	<u>Military</u> <ul style="list-style-type: none"> • Appointment of Senior Diversity Advocates for PCs of Race, Gender and Sexual Orientation; • Attendance at Pride March in Jul 10 and 11; • RN Recruiting School visits to Wheatsheaf

		Trust; <ul style="list-style-type: none"> • CNR sponsored GG2 Community Award; • Quarterly E&D newsletter published; • E&D intranet website launched; • 2SL interviewed as 'inspirational leader' for inclusion in Stonewall's Workplace Guide.
6. a)	Details of any next steps in this regard.	<ul style="list-style-type: none"> • Navy Cmd supporting DCP effort for Black History Month.