



Ministry of Defence

Ministry of Defence
Main Building
Whitehall
London
SW1A 2HB
United Kingdom

Our Reference: FOI2016/09992

████████████████████

Reply to: ██████████ ██████████

22 November 2016

Dear ██████████ ██████████,

Thank you for your email to the Ministry of Defence (MOD) dated 25 October 2016 in which you have requested the following information:

“Inform me to how many personnel since the policies have been in place the mod has actually promoted a Someone from BAME to SCS?”

Whether there is actually a home grown figurehead in the SCS from BAME. And not someone bought in from industry or a OGD?

What steps are being taken so that like for like, old boys club culture does not impact recruitment?

How many from the BAME are taking up middle, senior posts supporting the outer offices?

How many from the BAME have been selected on the high potential development schemes?

What recruitment communications have taken place to encourage and drive Select from the BAME community?”

The answers to each of your points are set out below in the order you set for them:

“Inform me to how many personnel since the policies have been in place the mod has actually promoted a Someone from BAME to SCS?”

There have been fewer than five substantive promotions from a grade below SCS to one that is SCS, where the individual has declared their ethnicity as being BAME and recorded it on the MOD Human Resources Management System (HRMS). Whether a member of staff declares their ethnicity on the HRMS system remains a personal preference, and we do not collect data on the ethnicity of staff based on specific posts.

“Whether there is actually a home grown figurehead in the SCS from BAME. And not someone bought in from industry or a OGD?”

The Race Champion for the MOD is Amarjit Aktar, a SCS Pay Band 2 civil servant who is Director of Defence Audit, Risk and Assurance (DARA). Amarjit’s stated intention is to promote and keep race issues on MOD’s agenda, challenge traditional values and assumptions, provide support to the Race networks and increase organisational engagement. Amarjit was previously the Head of Internal Audit as a SCS Pay Band 1.

“What steps are being taken so that like for like, old boys club culture does not impact recruitment?”

Recruitment to the civil service is governed by the Civil Service Commission Recruitment Principles which specifies that it must be on merit and on the basis of fair and open competition. Recruitment campaigns for SCS positions are undertaken on behalf of the department by Civil Service Resourcing’s specialist Executive Resourcing team who ensure that the same standards are used across departments.

“How many from the BAME are taking up middle, senior posts supporting the outer offices?”

Based on the criterion where individuals at C2 and C1 level are deemed to be in ‘middle management posts’ and those of grade B2 or above are in ‘senior management posts’, and ‘supporting outer offices’ means they report directly to a Minister or 1 star Service or civilian SCS grade, rounded figures are set out in the table below:

Ethnic Group	Middle Management Posts	Senior Management Posts
BAME	5	40
No Record	30	250
Choose not to declare	~	55

The figures are rounded to the nearest 5, with a tilde representing a number less than 5 that would otherwise be rounded to zero.

“How many from the BAME have been selected on the high potential development schemes?”

We do not hold data to answer this. Diversity data was not captured for the High Potential Development Programme (HPDP) which is an MOD run programme or Future Leaders Scheme (FLS) which is a cross-government scheme centrally managed by the Cabinet Office and diversity data was not provided. However, for this year, the selection process for both HPDP and FLS is still running and is not complete yet. We will get diversity data when the whole process is completed.

For this year’s Means of Identifying Individual Talent (MIDIT) recruitment there were five successful BAME applicants.

Overall we are working on trying to change the culture through incremental changes rather than pushing out larger initiatives. You may wish to note that there is a planned cross Government shadowing scheme for BAME G6/7s (Band Bs) which is intended to commence early 2017. We have asked for SCS volunteers to participate in this.

“What recruitment communications have taken place to encourage and drive Select from the BAME community?”

Our recruitment literature for SCS roles has been reviewed and is currently being revised to make it more accessible to the widest audience to encourage greater diversity. For posts at the SCS level we advertise in the appropriate professional publications to try and ensure we reach the widest suitably qualified audience regardless of background.

Across Defence we are keen to increase our diversity and be considered an inclusive employer in order to ensure we appropriately represent all of British society. Whilst not directly recruitment focussed, we strive to demonstrate the breadth of diversity within the organisation

through internal and external channels including social media. This includes, for instance, recent communications on Black History Month and Diwali celebrations. We have recently started a communication campaign showcasing role models of varying backgrounds and characteristics to encourage underrepresented groups to consider a career in Defence.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, 2nd Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.org.uk>.

Yours sincerely,

(Original Signed)
Defence People Secretariat