



Foreign &  
Commonwealth  
Office

Foreign and Commonwealth Office (FCO) Diversity and Equality Report 2014 in  
response to the Equality Act 2010



On 28 February 2014, I took over as the [Civil Service Diversity and Inclusion Champion](#). I was delighted to be asked to take on this role by Sir Bob Kerslake, and to play a central part in furthering this important work for the Civil Service. I hope my new role will allow for an even greater sharing of knowledge and experience across the Civil Service that will in turn enhance FCO diversity and inclusion.

The FCO is naturally diverse. About two thirds of our 14,000 staff are employed locally overseas. We operate in nearly 270 places in over 160 countries around the world (see Annex A). Within our UK based workforce we still face significant challenges on diversity and inclusion, but in recent years we have laid some strong foundations for progress. Support for diversity and equality are also central to our wider approach to foreign policy and delivery of consular and other services around the world.

We are committed to recruiting and developing the most talented people from the widest pool. I believe that diversity brings different views, perspectives and ideas that strengthen our performance. Our goal is a truly inclusive and diverse workforce in which British people of all backgrounds, ages, race, gender and sexual orientation, and people with disabilities, are able to fulfil their potential.

Improving the FCO's record on diversity, equality and inclusion is fundamental to our aim of becoming the best diplomatic service in the world. We are therefore committed to measuring our progress and success by participating in external benchmarking exercises that bring challenge to our policies and ways of working and help us to focus on areas where we can improve.

This 2014 FCO Diversity and Equality Report builds on previous reports, sharing information about the equality impact of our employment practices and activities, as required by the Equality Act 2010. Where our diversity data highlight discrepancies

between groups we are determined to understand what lies behind them and take action to support fairness for all.

*Sam J. Am.*

## Background

The Equality Act 2010 creates a ***public sector equality duty*** to:

- Consider how different people will be affected by our activities
- Deliver services which, while efficient and effective, are accessible to all and meet diverse needs
- Have ***due regard*** for the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people (both employees and others) who share a ***protected characteristic*** and those who do not.

Protected characteristics covered by the equality duty are:

- age,
- disability,
- gender reassignment,
- marriage and civil partnership
- pregnancy and maternity
- race (embracing ethnic or national origins, colour and nationality)
- religion or belief
- sex
- sexual orientation

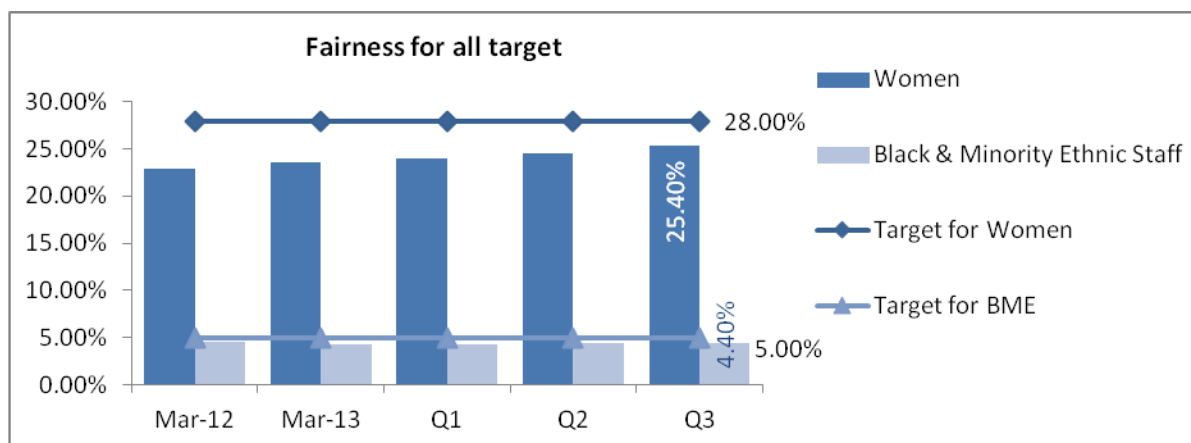
This report is part of the FCO's response to the Equality Act. It is intended to offer data on the equality impact of the Foreign Office's employment practices and activities. The FCO has not incurred the expense of collecting data specifically for the purpose of this publication other than staff resource. These are online publications and therefore no additional printing costs have been incurred.

**All data presented represents a snapshot of the FCO as at 31 December 2013.**

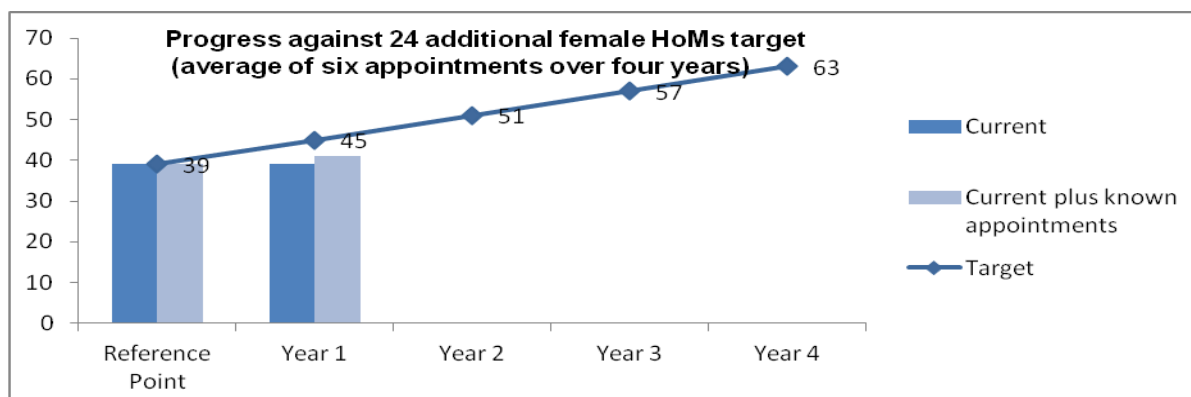
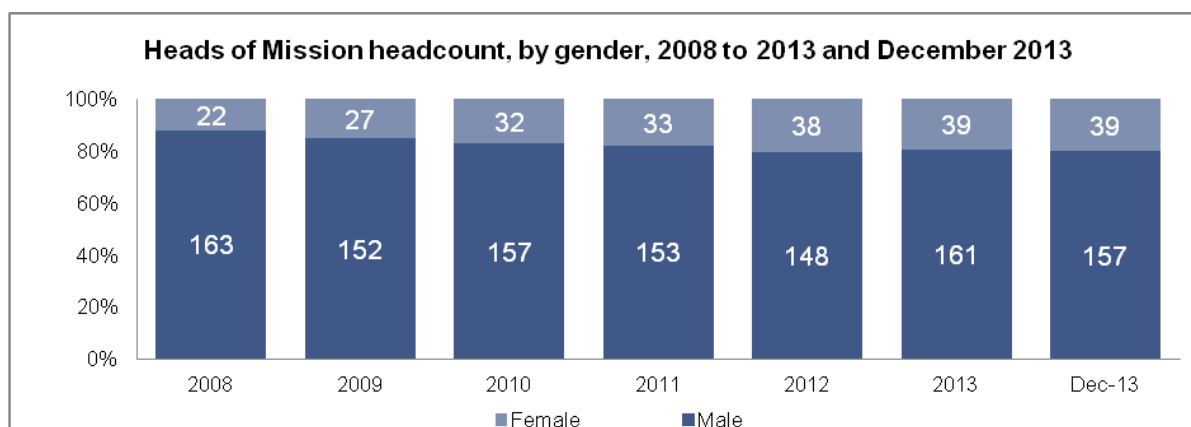
This data point has been re-adjusted to reflect the calendar year. We will continue to report on a calendar year basis from now on.

## FCO's "Fairness for All" strategy

The FCO's "Fairness for All" strategy (launched in 2008) set a target for 28% of women, 5% of black and ethnic minority staff (BME) and 5% of staff with disabilities to be in the SMS (senior management) by April 2013. Whilst the FCO has made progress since the start of its Fairness for All Strategy, it has not met its representation targets of women in the SMS, ethnicity and disability. The FCO Board re-committed to work towards these targets in July 2013 for a further twelve months and will review progress made in summer 2014. The FCO Board also set new targets of 24 additional female Heads of Mission (HoMs) overseas over the next 4 years, and 50% of external SMS recruitment to be women.



Disability SMS Representation: Due to a low response rate, we are unable to report this.



## Section 1 – The FCO's employees

The FCO has two different categories of employees. The UK Diplomatic Service and other Home Civil Servants working for the FCO are known collectively as *UK-based staff*. These staff take a range of jobs during their careers both in the UK and at diplomatic posts abroad. But the majority of the FCO's employees are hired to perform specific functions at individual posts abroad and are known as *locally engaged (LE) staff*. It is unusual for these employees to transfer between diplomatic missions or to work in the UK.

The diversity data in this report does not include FCO Services or Wilton Park, Executive Agencies of the FCO, or staff working for the UK Visas and Immigration (UKVI).

