

DECC Equality and Diversity Statement

Equality and Diversity is important to us as the work we do as the Department of Energy and Climate Change impacts on the whole of the UK population and contributes to the global strategy to address climate change and energy security and supply. This includes policies on helping vulnerable groups, which means the DECC delivery policies have got to think about how we reach people who are hard to reach. We have a wide ranging remit with overall objectives to:

- ensure our energy is secure, affordable and efficient
- bring about the transition to a low-carbon Britain

To do this we want to have the right mix of people with the skills to do the jobs required. As a Department we recognise we must attract, develop and retain staff from a wide range of backgrounds, interests and experiences. We have been working hard to develop our identity, culture and values and as a result we have identified three key values, which will inform the way we act and everything we do: **Aim high, Reach out and Pull together.**

As an Equality and Diversity aware employer, we are committed to treating all staff and job applicants fairly and without discrimination. We aim to ensure that everyone is treated fairly, and to recognise and value differences such as age, disability, gender, marital status, sexual orientation, gender reassignment, race, colour, nationality, ethnic or national origins, religion or beliefs and/or employment status.

The DECC Equality and Diversity strategy is built on the following principles:

1. Strong leadership and accountability for delivering diversity

- We believe that every employee should be treated with openness, honesty and respect.
- We won't tolerate unfair treatment or discrimination.
- We want to be an organisation that people are proud to be part of.

2. Changing behaviour to create an inclusive culture

- We will aim to have a workforce that reflects the diverse community which we serve.
- We will value and make the best use of the diversity of talent in DECC so that our people fulfil their potential and create the conditions for business success.
- Understand and act on any systemic bias in our appraisal markings
- Embed our values
- Embed diversity into all policy development and service delivery – ensure it is not seen solely as an HR issue

3. Talent management – bring in and bring on people from different backgrounds

- Embed diversity into our talent management and recruitment strategies
- Using recruitment to show our commitment to diversity e.g. publicising successes and our membership on external benchmarking exercises, and to widen the talent pool
- Develop and deliver a wide range of developmental activities e.g. mentoring, week in business, cross cutting departmental projects, volunteering opportunities in the local community

4. Representation - Workforce targets

- Civil Service wants to be representative of population by 2020 at all levels. DECC aims to represent the community we serve
- Targets – Cabinet Office aiming for 90% declaration rate by 2011
- One set of diversity targets to be agreed that we monitor and publish across all strands

5. Meeting legislation

- DECC will meet or exceed minimum criteria laid down in equality and diversity legislation.
- We will publish monitoring data as required by Cabinet Office
- We will publish Equality Impact Assessments

Employees of the Department also have rights and responsibilities:

- a. you have various rights including not to be discriminated against, victimised, bullied or harassed on the basis of your race, gender, sexual orientation, disability, age, religion or belief, gender reassignment, or socio-economic status.
- b. you are responsible for upholding our commitment to equality and diversity in the workplace, both in your attitude to other people and in the way you treat them.

DECC's key equality and diversity deliverables are:

- We promote awareness and understanding of differences between people through training, targeted development and leading by example. The Diversity and Learning and Development team will work closely to develop initiatives including mentoring programmes designed to support underrepresented groups such as women in the SCS.
- We ensure all DECC's external and internal delivery policies and procedures are promoting and creating an awareness of Diversity and Equality. We are committed to continually developing these policies to ensure we have embedded Diversity and Equality in all that we do. Examples include the impact assessment for Smart Meters and including equality and diversity in Induction sessions.
- We are committed to promoting diversity and equality, to improving our performance, and ensuring progression, recognition and reward is based on merit. We know that it is not enough just to have an understanding of diversity issues, but that if we are to drive better performance we must ensure that diversity and equality are integral to our culture, the way we work, and our reward strategies both as an employer and as a government department.
- We have compiled Diversity statistics for our employees so we are able to focus our efforts on underrepresented groups within DECC to try and ensure they are well represented. This will be extended to include reviewing internal processes such as performance management to ensure such groups are not disproportionately represented in the lower grading.
- We have established a Diversity Advisory Group (DAG), representing three Networks covering LGB&T, disability, and ethnicity and belief. The aim both of DECC and the DAG is to create an environment in which all staff feel valued, irrespective of their age, disability, gender, gender identity, race, religion or belief, sexual orientation or any combination thereof, and are able to realise their full potential. Activities in connection with the staff networks are official duties, and should be agreed by managers in the normal way, supported whenever possible and reflected in appraisal reports. This includes funding travel costs as for any other official meeting.

Moira Wallace

Permanent Secretary