

Equality and Diversity Action Plan

Civil Service strategy theme	Activity	Outcome	Lead area	10/11	11/12	12/13
1. Behaviour and culture change	Five dimensions of culture		Board/ExCo/OD	✓		
	Include diversity updates in regular management briefings/Cascades	Staff kept up to date on E&D issues	All staff	✓	✓	✓
2. Leadership and accountability	Quarterly reports to ExCo	Vehicle for raising issues with the Diversity Champion (CEO) and senior team	OD, HR wef 30 Sep	✓	✓	✓
	Six-monthly reports to the Board, annual reports to the Board on equality performance	Reflects the OFT values and commitment to equality	Comms/all staff	✓	✓	✓
	Promote fairness in communications with internal and external	Opportunity to hear		✓	✓	✓

	stakeholders Meet with the Equality & Diversity Group twice per year	views of staff first-hand and to share contributions on how to progress E&D actions/initiatives	Diversity Sponsor/E&D Group			
	Business planning process	Groups to consider and show how equality is promoted through local business plans	All Groups	✓	✓	✓
	Equality Impact Assessments (EqIAs)	Groups to complete EqIAs for all new policies/projects in accordance with guidance on the intranet	All Groups	✓	✓	✓
3. Talent management	Leadership Development Programme	Targeted at new and middle managers to develop leadership skills at an early stage	L&D	✓	✓	

	Mentoring scheme					
	<p>Funding of one place on Leaders UnLtd for BME and disabled staff</p> <p>Funding of one place on Stonewall's Leadership Development programme for gay/lesbian/bisexual staff</p>	Will develop leadership skills specifically attributable to individual characteristics	HR wef 30 Sep	✓	✓	
4. Representation	Re-run staff data survey in 2011	Will provide an up to date picture of OFT staff profile which will assist in future planning/action forthcoming E&D workstreams.	HR/OD/Comms	✓		