

28 Aug 18

ARMY SEXUAL HARASSMENT SURVEY (SHS) 2018 – ACTION PLAN

Vision Statement

“The Army: a demonstrably inclusive employer where there is no place for Sexual Harassment.”

1. We have today published two documents: our latest Sexual Harassment Survey and, equally important, our Action Plan. Both the Survey and the Action Plan show that the British Army, your Army, is absolutely determined to be open and honest about where we need to do better. Nobody wants to tackle unacceptable behaviours in the Army more than those of us who serve in it; it's why respect for others is one of our core values. We all want to be part of an organisation where unacceptable behaviours can be confronted and addressed and where the talent of every individual can thrive, regardless of ethnicity, gender or sexual orientation.
2. Our vision will be achieved through a progressive approach ensuring the work force is adequately prepared to prevent harassment, encourages reporting and improves support. Actions in support of the vision will be progressive and sustainable, focused and assured, survivor informed, transparent, and driven by visible and accountable leadership.
3. **Background.** The 2018 Army Sexual Harassment Survey is about being open and honest – with ourselves and with the public we serve and represent. Demonstrating the British Army's sustained level of commitment, it is part of a wider programme to understand and develop behaviours. This report and action plan build on the 2015 Survey and we have already committed to repeating the survey in 2021 so we can continue to measure our progress and ensure we maintain momentum in driving cultural change.
4. **Sexual Harassment Survey Themes.** The Sexual Harassment Survey identified seven key recommendations. A dynamic action plan comprising four themes has been developed in response to these recommendations with the help of a panel of external independent experts, who have continuously challenged our thinking:
 - a. **Prepare.** The priority is better to equip personnel and commanders with an understanding of what is required of them, their behaviour as individuals and understanding of policy. This will be achieved through communication of the Report, adjustment to command course briefings and revision of supporting policy; notably internal disciplinary action in respect of on line behaviours. Further out, training and education will target unconscious bias, values and sexual offences education. Additional initiatives will focus on the identification and sharing of best practice; both within the Army and more broadly.
 - b. **Prevent.** The priorities will be education and deterrence. This will include revitalising education packages including that delivered by the RMP on sexual consent. Training objectives for Respect for Others training have already been adjusted to take greater account of online issues and the Army will launch a new social media policy in Sep 18. This must be complemented by focused research to understand online behaviours better, how they can be influenced and the development of appropriate training.
 - c. **Report.** SHS 18 makes it clear that significant barriers to reporting sexual harassment remain. The priority action is to ensure the work force clearly understand how they can report sexualised behaviour along with promoting a climate that encourages more individuals to call out unacceptable behaviour. This will be enabled through a communications campaign and adjustments to the Climate Assessment process. Notwithstanding legal concerns about reporting of internal disciplinary outcomes, there is a need to make the consequences of sexual harassment more transparent – this will have an added deterrent

effect. Additional actions will include improvements to the Service Complaints process, increased use of informal communication mechanisms such as command focus groups, benchmarking practice against external organisations and investigation of the utility of anonymous reporting.

d. **Support.** Support to individuals needs to be improved; many are ignorant to the range of Army Employee Support Networks. This will be addressed through the establishment of a network support hub to expand awareness and reach, facilitate engagement and to increase support. Secondly, the role of unit Equality Diversity and Inclusion Advisors (EDIAs) will be developed to improve support and ensure data is collected of low level resolution and recorded accurately to ensure a more complete understanding. Additionally, mechanisms will be developed to support EDIAs to collaborate to identify and communicate best practice. Further actions include ensuring appropriate support to male victims and other minority cohorts, expansion of the current Allies programme and engaging with specialist external agencies as required.

