

DfT Diversity Objectives and VOSA

Objective 1 – To promote an inclusive culture where the needs of a diverse workforce are valued and promoted.

Why are we doing this?

- To ensure that everyone who works with us will feel that they are treated fairly and inclusively.
- To build a culture where the way in which we operate on a day-to-day basis takes account of diversity.
- To create an environment of trust in which people feel confident to declare relevant personal information.

Evidence

In the 2012 Staff Survey:

VOSA had a positive score of 72% on the being treated fairly at work section. The Agency aims to maintain or improve on this figure.

VOSA had a positive score of 79% on being treated with respect by the people they work with section. The Agency aims to maintain or improve on this figure.

VOSA had a positive score of 57% on staff thinking that VOSA respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.). The Agency aims to maintain or improve on this figure. This is an increase of 3% compared to the previous survey.

14% of staff said they had been discriminated against and 14% said they had experienced bullying or harassment at work. VOSA aims for a decrease in these figures.

The VOSA Equality Monitoring annual summary 2011/12 shows:

Overall, 8.3% of all staff had unknown/undeclared race and 4.1% of all staff had unknown/undeclared disability. The Agency aims for a decrease in these figures. These figures have decreased since 2008/09 by 2.9% for unknown/undeclared race and 2.5% for unknown/undeclared disability.

Actions

- Confirmation of VOSA Diversity Champion
- Formation of the VOSA Diversity and Equality Network Group
- Rolled out e-learning Diversity training to all staff.
- VOSA Diversity Week 3rd to 7th December 2012 – including motivational speaker and other activities throughout the week.

Objective 2 – To successfully encourage talented people from a broad range of backgrounds to join and progress through VOSA.

Why are we doing this?

To build an Agency which embraces all talents by:

- Filling posts from broad resource pools and ensuring that unnecessary barriers, which might restrict their attractiveness to different sections of the workforce, are removed.

Evidence

The VOSA Equality Monitoring annual summary 2011/12 shows:

Success rates through the recruitment process:

- Technical posts: Disabled applicants were more successful than non-disabled applicants and those with unknown disabled status (at sift and appointment).
- Non-technical posts: Females were more successful than males (at appointment stage).