



MoJ Diversity & Inclusion Strategy 2017–2020: Executive Summary

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Our objectives

Our three overarching equality, diversity and inclusion objectives are:

- An inclusive Workplace: *‘A workplace that is inclusive and flexible, and where everyone is treated fairly and with respect’*
- A Diverse Workforce: *‘A workforce that is reflective of our diverse society at all grades’*
- Fair and Accessible Services: *‘Fair treatment, fair outcomes and equal access for all our service users’*

The MoJ is working hard to achieve a more inclusive workplace where staff are encouraged to be themselves and deliver their best at work.

We are also determined to build a workforce that is more representative of the UK’s diverse communities and communities of interest.

We know that by achieving these two objectives, we will be best placed to support our third objective: the delivery of fair and accessible services to all those who use them, and to those who come into contact with the criminal justice system.

We aim to achieve our objectives through the following activity:

An inclusive workplace

- Use insight to improve our knowledge of diverse groups’ experience of the workplace, and take action where we identify challenge
- Put inclusion at the heart of leadership and line manager development
- Develop a clear process for accessing good quality workplace adjustments in a timely manner for those that need them

- Embed diversity and inclusion activity and awareness as an integral part of performance management
- Align with wider work to recognise and support staff wellbeing and improved mental health
- Mobilise senior leaders to take action where staff may feel disengaged or experience unacceptable levels of discrimination, bullying and harassment
- Build a cohort of senior 'champions' to spearhead diversity and inclusion initiatives with meaning and action
- Make it easier for staff to record their diversity data and promote the benefits that robust data brings in ensuring a fairer workplace for everyone

A Diverse Workforce

- Strengthen the role of diversity in recruitment and selection processes
- Use innovative approaches to ensure diverse representation in the recruitment of new prison officers
- Identify and nurture diverse talent to participate in corporate leadership programmes
- Continue to promote programmes to support positive action and track progression and success
- Take action where some groups may disproportionately face barriers in performance through better support and fairer processes
- Support wider work to encourage staff from all socio-economic backgrounds to thrive at MoJ
- Establish ownership, responsibility and accountability in every business group for building a diverse workforce
- Explore where we're doing well on diversity and inclusion and where we need to improve through external benchmarking and assessment

Fair and Accessible Services

- Respond with timely plans to address the recommendations in Rt Hon. David Lammy MP's review on Race in the Criminal Justice System
- Readdress the balance for BAME representation in the justice system in terms of outcomes and prison population
- Ensure the distinct needs of women in the justice system are addressed to help them turn their lives around and stop re-offending
- Understand how changes to our services may impact diverse service users and take action where they face barriers or challenge
- Ensure our services are accessible including, where appropriate, easy to follow and inclusive digital solutions
- Anticipate and identify the particular needs of our diverse service users to ensure greater justice outcomes and comprehensive support for the most vulnerable
- Promote and nurture greater diversity within the judiciary