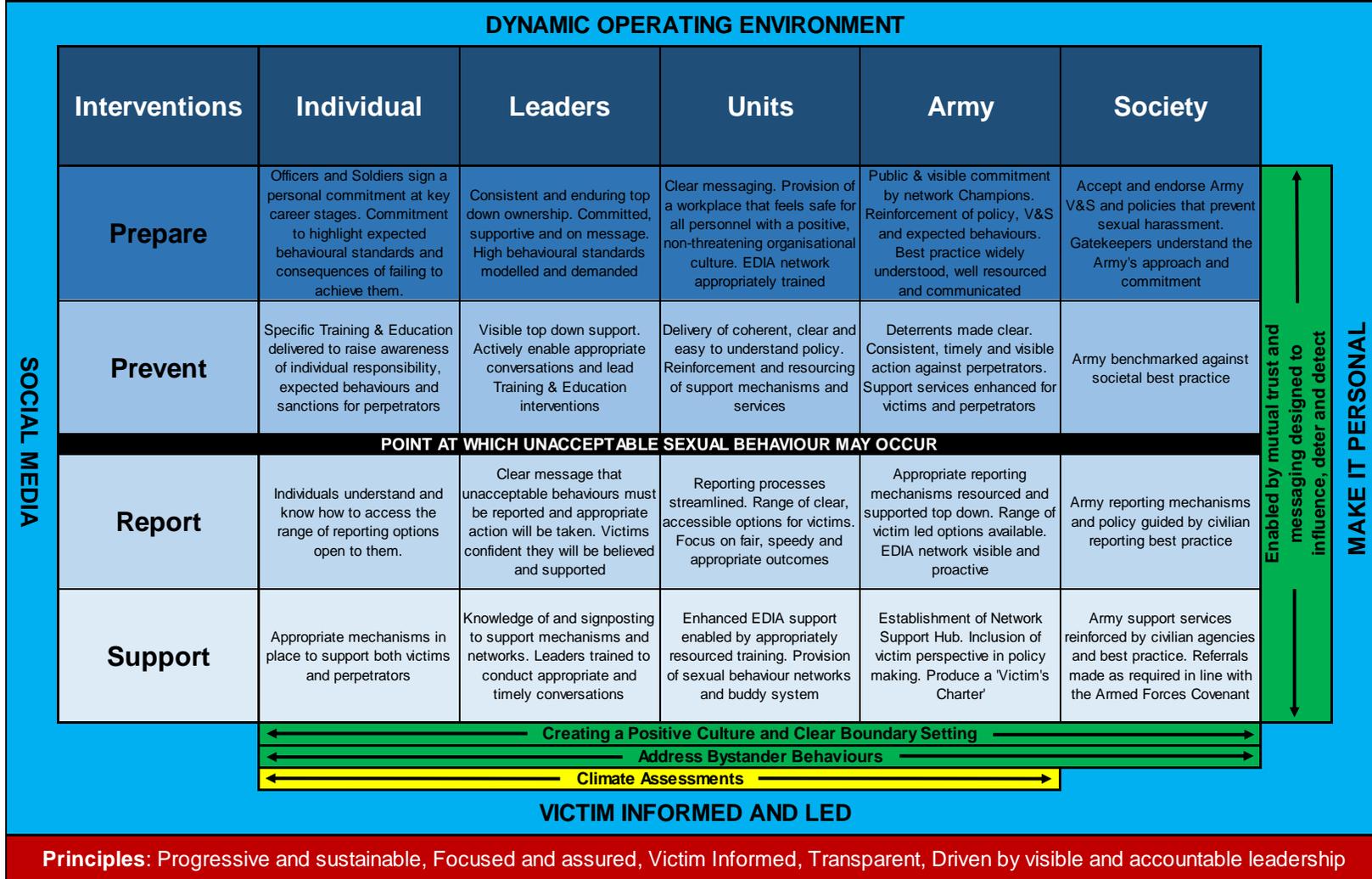
Annex:

- A. Sexual Harassment Survey 18 Action Plan.
- B. Sexual Harassment Survey 18 Action Plan Prioritised Activity.

Enclosures:

- 1. Sexual Harassment Survey 18 Report – Executive Summary.
- 2. Sexual Harassment Survey – Full Report.

Vision: The Army; a demonstrably inclusive employer where there is no place for sexual harassment



SEXUAL HARASSMENT SURVEY ACTION PLAN – PRIORITISED ACTIVITY

1. Prepare:

Ser	Activity	Target Timeline
1	Launch and implement a new social media policy to improve online behaviours of service personnel.	Oct 18
2	All service personnel to sign a statement committing to personal responsibility for their own behaviours and actions.	Sep 19
3	All training in relation to sexualised behaviours to be audited, evaluated and benchmarked against external best practice.	Apr 19
4	Improve preparation of Army leaders and the Equality, Diversity and Inclusion Advisor (EDIA) network to support survivors and educate perpetrators.	Apr 19

2. Prevent:

Ser	Activity	Target Timeline
1	Improve transparency of action through revision of administrative action policy to provide feedback on corrective action taken and thus provide closure for survivors. Additionally, continue to deter by publishing anonymised statistics.	Jan 19
2	Develop training designed to equip personnel with the knowledge required to address sexualised behaviour. Reinforce the Army's position that perpetrators will be disciplined.	Sep 19
3	Deliver training to enable leaders to hold appropriate conversations including the introduction of a "soft skills" focus throughout all levels of command, leadership and management training.	Dec 19
4	Review the Army Leadership Code to ensure there is an appropriate focus on sexualised behaviours including specific reference to sexualised behaviours and detail on how to prevent, report and support.	Dec 19

3. Report:

Ser	Activity	Target Timeline
1	Review and develop Climate Assessment (CA) policy and question sets to ensure robust processes are in place to recognise triggers, deliver appropriate level intervention and take demonstrable action.	Sep 18
2	Ensure appropriate mechanisms are available for reporting and all personnel are aware of and able to access them, including the consideration of the introduction of anonymous reporting.	ongoing
3	Review and simplify internal policies and processes that guide reporting and action.	ongoing
4	Repeat a Sexual Harassment Survey in 2021 to assess progress against the initiatives introduced in 2018.	2021

4. Support:

Ser	Activity	Target Timeline
1	Establish a Network Support Hub to expand the awareness and reach of Army networks, to develop knowledge and to facilitate engagement.	Oct 18
2	Evaluate and develop support mechanisms to ensure appropriate support to all cohorts. Ensure appropriate packages for both survivors and perpetrators.	ongoing
3	Enhance training for personnel who may be approached by survivors including commanders, EDIAs and helpline and welfare staff, using external agencies as required.	Dec 19