

DEFENCE INFRASTRUCTURE ORGANISATION

	Eliminate unlawful conduct	
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?	<p>Compliance / enforcement of departmental policies and procedures</p> <p>Personal case action to investigate complaints, which often highlight areas for improvements.</p> <p>Use of available data / statistics to monitor (HRMS and Your Say)</p> <p>Include and measure this requirement when placing commercial arrangements</p>
1. a)	Details of any next steps in this regard.	<p>Remind and promote</p> <p><i>Need to improve MI</i></p>
	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.	<p>Completion of Impact Assessments to identify where disadvantage might occur and taking action to mitigate where these are identified.</p> <p>DIO has the policy lead for disability access on Estate, which includes advising meeting legal requirements and promoting best practice.</p> <p>Participation in Focus Groups to understand requirements of persons sharing the protected characteristics.</p>
2. a)	Details of any next steps in this regard.	<p>Identify further areas for action, particularly those faced by people sharing the recently-added characteristics.</p>
3.	Steps taken in the last twelve months to meet the needs of persons who share a relevant protected characteristic.	<p>Reasonable adjustments are provided not only for people with disabilities but also for people sharing other protected characteristics (eg sex).</p> <p>Examples include equipment, working arrangements, interview arrangements.</p> <p>Specific policies to provide protection for persons with protected characteristics, eg pregnancy, employment in NI.</p>
3. a)	Details of any next steps in this regard.	<p>Identify further areas for action, particularly those faced by people sharing the recently-added characteristics.</p>

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.	DIO has the policy lead for disability access on Estate, which includes advising meeting legal requirements and promoting best practice. Improved access to Salisbury Plain which is suitable for disabled access and has previously been recognised and promoted by the Disabled Ramblers organisation.
4. a)	Details of any next steps in this regard.	Continue to identify the needs of people sharing the protected characteristics, especially those recently included groups.
	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.	Participation in Focus Groups by people who do and do not share the protected characteristics. DIO Women's Network has engaged with the regional CS group to identify and improve understanding of issues facing people within the protected characteristic and improve relationships.
5. a)	Details of any next steps in this regard.	Identify ways to foster good relations
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.	As 5 above.
6. a)	Details of any next steps in this regard.	Identify ways to foster good relations