



Ministry
of Defence

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09 June 2015

Dear xxxxxxxxxxxxxxx,

Thank you for your email of 20 May 2015 to the Ministry of Defence, where you requested the following:

Could you advise on the number of Equality Courses the Army runs every year, the length of the course, the reason why soldiers are sent on the course and the course composition (i.e. subjects studied)

I would also like to know how many soldiers have been sent on an equality course in the last three years.

I am treating your correspondence as a request for information under the Freedom of Information Act 2000.

The Chief of the General Staff has made addressing issues concerning equality, diversity and inclusivity a priority in order to ensure that the Army is a modern employer capable of attracting, retaining and promoting talent from all elements of society. Its Equality and Diversity training is designed to ensure that the Army's culture is one in which its people can thrive regardless of ethnicity, gender or sexual orientation and the approach reflects the importance that the Army places on this issue.

The Army does not run bespoke Equality Courses but has an extensive programme of E&D training incorporated into other courses. All of the courses cover the following basic principles to a greater or lesser extent, depending on the seniority and job role of the audience.

- An understanding of diversity and the value of inclusive leadership.
- The legal, moral, business and operational effectiveness case for diversity.
- How to effectively manage a diverse workforce.
- The Equality Act 2010 and the protected characteristics of gender, race, religion or belief, sexual orientation, gender reassignment, marital status, pregnancy and maternity, age and disability.
- The Army's values and standards and what constitutes appropriate behaviour.
- How to deal with inappropriate behaviour, including methods of low level resolution and the formal complaint process.
- Agencies available to support with diversity management – including employee support networks, World Faith Chaplains and the confidential SpeakOut Helpline.

In response to your second question, E&D training is delivered as part of routine leadership courses and unit training as follows:

- All personnel in the Army are mandated to attend annual E&D training delivered by their own Commanding Officer.
- Additional training is delivered to units through the 'Respect for Others' package. This uses actors to deliver interactive training followed by facilitated group discussions for the chain of command. A unit will usually receive this package once every three years.
- On promotion to Corporal, Sergeant and Warrant Officer all soldiers receive a 'Respect for Others' module as part of their Command, Leadership and Management Course.
- E&D training is delivered to all courses covering command appointments for officers – including all Officer Cadets at RMAS, sub-unit Commanders and Commanding Officers. E&D training is also delivered to all Adjutants and Unit Welfare Officers.
- E&D training is delivered to all recruits in Phase 1 Training Units and to all permanent staff in training establishments through the Army Staff Leadership School.
- All 1* and above attend a Senior Officers' E&D Course once every 3 years.

At Defence Level, specialist training is provided to all unit E&D Advisers and Assistant E&D Advisers. This training focuses on understanding E&D policy and dealing with complaints and complainants.

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, 1st 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.gov.uk>.

Yours sincerely,

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