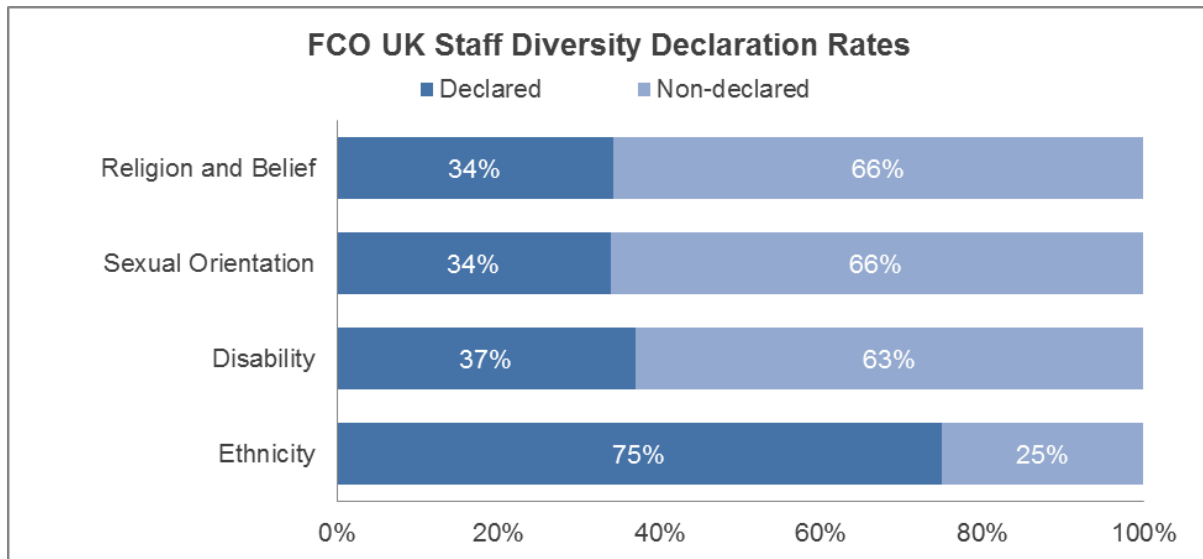
Both UK based and locally engaged officers are graded into a hierarchy as follows:

### FCO Grade Structure

Generic UK Civil Service Grade	Foreign Office Grades	
	UK-Based Staff	Locally Engaged (LE) Staff
Senior Civil Service (SCS)	Senior Management Structure (SMS)	SMS(L)
Grade 6	D7	D7(L)
Grade 7	D6	D6(L)
Senior Executive Officer	C5	C5(L)
Higher Executive Officer	C4	C4(L)
Executive Officer	B3	B3(L)
Administrative Officer	A2	A2(L)
Administrative Assistant	A1	A1(L)
Non-Professional functions	N/A	S1-S3

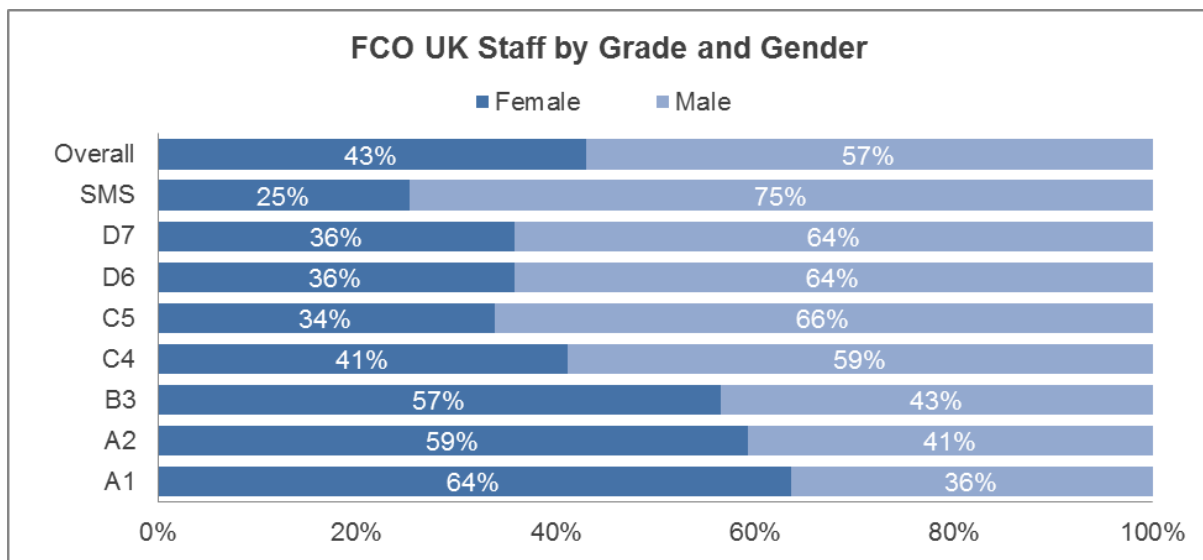
The FCO collects and holds human resources data on a centralised Management Information (MI) system. The gender, age and maternity leave of all staff is automatically recorded on this database. UK-based staff are asked to add information about their ethnicity, disability status, sexual orientation and religion or belief. Supplying this data is voluntary. Although the FCO encourages staff to supply it, declaration rates vary by characteristic (see page 6). To protect the privacy of staff who do not wish to declare any of this personal information, it is possible for individuals to record on the database that they do not wish to declare.

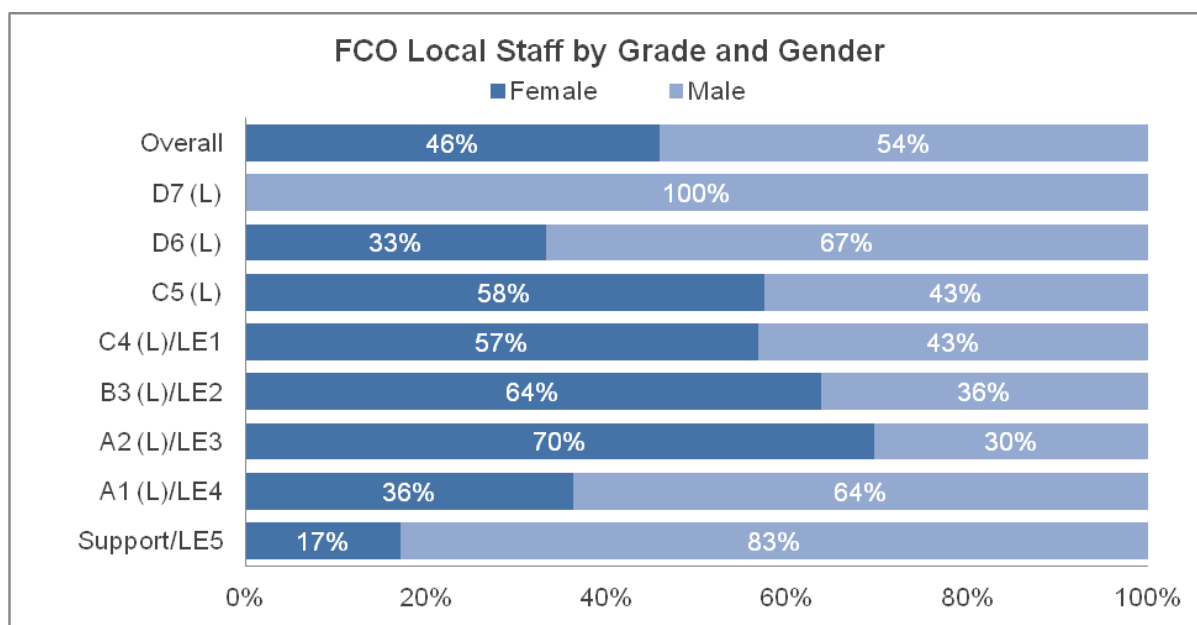
LE Staff are able to add these details to their records but we do not require them to do so. This is due to sensitivities linked to the declaration of these characteristics in a number of countries. Declaration rates amongst LE staff are therefore far too low to enable us to report on the representation of different groups. As a result, data on gender is included in this report, but not data on other diversity characteristics. The rates of declaration amongst UK-based staff, including those who have stated that they do not wish to declare are as follows:



### Profile of the Workforce

The FCO employs almost 14,000 people, a third of whom are UK-based staff and two-thirds, locally engaged staff.





Low numbers of staff at D6(L) and D7(L) grades distort these percentages.

### Gender diversity of UK Based Heads of Missions overseas

Heads of Missions include Ambassadors, High Commissioners, Consul Generals and Heads of Diplomatic Offices. As at 31 December 2013, 20% of UK-based Heads of Post overseas were female (made up of SMS, Band D and C grade). Of those Heads of Posts who have declared their ethnicity, 5% are from a non-White background. Declaration rates on disability and sexual orientation are too low to be able to give accurate figures for the Heads of Post group.

### Percentage of UK-based staff from a Black and Ethnic Minority (BME) Background by Grade as a proportion of those declaring their ethnicity

Grade	Percentage of Declared Ethnic Minority
Senior Management	4%
D7	5%
D6	4%
C5	6%
C4	10%
B3	17%
A2	31%
A1	20%
<b>Overall</b>	<b>12%</b>

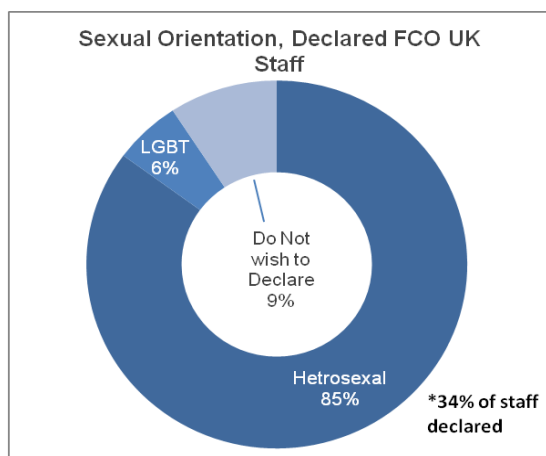
## Percentage of UK-based staff declaring a Disability by Grade

Grade	Percentage as a proportion of those disclosing their disability status *	Percentage as a proportion of total UK-based staff **
Senior Management	17%	4%
D7	14%	4%
D6	13%	4%
C5	13%	6%
C4	12%	5%
B3	16%	6%
A2	24%	8%
A1	50%	27%
<b>Overall</b>	<b>15%</b>	<b>6%</b>

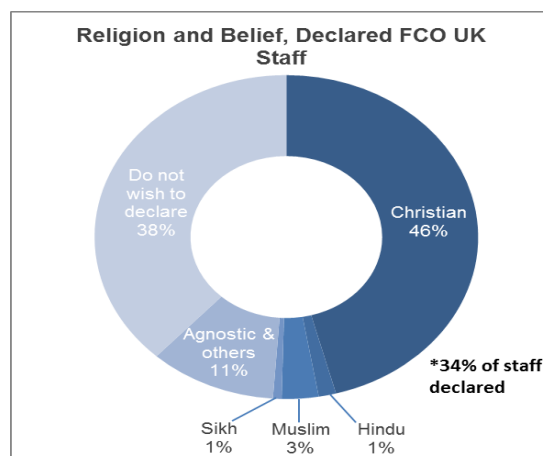
\*This data is calculated on the same basis as other diversity characteristics i.e. the number of those with a disability as a proportion of those disclosing their disability status. However, these numbers seem higher than we would expect. This can be attributed to low declaration rates combined with a disproportionately high number of disclosures amongst staff with disabilities.

