



Government
Legal Department

GLD diversity and inclusion action plan 2016 – 2019

Inclusive culture

Everyone in GLD contributes to and benefits from an inclusive working environment

GLD systematically tackles discrimination, bullying and harassment

GLD is recognised as a leading legal organisation promoting diversity in the legal profession

Recruitment and selection

GLD recruits from the widest possible pool of qualified candidates in our diverse society

GLD selects and promotes from the widest possible pool of qualified candidates

The diversity of people working in GLD increases at all levels of our organisation

Talent and progression

GLD systematically identifies and develops our talented people from all backgrounds and at all grades so that our talent pipeline is more diverse

Inclusive culture

Everyone in GLD contributes to and benefits from an inclusive working environment

Actions

1. Promote our inclusive culture and the role of our diversity networks at all induction events and on our intranet
2. Increase reverse/mutual mentoring for senior managers
3. Provide more business support for structured involvement of the diversity networks in organisational policy e.g. accommodation and technology
4. Help our people understand the importance of sensitive data reporting to HR and in the People Survey

GLD systematically tackles discrimination, bullying and harassment

Actions

1. Disability Network to review whether GLD should introduce Mental Health First Aiders
2. Identify, promote and monitor the take-up of disability awareness and other diversity and inclusion training

GLD is recognised as a leading legal organisation promoting diversity in the legal profession

Actions

1. Attract more diverse applicants to panel counsel competitions
2. Ensure diversity criteria for firms are included as part of the External Legal Services project
3. Develop outreach with schools, colleges and universities

Recruitment and Selection

GLD recruits from the widest possible pool of qualified candidates in our diverse society

Actions

1. Keep recruitment practices under review to ensure we attract a wide range of talented applicants. E.g:

- recruitment material should focus on our inclusive culture
- diversity monitoring should extend to caring responsibilities long-term health conditions and socio-economic background
- redact applicant names, schools and universities for sifting purposes for all external recruitment

2. Support mentoring and work experience schemes including the GLS Diversity Summer Scheme, Windsor & social mobility interns.

GLD selects and promotes from the widest possible pool of qualified candidates

Actions

1. Actively promote diverse GLD staff becoming authorised interviewers for recruitment and selection panels

2. Promote and monitor up-to-date diversity training for all panel members

3. Introduce staff panels with more junior and more diverse staff as integral part of SCS appointments

4. All GLD trawl notices offer flexible working or provide explanation of business need for restrictions

The diversity of people working in GLD increases at all levels of our organisation

Actions

1. Monitor proportions of GLD people at all grades by gender, ethnic/national background, disability and LGBT status

2. All SCS participate in the first socio-economic background census using the new civil service criteria

Talent and Progression

GLD systematically identifies and develops our talented people from all backgrounds and at all grades so that our talent pipeline is more diverse

Actions

1. Prepare and support GLD applicants to civil service talent schemes which target those from under-represented groups
2. Support all managers to hold good “Career Conversations” as part of annual talent management exercises
3. Review and revise policies to support GLD staff to qualify as lawyers including by an in-house trainee scheme, support for CILEX qualification or legal apprenticeship
4. Identify, promote and celebrate diversity role models across GLD and the wider civil service including in our Career Pathways material
5. Each Board member mentors at least one member of staff from a group under-represented in the SCS every year
6. Promote the Disability Adjustments Passport and the support available to access workplace adjustments
7. Promote and monitor a more consistent approach to requests for flexible working across GLD
8. Amend policy in relation to maternity and parental leave returners to enable return to previous team unless not reasonably practicable.