



Ministry of Defence

Ministry of Defence
Main Building
Level 6 Zone N
Whitehall London
SW1A 2HB

Our reference: FOI2017/06152

26 July 2017

[REDACTED]

[REDACTED]

Dear [REDACTED]

Thank you for your correspondence received on 27 June 2017 requesting the following information:

- 1. I would like to receive a copy of the the RAF's Combined Recruiting Youth and Gender High Level Action Plan which was created in 2008 and I believe was operational for five years. I would also like to request a copy of any successor plan that may have been created for the RAF.*
- 2. I would like to see any equivalent diversity recruiting plans which may have been created for the Royal Navy or Army which have been or are currently in operation.*
- 3. I would like to see the total number of personnel employed within the Army's Diversity Action Recruiting Team (DART) and the locations at which they are based*

Your enquiry has been considered to be a request for information in accordance with the Freedom of Information Act 2000 (FOIA).

The RAF advised that they have been unable to recover a copy of the Combined Recruiting Youth and Gender High Level Action Plan. After a thorough search they cannot find it on any of their current IT systems. They further advised that the Plan ceased to be relevant after 2013 and there is no successor plan.

The Royal Navy and Army have no equivalent diversity recruiting plans.

The Army have advised that the DART team no longer exists.

Under section 16 of the Act (Advice and Assistance) you may wish to be aware that an Armed Forces Diversity Engagement team has been formed this year. This is a three person, tri-service team which will deliver presentations and outreach to young people from all backgrounds. They will deliver activity across the country.

More generally, please be assured that the Ministry of Defence (MOD) is committed to recruiting and retaining the best possible people from across the country, regardless of background, gender, ethnicity, working pattern, caring responsibilities, sexual orientation and (for Civil Servants), whether they are disabled.

The MOD is striving to be an employer of choice through recognising, encouraging and celebrating diversity, and ensuring everyone in Defence plays their part in promoting an inclusive working environment and respecting and valuing the unique contribution of each individual.

Our work to become a more diverse and inclusive organisation is being driven by the Defence Diversity Inclusion Programme (DDIP) which was established in 2013 and covers both civilian and military employees.

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, 2nd 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.org.uk>.

Yours sincerely,

Defence People Secretariat