\*\* This data is included for comparison. The numbers seem to under represent the true representation of staff with disability in the FCO based on the number of staff with Reasonable Adjustments. This is because there is an assumption that those who have not declared do not have a disability.

## Sexual Orientation

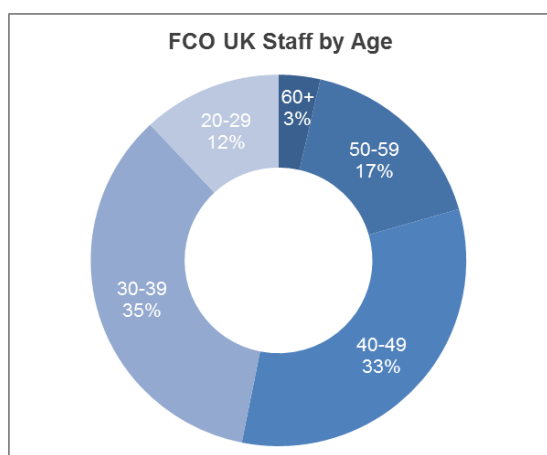


## Religion and Belief

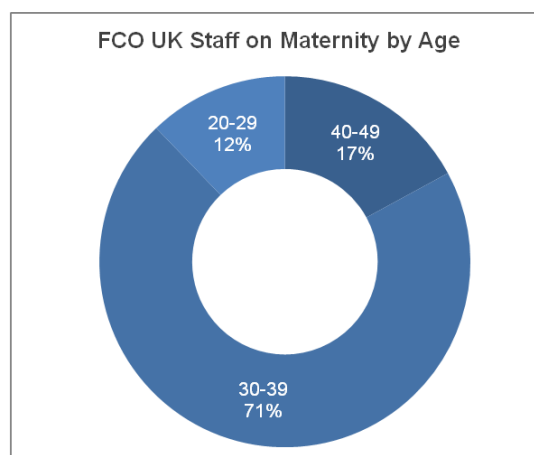




### Age profile



### Maternity Leave



### Working Pattern of UK-based staff

Proportion of Part-Time & Full-Time FCO Staff	Percentage
Working Pattern	%
Full Time	96
Part Time	4

Flexible working is available to all FCO staff and takes many forms including compressed hours, flexible hours, job shares, remote working in the UK or from an overseas post. Many FCO staff in the UK and overseas have agreed flexible working patterns which meet the overarching business need and suit them personally, but which are not recorded centrally.

### **Staff Retention**

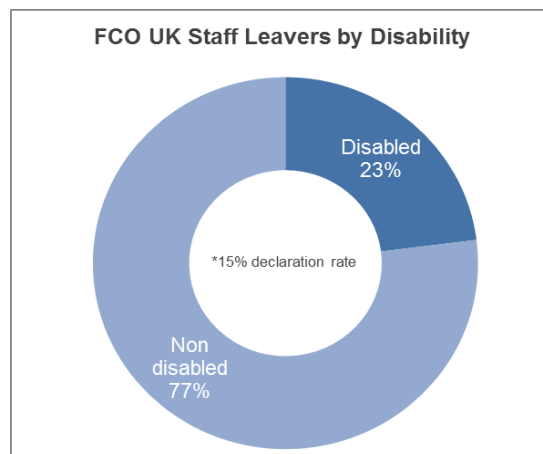
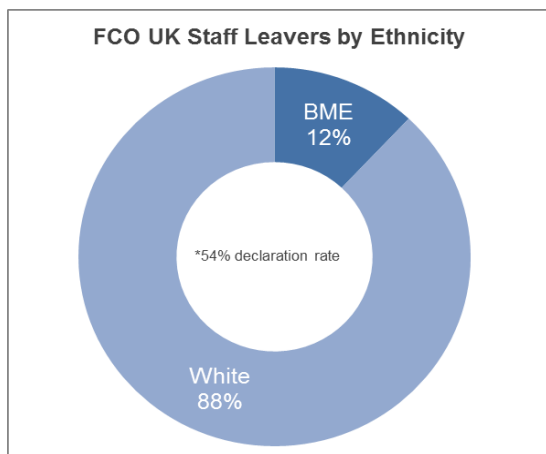
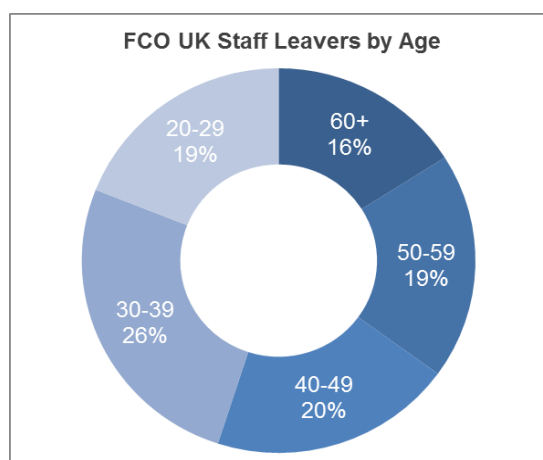
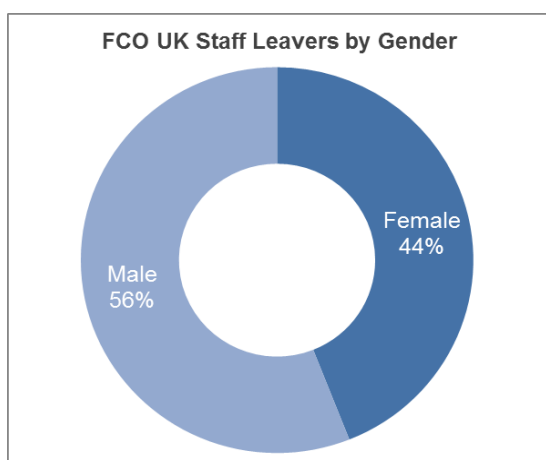
5.9% of the FCO's UK-based staff either resigned, had their employment terminated, or permanently transferred out of the FCO in 2013.

### FCO Leavers by Grade in 2013

The figures below show the gender and grade percentage breakdown of staff that left the organisation in 2013 due to retirement, resignation, termination of employment, voluntary exit scheme, career breaks and permanent transfers to other departments or due to death in service.

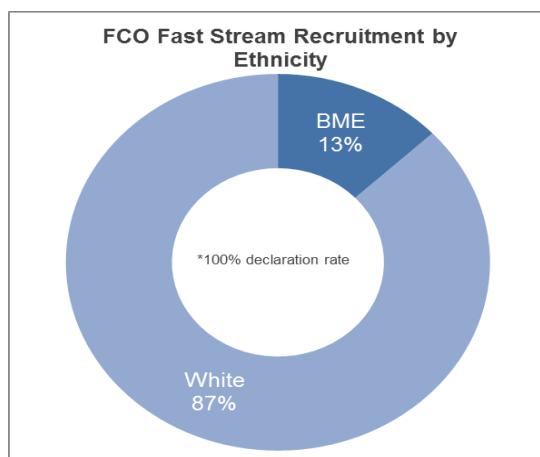
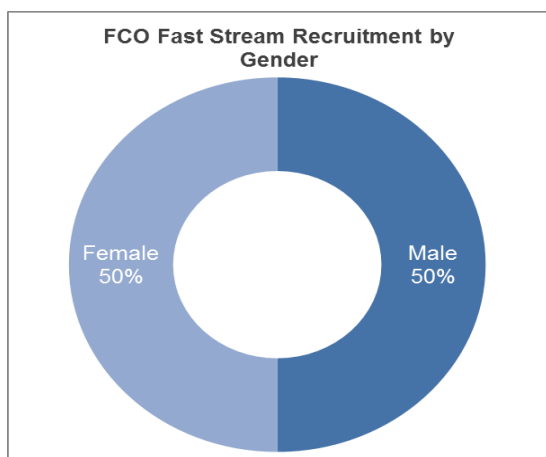
Grade	Female % of Grade	Male % of Grade
Senior Management	17%	83%
D7	41%	59%
D6	37%	63%
C5	29%	71%
C4	42%	58%
B3	55%	45%
A2	84%	16%
A1	53%	47%

The leavers by grade and gender data is presented differently from the 2013 Report. The figures above represent the percentage breakdown of staff by gender who left the organisation in 2013.



## Recruitment

The FCO recruited 123 UK-based staff in 2013, made up of 34 policy entrants from the Civil Service Fast Stream (C4 grade) and 89 posts requiring specialist skills in a variety of different roles including in IT Delivery and Corporate Services and senior management positions. The profile of policy entrants recruited was:

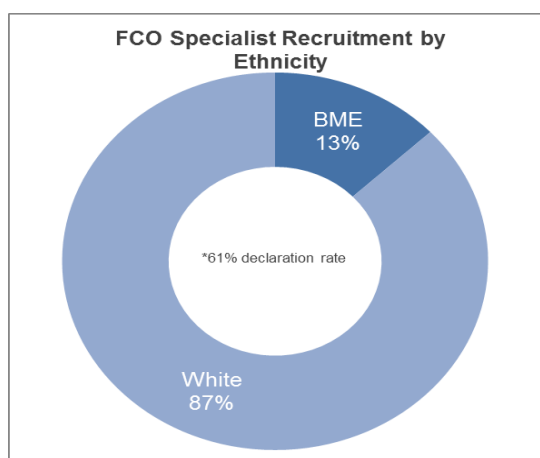
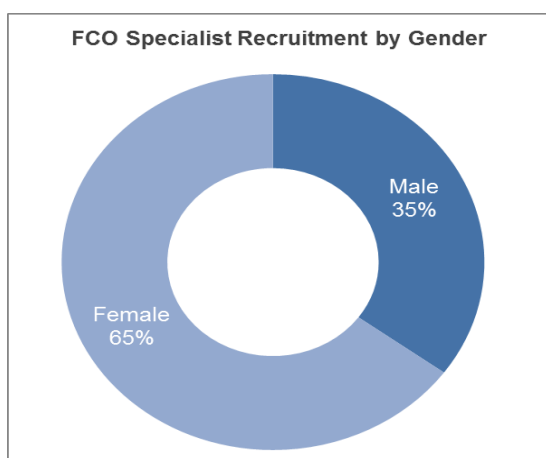


Disability – base size is too small to provide this information.

