

MANAGEMENT BOARD

D & I SCHEME REVIEW

Note by the Diversity Champion

Purpose

This note seeks the Board's initial views on the D&I Scheme Review.

Action for the Board

2. The Board is asked to give high-level endorsement to the broad approach recommended in paragraph 7 below.

Consultation & equality analysis

3. The attached report is the result of extensive consultation and is, in effect, an equality analysis.

Background

4. The current D&I Scheme, sponsored by the Commission, comes to an end next month. The Commission has authorised a review of:
 - The impact and effectiveness of the Scheme; and
 - Recommendations for future approach.

The Report

5. June Jackson of Equality Research & Consulting led the review over the winter. The review team received 400+ questionnaire responses and conducted 40 interviews. Their final draft report is attached. The report is being sent to the Commission in parallel for discussion at their meeting on 16 March. I am sorry that the tight timetable does not allow for full consideration and feedback from the Board before submitting the report to the Commission; but we can report the Board's views to the Commission orally.

Findings and recommendations

6. The review was under four heads:
 - Embedding equality, diversity and inclusion within mainstream practice

- Ensuring access and inclusion for employees and visitors
- Providing support, talent management, and career progression
- Recognising leading edge practice in equality, diversity and inclusion

and recognises that there has been progress in all areas. But the original hope that sufficient progress would have been made to move entirely from “initiatives” into mainstreaming good practice has proved over-optimistic. The Report therefore proposes that there should be a further three-year D&I plan with six carefully-targeted objectives to accompany a wider mainstreaming and embedding agenda.

Recommendation

7. Anne Foster and I recommend this approach to both the Board and the Commission. There will be opportunity after the Election to add detail where appropriate; but we would like pre-Election agreement to the following:
- i. The Report’s findings should be endorsed and its recommendations accepted in outline;
 - ii. The Report should be shared widely both internally and by publication on the website, with a statement of acceptance of the recommended approach;
 - iii. The D&I Team and the Diversity Champion should work with the Management Board and the WENs to flesh out the priorities under each strategic heading. These should be presented to the Commission in the new Parliament, and—once agreed—be included in strategic and corporate plans

A J Walker
Diversity Champion
February 2015