

AIR COMMAND

	Eliminate unlawful conduct	TLB: HQ Air Command
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	<u>Military</u> • Programme implemented to analyse in detail the effect on RAF demographics throughout redundancy programme; • Mandatory bi-ennial Core and Advanced E&D training packages released for delivery in unit by EDAs; • RAF Mediation Policy implemented and widely publicised as a means of settling workplace based conflict; selected mediators sent on advanced trg courses in E&D mediation disputes; • E&D direction and guidance (inc Unconscious Bias) included in Redundancy Board briefings; • EDA Roadshows conducted to promote awareness on E&D matters; • Mandated E&D Trg package and DVD being updated to include facilitated trg package for EDA facilitators; • 'At Ease' pamphlet published detailing military and support networks/organisations for the Protected Characteristics; • Sexual Harassment survey conducted to ascertain extent of problem since last survey in 2009. Results are not yet available. <u>Civilian</u> • Provide on-going E&D briefings and information updates on headline issues to Senior Air Command Leaders including CinC/AMP/Cmd Sec, for example, at TLB Whitley (Ind and Non-Ind) meetings. • Continuing encouragement for attendance at the Senior Manager's Diversity course. • Delivered E&D Workshops with main agenda items including Lesbian, Gay, Bisexual, Transgender (LGBT). • These Workshops also facilitated discussion and highlighted issues to the audience of E&D Focal Points (EDFP) across the Command.

		• To provide E&D Intervention and guidance on complex casework seeking a successful outcome and resolution that is acceptable to both individual and management within Departmental policy and is compliant with statutory legislation. • Issue of individual(s) without full Gender Reassignment Certificate being able to be recorded on HRMS in their acquired gender. DCP have now introduced a policy change.
1. a)	Details of any next steps in this regard.	<u>Military</u> • Conduct a survey into success rate of promotion for BAME females. <u>Civilian</u> • Intent to deliver E&D Workshop / Conference to concentrate on gender equality awareness and associated issues. • Deliver a series of Declaration road shows across the Command publicising the requirement and benefits for individuals to register their Diversity details onto HRMS. To particularly focus on those RAF/USVF Stations with low take up rates.
	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.	<u>Military</u> • Initiated project to develop long-term solution to monitor sexual orientation of RAF personnel (currently incorporated in NS potential applicants survey); • Joined 'Working Families' Organisation to promote policies to improve work life balance for families. Will participate in 2012 Benchmarking Exercise; • Liaison with Defence Medical Services to amend and improve policy referral guidelines for Same sex couples with fertility problems; • Air Force Board Standing Committee endorsed RAF Diversity Paper; • Amended Compassionate Leave regulations to include up to 5 days allocation for a short-term domestic crisis, to include caring for sick children/relatives. <u>Civilian</u>

		- Conducted Development Workshops targeted at women, ethnic minorities and disabled staff etc to prepare them for the Band D Assessment Centre process. - Analysis so far has revealed a significant increase in numbers and success rate of these under represented groups.
2. a)	Details of any next steps in this regard.	<u>Military</u> - RAF Diversity Conference programmed for 13 Oct 11. Focus to include sexual orientation monitoring and launch of LGBT Employee Network Group. <u>Civilian</u> - Encourage Diversity Focus Groups to organise networks in the Command for LGBT and provide support to this group. - Organise a Diversity Conference on how to improve the 'lived experience' and how to embed and mainstream E&D into the business. - To explore the feasibility of a bespoke Mentoring Scheme for junior staff within the protected characteristics.
3.	Steps taken in the last twelve months to meet the needs of persons who share a relevant protected characteristic.	<u>Military</u> RAFLGBT Forum, chaired by Wg Cdr Mark Abrahams; Launch of FREEDOM - LGBT Employee Network Group. - Conferences and workshops held for Sikh, Jewish, Muslim, Buddhist and Hindu faiths. <u>Civilian</u> - Reasonable Adjustments for disabled staff. - EDO Interventions, on behalf of managers and staff, in complex cases particularly where there is a Diversity aspect to ensure satisfactory outcome. - Engagement with Shaw Trust and placement of individuals with disabilities onto their Employment Intervention Programme to help facilitate rehabilitation back to work. - Air Cmd is experiencing a climate of Station Drawdowns. The EDO has intervened where a direct impact has been identified on those groups: Black, Asian, Minority Ethnic (BAME).

		This has also included identifying appropriate additional training to up skill/reasonable adjustment for a mentally impaired staff member on a Station due to close. • Conduct 'One to One' interviews with staff to identify any disability and recommend appropriate DELC training and ensure staff are offered opportunity to attain a qualification ie ECDL.
3. a)	Details of any next steps in this regard.	<u>Military</u> • Re-launch of RAF Mentoring Programme. Specific and additional bespoke LGBT mentoring trg provided to LGBT Mentors. <u>Civilian</u> • Continuation of E&D strategies (detailed above at para 3).
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.	<u>Military</u> • RAF E&D Policy team has worked closely with the Directorate of Recruiting, Civilian Chaplains to the Military and ethnic minority groups to identify opportunities to promote inclusion; • Outreach and influence programmes conducted by regional AFCOs. • Recruiting stands at various events including Brighton pride. • Attendance at London PRIDE. <u>Civilian</u> • As part of Air Command Outreach Programme Diversity Work Placement Scheme, a partnership has been developed with the Queen Elizabeth Foundation (QEF) which is a Government funded College offering vocational studies to students with varying degrees of disabilities. • Two Interview Skills Workshops were delivered at QEF, with volunteer Facilitators, to approximately 60 students. The aim to build students confidence and offer them an opportunity, in a safe environment, to practice their interview skills in a real interview situation from an employer perspective.

		• Feedback received from QEF confirmed significantly higher percentage of students gained permanent employment as a direct result of this intervention. • It is planned to offer a work placement to a QEF student at HQ Air Command for up to 13 weeks. • The EDO conducts presentations to local business communities on how E&D is taken forward within Air Cmd - such as mainstreaming.
4. a)	Details of any next steps in this regard.	<u>Civilian</u> • Air Command will encourage Black Minority Ethnic (BME) network to actively engage and participate in the celebration of Black History month in October 11. • HQ Air Command will be celebrating Diversity by organising a 'Bring a National Dish' day. The last event attracted some 40 dishes from across the globe. A Columbian cake was declared the winner at the last event.
	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> • QEF (see para 4 above). • Continue BME Network. • EDO has mentored junior staff across the Command, and beyond, with the aim of building staff confidence in developing and progressing their career and promotion prospects. • Have organised Workshops to raise Diversity awareness with E&D Focal Points where 'difficult' subjects like mental health and impairment, depression, stress related illness, increased workloads etc
5. a)	Details of any next steps in this regard.	<u>Military</u> Aspiration to develop and deliver unconscious bias training as part of wider command, leadership and management programme <u>Civilian</u>

		• Continue to raise profile of 'difficult' subjects. • Continue with Interventions in complex casework. • Plan further Workshops to include religion, beliefs and sexual orientation scheduled for summer 12 (subject to resources).
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> • Attendance at London PRIDE March; • Bi-annual E&D newsletter published; <u>Civilian</u> • Workshops (reference para 5a above). • HRMS Declarations. • Bulletins, Media Publications. • Committed E&D Focal Points on Stations.
6. a)	Details of any next steps in this regard.	<u>Civilian</u> • Re-Invigorate and refresh the Command E&D Focal Points. • Undertake an audit of their currency of Diversity training and identify any training needs. • To facilitate an 'Umbrella' Diversity network to encompass all the protected characteristics.

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