### Age of FCO Policy Entrants

The average age of the FCO Policy Entrant cohort who joined in 2013 was 26 years old. The average age in 2012 was 27 and in 2011 it was 25. Candidates apply to the Diplomatic Service via the cross-Whitehall Civil Service Fast Stream competition. This is run by Civil Service Resourcing (CSR).

### Specialist



Disability – base size is too small to provide this information.

### Work Experience and Internships

The FCO aims to recruit a talented and diverse workforce which reflects the society we serve. One of these policies is to offer work experience opportunities to individuals from backgrounds that are currently under-represented in our workforce. The FCO also aims to attract students to who bring the skills which are key to our workforce. For 2013, this included economics and hard languages in particular.

By offering these work experience opportunities the FCO aims to encourage these individuals to consider the FCO as a future employer, as well as offering those involved beneficial work experience. Further information about the range of work experience and internship opportunities on offer at the FCO can be found at:

<https://www.gov.uk/government/organisations/foreign-commonwealth-office/about/recruitment>

Diversity data on interns and work experience placements that started their placements in 2013.

	BME	White	Total
Male	5	10	15 (35%)
Female	9	19	28 (65%)
Total	14 (33%)	29 (67%)	43

The average age of interns and work experience placements was approximately 21 years old in 2013.

## Equality of Pay

Foreign Office pay is determined by a range of factors including grade of service, performance and length of time in employment.

FCO Average Base Pay for UK-based staff 2013 by Gender<sup>1</sup>

Grade	Average Female Pay	Average Male Pay	% Male Pay Exceeds Female Pay
SMS 3&4	£118,470	£131,360	10.88%
SMS 2	£88,471	£89,669	1.35%
SMS 1	£67,030	£68,286	1.87%
D7	£57,147	£58,195	1.83%
D6	£47,204	£47,576	0.79%
C5	£35,581	£36,233	1.83%
C4	£28,753	£28,710	-0.15%
B3	£24,690	£24,612	-0.32%
A2	£20,700	£20,492	-1.00%
A1	£18,156	£18,156	0.00%

EHRC guidelines state that difference greater than 5% should be investigated and that patterns of difference of 3% or more should be looked into. Based on these guidelines, the pay gap at SMS 3 and 4 should be investigated. An equal pay review

<sup>1</sup> Data at 31 December 2013

has been conducted and will report on the findings shortly. It is likely that this gap reflects the fact that no women currently hold any of the small number of the most senior posts, graded at SMS 4.

## FCO 2013 Staff Engagement Survey

FCO staff take part in a Staff Engagement Survey (SES) in October each year. As part of the survey, staff are asked if they have been subject to any acts of BHD at work in the last year. The 2013 SES had a 90% participation rate. The FCO's overall engagement score (based on five questions which show how positive, attached and motivated we feel) rose from 67% to 68% from 2012 to 2013. Our engagement score is 10 points above the Civil Service average.

The results shown below, can be broken down by age, gender, disability status, sexual orientation and ethnicity. However, some staff did not supply this demographic data, which means that the disaggregate data appears in some cases (e.g. gender) to be incompatible with the overall results.

Reports of bullying and harassment across the FCO have remained flat at 12% since 2011. Taking reports of discrimination in isolation, the figure has increased for the first time since 2010 to 13%<sup>2</sup>. Very few demographic groups appear to be more vulnerable to Bullying, Harassment and Discrimination (BHD) than others, with the notable exception of staff with a disability who reported a clear margin (16% higher than the average of 13%) of dissatisfaction.

The staff survey results suggest that whilst there is still some way to go on feelings on discrimination amongst BME staff, they are feeling more positive about progression.

### FCO 2010 - 2013 SES – Proportion Claiming to Experience BHD by Gender, Disability status, Ethnicity and Age

		Discriminated Against				Bullied/Harassed			
		2013	2012	2011	2010	2013	2012	2011	2010
Overall	-	13%	12%	14%	18%	12%	12%	12%	14%
Gender	Male	11%	11%	13%	19%	10%	10%	13%	13%
	Female	13%	12%	11%	15%	13%	12%	12%	14%
Disability	Yes	29%	26%	32%	33%	23%	26%	28%	28%
	No	12%	12%	13%	17%	12%	11%	12%	13%
Black or Minority Ethnic	BME	14%	13%	16%	23%	12%	13%	15%	16%
	Non BME	11%	10%	11%	12%	11%	10%	10%	11%

<sup>2</sup> The 2013 survey data shows that twice the number of LE staff are using the survey to report incidents of bullying compared to UK-based staff.

Age	16–19	0%	0%	0%	10%	0%	9%	0%	10%
	20–24	11%	12%	11%	16%	10%	13%	9%	14%
	25–29	12%	11%	12%	17%	12%	12%	11%	14%
	30–34	12%	12%	14%	19%	12%	12%	13%	15%
	35–39	13%	12%	15%	18%	12%	10%	13%	13%
	40–44	12%	12%	14%	16%	12%	11%	11%	14%
	45–49	11%	10%	11%	17%	11%	10%	11%	12%
	50–54	12%	11%	12%	17%	10%	8%	11%	14%
	55–59	10%	10%	10%	13%	9%	10%	8%	8%
	60–64	10%	8%	10%	14%	7%	9%	10%	9%
	65 or over	10%	15%	13%	12%	6%	11%	3%	14%
Sexual Orientation	Heterosexual/straight	12%	11%	13%	15%	11%	11%	12%	13%
	Gay or lesbian	16%	13%	20%	29%	13%	15%	16%	18%
	Bisexual	13%	16%	16%	32%	9%	15%	13%	16%

The scores on BHD continue to be above the Civil Service average. The FCO Board has made clear that this is unacceptable and there is no place whatsoever for these behaviours in the organisation.

The FCO has an action plan in place to tackle BHD for which we have a zero tolerance approach. The FCO continues to evolve this plan based on consultation and feedback from staff.

## Diversity Governance and Engagement

The FCO has a 4-pronged approach to diversity:

1. **Governance:** Sitting within the HR Directorate (HRD), the Diversity and Inclusion team work with staff across the office to ensure that diversity is considered as part of any major policy change.

2. **Building and maintaining strong inclusive relationships:** the Diversity and Inclusion team works with departments across the office as well as our missions overseas, Trade Unions, our internal staff networks and external diversity colleagues to ensure that the team utilises the expertise of key stakeholders whilst also engaging their support for delivering key messages/ initiatives across the FCO.

3. **Support to staff:** initiatives are taken forward to support staff from protected groups. These include career development opportunities; unconscious bias, disability and LGBT awareness training, BHD support and events promoting job-sharing. They are held in partnership with staff networks wherever possible.

4. **Communications and outreach:** a wide range of communication techniques are used to promote the business benefits of diversity and inclusion and increase understanding of the issues faced by protected groups. For example, the FCO is

currently hosting a Diversity Speaker series with high profile external speakers; our own staff write diversity related blogs; diversity forms part of our annual Leadership Conference and we hold events around key dates such as “National work-life balance week”. We have also recently launched the FCO Diversity and Inclusion Staff Award.

### FCO Leadership

The PUS and FCO Board have committed to reach, if not exceed the diversity targets set on gender, BME and staff with disabilities. The PUS’s personal objectives reflect the organisation’s diversity priorities and the Foreign Secretary, Ministers and the FCO’s Board members have all given visible support to diversity

The FCO has sought to raise the profile of diversity through top level messaging by the PUS and other senior staff. There have also been a range of blogs by staff who have shared their personal diversity stories.

In November, the PUS set out ten steps that staff could take in support of diverse talent. They included:

1. Thinking creatively and ambitiously about the potential for **flexible working** including **job-sharing**.
2. Proactively creating more **part-time jobs**, for UK-based and/or LE staff at all levels.
3. Thinking about the **language** used when **advertising jobs**: ensuring that each job description does not deter people from under-represented groups.
4. Actively seeking and encouraging bids from a **diverse range of candidates** for positions.
5. Ensuring that **interview panels** are **diverse**, and that panel members have completed **unconscious bias training**.
6. Running a **learning set** for, **mentoring**, or being reverse-mentored by at least one member of staff from an under-represented group. Consider offering **career conversations** for staff of all grades and backgrounds.
7. **Promotion of unconscious bias training** raising awareness that all line managers, interviewers and promotion assessors must complete this. Thinking about cultural or religious differences amongst staff, and how to recognise and respect them.
8. **Challenging behaviour that is not inclusive**; rewarding behaviour that is.
9. **Leading by example**: completing the **diversity declaration returns**.
10. Sign and display the **Global People Principles\*** and live by them.

\* The Global People Principles are a statement of our organisational values. The Principles aim to re-state the FCO’s employment offer in a way that is clear, consistent and fair for all staff. They are intended to support all our staff in making the biggest contribution they can, as part of a high performing organisation and a single global workforce. They provide practical guiding standards within which leaders and managers can drive performance improvement in the recruitment, management and development of staff.

## Learning and Development (L&D)

The FCO is committed to L&D, and is investing further in L&D opportunities for all its staff, as part of becoming the best diplomatic service in the world. We are proud that we have a high Staff Engagement Survey score on L&D – 9% above the Whitehall average in 2013 and 2% above the high performance benchmark; and we aim to achieve more.

All FCO staff are encouraged to take part in L&D activities and be proactive in their own self-development. To support L&D opportunities for staff with disabilities, reasonable adjustments can be requested. FCO staff also have access to Civil Service Learning (CSL) for generic L&D courses. CSL gathers data on gender, age, disability and ethnicity.

All staff are required to complete mandatory Diversity e-learning. Unconscious bias awareness e-learning is also recommended for all staff and is compulsory for all line managers, HR practitioners and anyone involved in recruitment or staff development. Disability Awareness and LGBT awareness training is also available.

In 2013, senior members of the FCO, including the PUS, and Board members ran learning sets aimed at staff from underrepresented groups. A senior mentoring programme for 'near miss' promotion candidates from junior grades from underrepresented groups was also set up. The FCO also runs targeted development courses for BME staff in the office. In addition, all staff from underrepresented groups have the opportunity to apply to attend external leadership seminars or events. The FCO also participates in the Cross Whitehall Positive Action Pathway scheme, which aims to develop talent in junior grades from within key protected groups.

## Good Line Management Campaign

During 2013, the FCO developed a Good Line Management Campaign in preparation for an early 2014 launch date. The aim of the campaign is to increase awareness of all the responsibilities individual managers have. This will include highlighting the importance of developing talent from diverse backgrounds and raising awareness of the organisation's diversity and inclusion objectives. The campaign will include guidance on what it means to be a good line manager and promote flexible working.

## Launch of the Black and Minority Ethnic (BME) Campaign

In July 2013, the FCO Board agreed a targeted campaign to increase and improve BME applications to the FCO, and to help BME staff to reach their full potential. The campaign has both an external and internal focus.

On the external side, the centrepiece of the Campaign was a university roadshow which visited 28 universities, with 55 FCO members of staff interacting with 2,000 students. This was followed up with social media engagement. The PUS and two BME members of staff were also interviewed live on BBC Asian Network.



Over the Autumn, we also launched a **Youth Inspiration Group** (YIG). This focus group consists of fourteen 18-25 years olds from different socially active youth groups across the country. The aim of the group is to give participants an opportunity to learn more about what the FCO does and to enrich the thinking of the organisation.

The FCO's wider **outreach to schools and communities** has inspired staff across the office to proactively, and in more joined up ways, engage with young people. For example, staff are reaching back into their own schools and universities, including the PUS.

On the **internal** side activities are being designed and implemented to support BME officers in the delegated grades and unlock their potential.

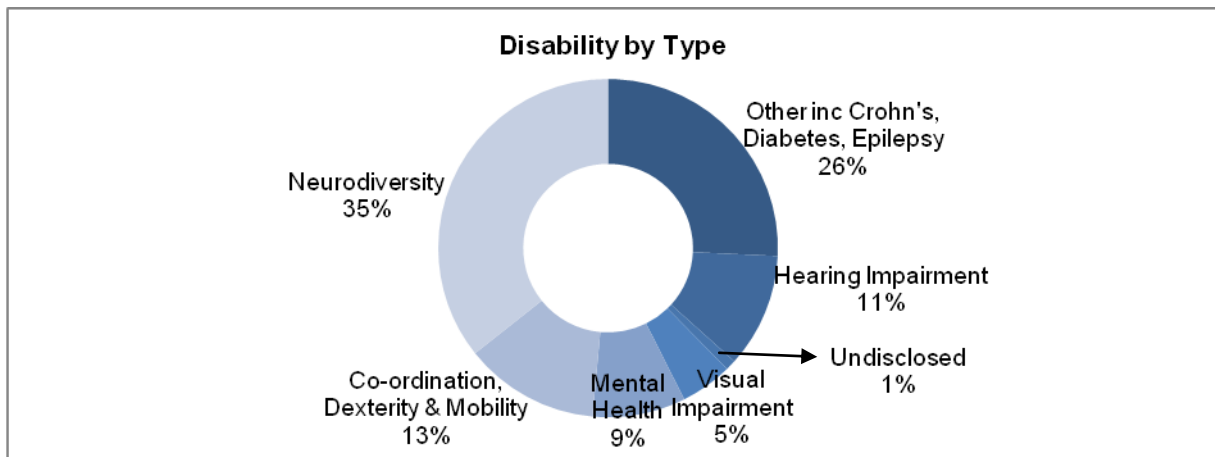
### Disability

Disability support for FCO UK-based staff working in the UK or at a Post overseas is provided by a specialist team in HRD. This support is provided in partnership with the FCO's disability consultants, Key 4 Learning, who provide reasonable adjustments (RAs) to disabled staff in line with the provisions of the Equality Act 2010.

Terms and conditions for LE staff working at FCO Posts abroad are governed by local law. As a good employer the FCO encourages Posts to adopt a best practice approach in terms of disability support for their LE staff and advice and support on disability issues is available to them on a request basis.

The range of disabilities disclosed to the FCO by UK-based staff covers a broad range of conditions and includes neuro-diverse conditions (e.g. dyslexia, dyspraxia & Asperger's), mobility issues and hearing or visual impairments. Further details of the workforce who have disclosed disabilities are provided below. The provision of workplace reasonable adjustments for disabled staff can include an expert disability assessment; the supply of specialised office equipment or provision of IT software and appropriate training. More general awareness training and support is also available to disabled staff, their managers and (where appropriate) their team colleagues as well. Staff who are profoundly deaf or with a significant hearing impairment can additionally request the support of qualified British Sign Language (BSL) interpreters & Lipspeakers.

The FCO is also a member of the Business Disability Forum (BDF), a not-for-profit member organisation that makes it easier and more rewarding to do business with and employ disabled people in the UK. In October 2013 the FCO hosted a Business Disability Forum roundtable meeting designed to get disability support teams from across Whitehall departments together to hear about the latest developments on disability issues and to network and share best practice.



### Working with FCO Staff Networks

The FCO's Diversity and Inclusion team and senior management work closely with its staff networks and their senior sponsors (who provide coaching, strategic direction and support) to understand and address issues faced by staff they represent. There are currently eleven staff networks run by volunteer staff.

Activities taken forward by the staff networks are reflected below:

#### **Carers Network**

The FCO/DSFA (Diplomatic Service Families Association) Carers' Network encourages those who combine caring with work, and those interested in carers' issues to raise awareness of issues faced by staff with care responsibilities. A key objective for the Network is to ensure that managers take account of the significant contribution that carers make, and their needs. The Network also arranges meetings to discuss various aspects of caring including the medical, legal and support aspects.

#### **Enable (Staff Association for disability)**

Enable works to support FCO staff with disabilities and has around 100 members in the UK and overseas. In the last year as well as re-branding itself and launching its first (electronic) newsletter, Enable has supported and hosted a number of FCO events, including for World Aids Day, a high profile talk from Henry Winkler (aka the Fonz!) to highlight dyslexia, and with Paralympian and presenter Ade Adepitan. One of Enable's members also sat on the [Civil Service Disability Network \(CSDN\)](#) Board for 2013.

#### **Foreign and Commonwealth Office Lesbian and Gay Group (FLAGG)**

FLAGG is a network for gay, lesbian, bisexual and transgender staff (LGBT) in the FCO, whether UK-based or locally engaged. It is part of a cross-Whitehall group of LGBT networks called the Civil Service Rainbow Alliance (CSRA).

It raises individual cases on behalf of its members - and on a confidential basis where requested – with the relevant department in the FCO. In June 2013, FLAGG members participated in the London Pride Parade alongside CSRA colleagues, family and friends from across Government in the first ever coordinated UK Civil

Service parade group. In addition, with the support of FLAGG, the FCO for the first time in its history flew the rainbow flag from the roof of its offices in King Charles Street on the day of the Pride Parade. In October 2013, FLAGG also launched a role models initiative to show that being out and proud as an LGBT member of staff is no barrier to a successful career in the FCO.

### **Flexible Working Network (FWN)**

FWN is dedicated to the promotion of business enhancing modern and flexible working practices across the FCO's global network, to boost the organisation's productivity and individuals' work-life balance. A key role of the FWN is to guide FCO managers, jobholders and HRD – the policyholders - on flexible working issues. In addition, the FWN Committee provide outreach on request to groups of colleagues, in the UK and overseas. In 2013, this included a lunchtime 'flexible working clinic' for staff and managers during Work Life Balance Week in September and participation in person at a FW event in Brussels, and by teleconference with colleagues across the Canada Network.

### **Minority Ethnic Action Group (MEAG)**

MEAG works to raise the profile of and support for BME staff. The BME campaign (see page 16) was strongly influenced by on-going consultations with MEAG. MEAG act as a valuable source of advice on barriers faced by FCO BME staff.

### **Mother's Support Network (MSN)**

The MSN aims to improve the experience of staff returning to the FCO from maternity leave (MATL) or a more extended period of Special Unpaid Leave (SUPL). It has continued to engage with HRD to identify actions that can be taken to help staff deal with the transition. A further objective has been to increase the number of part-time working opportunities within the FCO.

### **Religion and Belief Group (RBG)**

The RBG provides a forum to enable staff to share information on issues related to faith. The group also arranges events, talks and blogs to help all staff to have a better understanding of religion and belief and how it affects the lives of followers, including their working lives.

The RBG manages the FCO's multifaith prayer room, aiming to ensure equal access for all staff groups wishing to use it for prayer or meditation.

### **FCO Seconded Group**

The Seconded Group works to ensure that inward and outward secondees have a positive experience both personally and professionally. The Group works to ensure that all secondees are well supported and that secondments are as administratively easy and inclusive as possible.

### **Single Parents Network**

The Single Parents Network was created to help single staff with children cope with the extra challenges they face working for the FCO both in London, and especially on overseas postings. It has continued to lobby on issues pertinent to its members and has launched a closed forum for members to share experiences and offer advice to each other.

## **FCO Women's Association (WA)**

The FCO WA represents all women in the FCO and one of its key objectives is to increase the number of women in senior positions in the FCO at home and abroad. It works closely with HRD on policies that support this aim, for example making career structures flexible enough to ensure that women's talents can be used to the full, alongside family and caring responsibilities. The WA works actively across government to raise the profile of the FCO's key foreign policy objectives which have an impact on women world-wide and the FCO's diversity policies, practices and targets.

WA is an active promoter of International Women's Day.

## External engagement

The FCO has been working with other Whitehall colleagues on a Cross Whitehall campaign (Race for Innovation project), the aim of which is to identify the barriers to recruitment, retention and progression of BME staff across the Civil Service. The FCO is also participating in the Cross Whitehall Positive Action Pathway scheme, which aims to develop talent from within key protected groups.

## Benchmarking and Awards

In November 2013, the FCO was recognised as one of the Top Ten public sector organisations for **gender diversity and inclusion** by '[Opportunity Now](#)', achieving silver standard in the [Race for Opportunity](#) benchmark. We also received a silver standard but were outside the Top Ten for the support we offer to our BME staff. We scored particularly well on areas such as our strong employee networks (especially the Women's Association), the range of initiatives to support under-represented groups and the strong focus on inclusion and diversity by the FCO Board.

In September 2013 a group of women from the FCO attended the Whitehall Women into Leadership course and Julie Chappell (Head, Emerging Powers Department and GREAT campaign, Prosperity Directorate) made the shortlist for the [Women of the Future Award for Community Spirits](#), demonstrating how our female talent is making a difference nationally and globally. The FCO also entered 19 nominations for the [Civil Service Diversity & Equality Awards](#), two of which were shortlisted.

In December two members of staff from the UK Delegation to the [Organization for Security and Cooperation in Europe \(OSCE\)](#) - Senior Military Advisor Lt-Col Simon Macrory-Tinning and Dominic Schroeder, Ambassador and Head of Delegation were recognised by the OSCE Secretary General for their efforts in championing gender equality in the OSCE. This is an example of diversity at the heart of diplomatic excellence and foreign policy.

## **Section 2 – Regard for Equality within the FCO’s Activities**

### **Foreign Policy**

The promotion of human rights is at the heart of British foreign policy. This means all the FCO’s embassies and high commissions have a responsibility to monitor and raise human rights in their host countries. Government Ministers and FCO staff raise our concerns with host governments and where possible take action on individual cases and lobby for changes in discriminatory practices and laws.

The FCO publishes an Annual Human Rights Report each spring which covers our global work on human rights issues over the preceding year. New reports on our Countries of Concern are published quarterly and can be read and commented upon by visiting our website at: [www.fco.gov.uk/hrdreport](http://www.fco.gov.uk/hrdreport). The report for 2013 will be published in April this year.

### Freedom of Religion or Belief

Freedom of Religion or Belief is one of the FCO’s six human rights priorities and our work on the promotion and protection of this right is split into four strands: multilateral, bilateral, project work and internal initiatives. Multilaterally we are working through the United Nations to encourage states to implement Human Rights Council Resolution 16/18, which focuses the international community on combating religious intolerance, protecting the human rights of minorities and promoting pluralism in society. During Ministerial Week at the United Nations General Assembly in September 2013 Baroness Warsi, the Minister with responsibility for Human Rights policy, convened a second meeting of international leaders to discuss what more politicians in particular can do to promote freedom of religion or belief and fight religious intolerance within our societies.

Bilaterally, we regularly raise the cases of individuals whose religious freedom has been violated and highlight practices and laws that discriminate against people on the basis of their religion or belief. Government Ministers and FCO staff are responsible for defending religious freedom in the respective geographical areas they cover. When raising difficulties faced by one faith group, we endeavour to speak out in the wider context of the rule of law and freedom – making the point that when one faith community is under attack, the liberty of all is under attack. Our Annual Human Rights Report looks in depth at the freedom of religion or belief situation globally and in a number of countries of concern.

We carry out project work in a range of countries, working with non-governmental organisations on issues such as promoting better understanding between faiths, bridging sectarian divides, promoting dialogue between faith groups and government and offering technical advice on laws that need amendment.

We have also been increasing training in the FCO on the influence of faith on foreign policy, commissioning the Woolf Institute from Cambridge to deliver a training course on religious literacy and introducing a series of regular seminars.

## Women's rights

Discrimination and violence against women and girls remains one of the most widespread human rights abuses. Tackling this issue is a priority for the UK and central to our work to advance gender equality and empower women. As long as violence and discrimination continue, our efforts to achieve global security and development will be undermined, affecting the lives of millions of women and girls worldwide. The FCO is committed to tackling this problem internationally; building on the work we are already doing bilaterally with partner countries, and in concert with the UN; the EU and other international partners to identify opportunities to increase our impact.

That is why we are committed to supporting innovative new projects in the poorest countries and working with international organisations and governments overseas to promote women's rights globally and reduce the impact of conflict on women and girls. For example, during 2013, the FCO funded a project in **Burma** which aims to promote women's empowerment and political participation.

The **Forced Marriage Unit** held a stakeholder event hosted by Minister for Africa, Mark Simmonds on 5 March 2013. A smartphone app. was launched at this event for young people at risk of Forced Marriage.

On **International Women's Day**, 8 March 2013 the FCO website was used as a blogging platform and social media channels were used to feature the stories of women who work with the FCO. The FCO Women's Association hosted an event in the FCO to mark the day. All female senior Heads of Mission in London joined FCO staff along with Whitehall colleagues and Non Governmental Organisations (NGOs) in a discussion on the Foreign Secretary's Preventing Sexual Violence Initiative.

A day earlier, the Foreign Secretary issued a statement to mark the day. He said:

*"International Women's Day is a chance to celebrate women's achievements, but also to highlight where more work needs to be done."*

Senior Minister of State, Baroness Warsi, issued a statement highlighting the UK's commitment to women's rights and wrote an article for The Guardian newspaper on preventing sexual violence, as well as attending and speaking at the Afghan Embassy's celebrations of the day. The then Minister for the Middle East, Alistair Burt, dedicated his entire blog to the day highlighting successes and reflecting on the many challenges women still face.

Activities celebrating International Women's Day overseas included the British Embassy in **Mexico City** hosting a small gathering among members of the staff to talk about women's role in today's world. Time Contact, a magazine for foreign readers, featured short interviews with 14 female Ambassadors to Mexico. El Universal (Daily Telegraph equivalent) included the opinions of five working women including British Ambassador Judith Macgregor. In **Rio de Janeiro** there was a launch of Smart Women Project (funded by the Human Rights & Democracy Programme Fund). In partnership with the UNWomen, UNICEF, UN Habitat and State Secretariat for Social Service and Human Rights of Rio de Janeiro, this

launched an innovative app. for smartphones. The app. will help women in poor communities to access public services such as the nearest hospitals in Rio de Janeiro.

In Europe, in **Rome**, the Embassy staged a projection onto the Coliseum, featuring new PSVI campaign material, and in **Warsaw**, the British Ambassador hosted a lunch for a group of influential Polish women. In South East Asia, the British Embassy **Manila** hosted a Women, Peace and Security event (with women from Mindanao), and in **Seoul**, the Embassy hosted an event with Ecogender, Korea's influential Women's Rights NGO.

### Lesbian, Gay, Bisexual and Transgender (LGBT) rights

The FCO's work in combating violence and discrimination against LGBT people forms an important part of our wider international human rights work. Working through our Missions abroad and international organisations, including the United Nations, the Council of Europe, the European Union and the Commonwealth, we take every opportunity to discuss and promote tolerance toward and non-discrimination against LGBT people and to address discriminatory laws, in particular those that criminalise homosexuality.

On International Day Against Homophobia (IDAHO) on 17 May 2013, the Foreign Secretary released a statement with the clear message that human rights are universal. The statement began:

*"The protection and promotion of the rights of lesbian, gay, bisexual and transgender (LGBT) people is an integral part of the Government's wider international human rights agenda".*

We also encouraged all Posts to mark the day locally, publicising their activities digitally. Around the network, Posts ran a wide range of events and initiatives to raise awareness of the issues, ranging from the presentation of a cheque to a local LGBT charity in **Colombo**, to **Brazil** where the Brazil Network's three Posts (Brasilia, Sao Paulo and Rio de Janeiro) had a significant reach on Facebook: over 3000 people. Their posts also attracted a considerable number of "likes" and "shares". Estado de Sao Paulo, the most popular broadsheet in Brazil, published an article reporting on the Brazil network's IDAHO celebrations.

A number of Posts flew the Rainbow flag from Embassy premises in support of IDAHO. And, for the first time ever, the Rainbow Flag flew over the FCO's main building in London's King Charles Street, marking LGBT & Community Pride on Saturday 29 June 2013. Overseas, a number of FCO staff took part in local Pride parades, ranging from **Tokyo** where the Ambassador made a speech, to **Moldova's** first ever Pride parade on 19 May 2013. In **Washington** the British Embassy's float won a prize.

## Disability rights

Bilateral engagement on disability issues overseas is shown through a project supported by the British Embassy in **Lima**. The Embassy supported Peru's National Council to Promote Disabled People Rights (CONADIS) by funding a project focused on guaranteeing and promoting disabled people's access to sports (as part of the London 2012 Paralympic campaign). Thanks to the project, the first federation of sports for disabled people was created in 2013 (for disabled people with physical disabilities) and a second one (focus is still to be defined) will be established this year. The project also developed a guide in Braille and in audio on how to form disabled sports associations.

The Consulate General in **Rio de Janeiro** supported the world's only Disabled Samba School at the Rio Carnival in February through "Embaixadores de Alegria" (Ambassadors of Happiness).

Multilaterally, the Commission on Social Development (CSocD) meets annually in New York in February. Officials at the **United Kingdom Mission (UKMis) to the United Nations** worked through the EU to reach a common position on CSocD's resolution on disabilities. UKMis also supported the attendance of Lynne Featherstone, Parliamentary Under Secretary of State for International Development, at the High Level Event on Disabilities and Development held in September, engaging constructively in the negotiations with the Department for International Development and the Department for Work and Pensions.

And in **Geneva**, at the UN Human Rights Council in March, the UK co-sponsored a resolution entitled "The work and employment of persons with disabilities". We also joined an EU statement at the Annual Discussion on Persons with Disabilities.

## Indigenous issues

The UK was the first country to develop a national Action Plan to implement the UN Guiding Principles on **business and human rights**, which were endorsed by the UN Human Rights Council in 2011. They call on States to protect human rights in the business context, on businesses to respect human rights, and on States and businesses to ensure that avenues of remedy – judicial and non-judicial – are available to those affected when human rights abuses occur. The UK Action Plan was launched in September 2013 by the Foreign Secretary and Business Secretary. It promotes responsible business behaviour for UK companies operating in the UK and internationally, encouraging UK companies to engage with those who may be affected at all stages of project design and implementation, in a manner that ensures free and informed participation and takes into account potential barriers to effective engagement, paying particular attention to indigenous peoples and other groups. We believe that business activity has a huge potential to impact on the human rights of these communities in particular.

Indigenous people were included in the Government's **Arctic Framework Policy** published on 17 October 2013. "Adapting To Change" lays out the three principles of respect, leadership and co-operation that underpin the government's approach. The UK is respectful of the sovereign rights of the eight Arctic States, the people who live



and work in the Arctic, and of the fragile environment and supports the participation of indigenous people in Arctic decision-making.

Our embassies continued to work with international NGOs and local non-governmental organisations on a variety of UK-funded projects to encourage local communities to participate in the democratic process. In **Bolivia**, we are working with the EU Human Rights Group to ensure the rights of indigenous communities and are supporting projects on police and prison reform, as well as on strengthening of the judiciary which directly impact on indigenous people's access to justice. In **Venezuela**, we supported a project with indigenous women community leaders from Bolivar state to help address issues facing their communities. In **Colombia**, we are supporting the government to implement the UN Guiding Principles to develop a national Public Policy on Business and Human Rights, as well as a system for public servants to monitor implementation of the policy and State grievance mechanisms. This policy will cover indigenous communities' right to Prior Consultation on issues and development processes that affect them. To give an idea of the cost of such support, this project totals around £84,000.

### Consular Work

The FCO's Consular Service offers assistance to British nationals in difficulties abroad.

The customer charter of the Consular Service commits to "Be professional, non-judgemental, polite and helpful to you whatever your gender, race, age, sexual orientation, marital status, disability, religion or belief."

### Approaches to FCO Consular Staff Overseas – for the period 1 January 2013 – 31 December 2013 – by Type

Nature of Service	Number of Clients
Visiting counters at overseas missions	149,357
Written Enquiries	179,527
Telephone Enquiries during working hours	310,870
Telephone Enquiries outside working hours	8,506
<b>Total</b>	<b>648,260</b>

The FCO does not collect data on the diversity (gender, ethnicity or other protected attributes) of those to whom it provides services.

## Forced Marriage Unit

The Forced Marriage Unit (FMU) is a joint Home Office and Foreign and Commonwealth Office Unit that provides assistance in cases of forced marriage in the UK and consular cases involving British nationals overseas, including dual nationals. Forced marriage is a serious abuse of human rights and a form of domestic abuse. Where children are involved, it is child abuse. Staff are also trained in the specific issues relating to victims who are LGBT or who have a disability and provide tailored assistance in these cases.

The FMU also runs an extensive outreach programme, which raises awareness of forced marriage and related issues among potential victims and statutory agencies including police, social services and health professionals. Latest statistics from the Forced Marriage Unit suggest young people aged between 16 and 25 are most at risk of being forced into marriage.

The FMU gave advice or support related to a possible forced marriage in 1302 cases<sup>3</sup>.

- 82% of cases involved female victims and 18% involved male victims.
- The FMU handled cases involving 74 different countries<sup>4</sup>, including Pakistan (42.7%), India (10.9%), Bangladesh (9.8%), Afghanistan (2.8%), Somalia (2.5%), Iraq (1.5%), Nigeria (1.1%), Saudi Arabia (1.1%), Yemen (1%), Iran (0.8%), Tunisia (0.8%), The Gambia (0.7%), Egypt (0.6%) and Morocco (0.4%). The origin was unknown in 5.4% of cases.
- Within the UK the regional distribution was: London 24.9%, West Midlands 13.6%, South East 9.9%, North West 9.3%, Yorkshire and Humberside 6.8%, East Midlands 4.2%, East Anglia 3.5%, Scotland 2.9%, North East 2%, South West 1.6%, Wales 1.6%, Northern Ireland 0.3%. The region was unknown in 19.4% of cases.
- 97 cases involved victims with disabilities.
- 12 involved victims who identified as lesbian, gay, bisexual or transgender (LGBT).

April 2014

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<sup>3</sup> Cases includes people or groups of people thought to be at potential risk of future forced marriage, those currently going through a forced marriage and those who have already been forced to marry. This statistic includes all initial contacts with the FMU via the helpline or by email relating to a new case.

<sup>4</sup> This includes countries to which a victim is at risk of being taken or has already been taken to in connection with a forced marriage.

# Annex A - List of overseas posts and number of FCO staff in each post.

Country/Territory	Name of Post	Type of Post	UK Staff
Ivory Coast	Abidjan	British Embassy	5 or Less
United Arab Emirates	Abu Dhabi	British Embassy	14
Nigeria	Abuja	British High Commission	24
Ghana	Accra	British High Commission	10
Pitcairn Islands	Adamstown	Resident Representative	5 or Less
Ethiopia	Addis Ababa	British Embassy	23
India	Ahmedabad	British Trade Office	No UK Based or UK Based recorded elsewhere
Egypt	Alexandria	British Consulate General	5 or Less
Algeria	Algiers	British Embassy	8
Spain	Alicante	British Consulate	No UK Based or UK Based recorded elsewhere
Saudi Arabia	Al-Khobar	British Trade Office	5 or Less
Kazakhstan	Almaty	British Embassy Office	5 or Less
Jordan	Amman	British Embassy	28
Netherlands	Amsterdam	British Consulate General	5 or Less
Anguilla	Anguilla	Governor	5 or Less
Turkey	Ankara	British Embassy	20
Turkey	Antalya	British Consulate	No UK Based or UK Based recorded elsewhere
Madagascar	Antananarivo	British Embassy	5 or Less
Ascension Island	Ascension Island	Administrator	5 or Less
Turkmenistan	Ashgabat	British Embassy	5 or Less
Eritrea	Asmara	British Embassy	5 or Less
Kazakhstan	Astana	British Embassy	5 or Less
Paraguay	Asuncion	British Embassy	5 or Less
Greece	Athens	British Embassy	10
United States	Atlanta	British Consulate General	5 or Less
Kazakhstan	Atyrau	British Trade Office	No UK Based or UK Based recorded elsewhere
New Zealand	Auckland	British Consulate General	5 or Less
Iraq	Baghdad	British Embassy	20
Azerbaijan	Baku	British Embassy	8
Mali	Bamako	British Embassy	5 or Less
Brunei Darussalam	Bandar Seri Begawan	British High Commission	5 or Less
India	Bangalore	British Deputy High Commission	5 or Less
Thailand	Bangkok	British Embassy	17
Bosnia and Herzegovina	Banja Luka	British Embassy Office	No UK Based or UK Based recorded elsewhere
Gambia	Banjul	British High Commission	5 or Less
Spain	Barcelona	British Consulate General	No UK Based or UK Based recorded elsewhere
China	Beijing	British Embassy	63
Lebanon	Beirut	British Embassy	11
Serbia	Belgrade	British Embassy	9
Belize	Belmopan	British High Commission	5 or Less
Germany	Berlin	British Embassy	18
Switzerland	Berne	British Embassy	5 or Less
Spain	Bilbao	British Consulate	No UK Based or UK Based recorded elsewhere
Kyrgyzstan	Bishkek	British Embassy	5 or Less
Colombia	Bogota	British Embassy	19
France	Bordeaux	British Consulate	No UK Based or UK Based recorded elsewhere
United States	Boston	British Consulate General	5 or Less
Montserrat	Brades	Governor	5 or Less
Brazil	Brasilia	British Embassy	15
Slovakia	Bratislava	British Embassy	5 or Less
Barbados	Bridgetown	British High Commission	5 or Less
Australia	Brisbane	British Consulate	No UK Based or UK Based recorded elsewhere

<b>Country/Territory</b>	<b>Name of Post</b>	<b>Type of Post</b>	<b>UK Staff</b>
Belgium	Brussels	British Embassy	5 or Less
Romania	Bucharest	British Embassy	7
Hungary	Budapest	British Embassy	5 or Less
Argentina	Buenos Aires	British Embassy	12
Burundi	Bujumbura	British Liaison Office	No UK Based or UK Based recorded elsewhere
Egypt	Cairo	British Embassy	20
Canada	Calgary	British Consulate General	5 or Less
Australia	Canberra	British High Commission	12
South Africa	Cape Town	British Consulate General	5 or Less
Venezuela	Caracas	British Embassy	6
Morocco	Casablanca	British Consulate General	5 or Less
Saint Lucia	Castries	British High Commission	5 or Less
India	Chandigarh	British Trade Office	5 or Less
India	Chennai	British Deputy High Commission	5 or Less
Thailand	Chiang Mai	British Consulate	No UK Based or UK Based recorded elsewhere
United States	Chicago	British Consulate General	5 or Less
Republic of Moldova	Chisinau	British Embassy	5 or Less
China	Chongqing	British Consulate General	6
Sri Lanka	Colombo	British High Commission	9
Guinea	Conakry	British Embassy	5 or Less
Denmark	Copenhagen	British Embassy	5 or Less
Greece	Corfu	British Vice Consulate	No UK Based or UK Based recorded elsewhere
Senegal	Dakar	British Embassy	5 or Less
Syria	Damascus	British Embassy	No UK Based or UK Based recorded elsewhere
United Republic of Tanzania	Dar Es Salaam	British High Commission	6
United States	Denver	British Consulate General	5 or Less
Bangladesh	Dhaka	British High Commission	20
Qatar	Doha	British Embassy	11
United Arab Emirates	Dubai	British Embassy	21
Ireland	Dublin	British Embassy	8
South Africa	Durban	British Trade Office	No UK Based or UK Based recorded elsewhere
Tajikistan	Dushanbe	British Embassy	5 or Less
Germany	Dusseldorf	British Consulate	5 or Less
Russia	Ekaterinburg	British Consulate General	5 or Less
Iraq	Erbil	British Consulate General	5 or Less
Sierra Leone	Freetown	British High Commission	7
Botswana	Gaborone	British High Commission	5 or Less
Occupied Palestinian territories	Gaza	British Information Services Office	No UK Based or UK Based recorded elsewhere
Cayman Islands	George Town	Governor	5 or Less
Guyana	Georgetown	British High Commission	5 or Less
Gibraltar	Gibraltar	Governor	5 or Less
India	Goa	British Tourist Assistance Office	No UK Based or UK Based recorded elsewhere
Democratic Republic of the Congo	Goma	British Embassy Office	5 or Less
Turks and Caicos Islands	Grand Turk	Governor	6
Mexico	Guadalajara	British Trade Office	No UK Based or UK Based recorded elsewhere
China	Guangzhou	British Consulate General	8
Guatemala	Guatemala City	British Embassy	5 or Less
Bermuda	Hamilton	Governor	5 or Less
Vietnam	Hanoi	British Embassy	8
Zimbabwe	Harare	British Embassy	12
Cuba	Havana	British Embassy	5 or Less
Finland	Helsinki	British Embassy	5 or Less
Greece	Heraklion, Crete	British Vice Consulate	No UK Based or UK Based recorded elsewhere

<b>Country/Territory</b>	<b>Name of Post</b>	<b>Type of Post</b>	<b>UK Staff</b>
Vietnam	Ho Chi Minh City	British Consulate General	5 or Less
China	Hong Kong SAR	British Consulate General	21
Solomon Islands	Honiara	British High Commission	5 or Less
United States	Houston	British Consulate General	5 or Less
India	Hyderabad	British Deputy High Commission	5 or Less
Spain	Ibiza	British Consulate	No UK Based or UK Based recorded elsewhere
Pakistan	Islamabad	British High Commission	58
Turkey	Istanbul	British Consulate General	13
Turkey	Izmir	British Consulate	No UK Based or UK Based recorded elsewhere
Indonesia	Jakarta	British Embassy	18
Saint Helena	Jamestown	Governor	5 or Less
Saudi Arabia	Jeddah	British Consulate General	5 or Less
Occupied Palestinian territories	Jerusalem	British Consulate General	13
South Africa	Johannesburg	British Trade Office	6
South Sudan	Juba	British Embassy	5 or Less
Afghanistan	Kabul	British Embassy	71
Nigeria	Kaduna	British Liaison Office	No UK Based or UK Based recorded elsewhere
Uganda	Kampala	British High Commission	10
Pakistan	Karachi	British Deputy High Commission	5 or Less
Nepal	Kathmandu	British Embassy	5 or Less
Sudan	Khartoum	British Embassy	10
Ukraine	Kiev	British Embassy	10
Rwanda	Kigali	British High Commission	5 or Less
Jamaica	Kingston	British High Commission	9
Democratic Republic of the Congo	Kinshasa	British Embassy	6
India	Kolkata	British Deputy High Commission	5 or Less
Malaysia	Kuala Lumpur	British High Commission	11
Kuwait	Kuwait	British Embassy	10
Bolivia	La Paz	British Embassy	5 or Less
Nigeria	Lagos	British Deputy High Commission	8
Pakistan	Lahore	British Trade Office	No UK Based or UK Based recorded elsewhere
Spain	Las Palmas	British Consulate	No UK Based or UK Based recorded elsewhere
Afghanistan	Lashkahr Gar	Provincial Reconstruction Team	No UK Based or UK Based recorded elsewhere
Malawi	Lilongwe	British High Commission	5 or Less
Peru	Lima	British Embassy	5 or Less
Portugal	Lisbon	British Embassy	5 or Less
Slovenia	Ljubljana	British Embassy	5 or Less
United States	Los Angeles	British Consulate General	5 or Less
Angola	Luanda	British Embassy	5 or Less
Zambia	Lusaka	British High Commission	5 or Less
Luxembourg	Luxembourg	British Embassy	5 or Less
France	Lyon	British Trade Office	No UK Based or UK Based recorded elsewhere
Spain	Madrid	British Embassy	13
Spain	Malaga	British Consulate	No UK Based or UK Based recorded elsewhere
Bahrain	Manama/Bahrain	British Embassy	5 or Less
Philippines	Manila	British Embassy	9
Mozambique	Maputo	British High Commission	5 or Less
France	Marseilles	British Consulate	No UK Based or UK Based recorded elsewhere
Australia	Melbourne	British Consulate General	5 or Less
Mexico	Mexico City	British Embassy	17

<b>Country/Territory</b>	<b>Name of Post</b>	<b>Type of Post</b>	<b>UK Staff</b>
United States	Miami	British Consulate General	5 or Less
Italy	Milan	British Consulate General	5 or Less
Belarus	Minsk	British Embassy	5 or Less
Somalia	Mogadishu	British Embassy	No UK Based or UK Based recorded elsewhere
Liberia	Monrovia	Political Office	5 or Less
Mexico	Monterrey	British Trade Office	No UK Based or UK Based recorded elsewhere
Uruguay	Montevideo	British Embassy	5 or Less
Canada	Montreal	British Consulate General	5 or Less
Russia	Moscow	British Embassy	29
India	Mumbai	British Deputy High Commission	7
Germany	Munich	British Consulate	5 or Less
Oman	Muscat	British Embassy	13
Kenya	Nairobi	British High Commission	46
Italy	Naples	British Trade and Investment Office	No UK Based or UK Based recorded elsewhere
India	New Delhi	British High Commission	39
United States	New York	British Consulate General	5 or Less
Cyprus	Nicosia	British High Commission	9
Mauritania	Nouakchott	Implant in EC Delegation (laptop diplomat)	5 or Less
United States	Orlando	British Consulate	No UK Based or UK Based recorded elsewhere
Japan	Osaka	British Consulate General	5 or Less
Norway	Oslo	British Embassy	6
Canada	Ottawa	British High Commission	9
Spain	Palma	British Consulate	No UK Based or UK Based recorded elsewhere
Panama	Panama City	British Embassy	5 or Less
France	Paris	British Embassy	23
Thailand	Pattaya	British Consulate	No UK Based or UK Based recorded elsewhere
Australia	Perth	British Consulate	No UK Based or UK Based recorded elsewhere
Cambodia	Phnom Penh	British Embassy	5 or Less
Montenegro	Podgorica	British Embassy	5 or Less
Haiti	Port au Prince	British Embassy	5 or Less
Nigeria	Port Harcourt	British Liaison Office	No UK Based or UK Based recorded elsewhere
Mauritius	Port Louis	British High Commission	5 or Less
Papua New Guinea	Port Moresby	British High Commission	5 or Less
Trinidad and Tobago	Port Of Spain	British High Commission	5 or Less
Portugal	Portimao	British Consulate	No UK Based or UK Based recorded elsewhere
Brazil	Porto Alegre	British Commercial Office	No UK Based or UK Based recorded elsewhere
Czech Republic	Prague	British Embassy	5 or Less
South Africa	Pretoria	British High Commission	21
Kosovo	Pristina	British Embassy	7
India	Pune	British Trade Office	No UK Based or UK Based recorded elsewhere
Democratic People's Republic of Korea	Pyongyang	British Embassy	5 or Less
Ecuador	Quito	British Embassy	5 or Less
Morocco	Rabat	British Embassy	12
Burma	Rangoon	British Embassy	9
Brazil	Recife	British Consulate General	No UK Based or UK Based recorded elsewhere
Iceland	Reykjavik	British Embassy	5 or Less
Greece	Rhodes	British Vice Consulate	No UK Based or UK Based recorded elsewhere
Latvia	Riga	British Embassy	5 or Less
Brazil	Rio De Janeiro	British Consulate General	5 or Less

<b>Country/Territory</b>	<b>Name of Post</b>	<b>Type of Post</b>	<b>UK Staff</b>
Saudi Arabia	Riyadh	British Embassy	19
Italy	Rome	British Embassy	10
United States	San Francisco	British Consulate General	5 or Less
Costa Rica	San Jose	British Embassy	5 or Less
El Salvador	San Salvador	British Embassy	5 or Less
Yemen	Sana'a	British Embassy	13
Spain	Santa Cruz de Tenerife	British Consulate	No UK Based or UK Based recorded elsewhere
Chile	Santiago	British Embassy	7
Dominican Republic	Santo Domingo	British Embassy	5 or Less
Brazil	Sao Paulo	British Consulate General	5 or Less
Bosnia and Herzegovina	Sarajevo	British Embassy	6
United States	Seattle	British Government Office	No UK Based or UK Based recorded elsewhere
South Korea	Seoul	British Embassy	18
China	Shanghai	British Consulate General	11
Singapore	Singapore	British High Commission	14
Macedonia	Skopje	British Embassy	5 or Less
Bulgaria	Sofia	British Embassy	6
Croatia	Split	British Consulate	No UK Based or UK Based recorded elsewhere
Russia	St. Petersburg	British Consulate General	5 or Less
Falkland Islands	Stanley	Governor	5 or Less
Sweden	Stockholm	British Embassy	10
Fiji	Suva	British High Commission	5 or Less
Australia	Sydney	British Consulate General	5 or Less
Bangladesh	Sylhet	British Deputy High Commission	No UK Based or UK Based recorded elsewhere
Taiwan	Taipei	British Trade & Cultural Office	7
Estonia	Tallinn	British Embassy	6
Uzbekistan	Tashkent	British Embassy	5 or Less
Georgia	Tbilisi	British Embassy	5 or Less
Iran (Islamic Republic of)	Tehran	British Embassy	No UK Based or UK Based recorded elsewhere
Israel	Tel Aviv	British Embassy	11
Netherlands	The Hague	British Embassy	8
Mexico	Tijuana	British Trade Office	No UK Based or UK Based recorded elsewhere
Albania	Tirana	British Embassy	5 or Less
Japan	Tokyo	British Embassy	22
Canada	Toronto	British Consulate General	5 or Less
British Virgin Islands	Tortola	Governor	5 or Less
Libyan Arab Jamahiriya	Tripoli	British Embassy	16
Tristan Da Cunha	Tristan Da Cunha	Administrator	No UK Based or UK Based recorded elsewhere
Tunisia	Tunis	British Embassy	10
France	UK Delegation to Council of Europe	International Organisation Delegation	5 or Less
France	UK Delegation to the Organisation for Economic Cooperation & Development	International Organisation Delegation	5 or Less
Austria	UK Delegation to the Organisation for Security and Cooperation in Europe	International Organisation Delegation	7
Belgium	UK Joint Delegation to NATO	International Organisation Delegation	15
Switzerland	UK Mission to the Office of the United Nations	International Organisation Delegation	21
United States	UK Mission to the United Nations, New York	International Organisation Delegation	34
Austria	UK Mission to the United Nations, Vienna	International Organisation Delegation	7
	UK Permanent	International Organisation	No UK Based or UK Based

<b>Country/Territory</b>	<b>Name of Post</b>	<b>Type of Post</b>	<b>UK Staff</b>
Switzerland	Representation to the Conference on Disarmament	Delegation	recorded elsewhere
Belgium	UK Permanent Representation to the European Union	International Organisation Delegation	86
Mongolia	Ulaanbaatar	British Embassy	5 or Less
Malta	Valletta	British High Commission	5 or Less
Canada	Vancouver	British Consulate General	5 or Less
Holy See	Vatican City	British Embassy	5 or Less
Seychelles	Victoria	British High Commission	5 or Less
Austria	Vienna	British Embassy	15
Laos	Vientiane	British Embassy	5 or Less
Lithuania	Vilnius	British Embassy	5 or Less
Poland	Warsaw	British Embassy	7
United States	Washington	British Embassy	45
New Zealand	Wellington	British High Commission	7
Namibia	Windhoek	British High Commission	5 or Less
Cameroon	Yaounde	British High Commission	5 or Less
Armenia	Yerevan	British Embassy	5 or Less
Croatia	Zagreb	British Embassy	5 or Less
Greece	Zakynthos	British Vice Consulate	No UK Based or UK Based recorded elsewhere