



Best practice case study of a staff diversity network

**Religion & Ethnic Minority (REM) Network
Department for Business, Energy and Industrial Strategy
(BEIS)**



Ryan Tinggal, Executive Committee



Religion & Ethnic Minority Network

Winners of the Civil Service Diversity & Inclusion 2016 Employee Network Excellence Award



10th Anniversary

In association with





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What does Government do?





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Our BEIS Ministers



The Rt Hon
Greg Clark MP
Secretary of State for Business,
Energy and Industrial Strategy



Nick Hurd MP
Minister of State for Climate
Change and Industry



Jo Johnson MP
Minister of State for Universities,
Science, Research and Innovation



**Baroness Neville-Rolfe
DBE CMG**
Minister of State for Energy and
Intellectual Property



Margot James MP
Parliamentary Under Secretary of
State, Minister for Small Business,
Consumers and Corporate
Responsibility



Jesse Norman MP
Parliamentary Under Secretary of
State, Minister for Industry and
Energy



BEIS Priorities

Industrial Strategy

Developing and delivering a comprehensive industrial strategy – utilising the UK's strength in science and innovation.

Energy

Ensuring that the country has secure energy supplies that are reliable, affordable and clean.

Research and Innovation

Maintaining the UK's position at the leading edge of science, research and innovation.

Climate Change

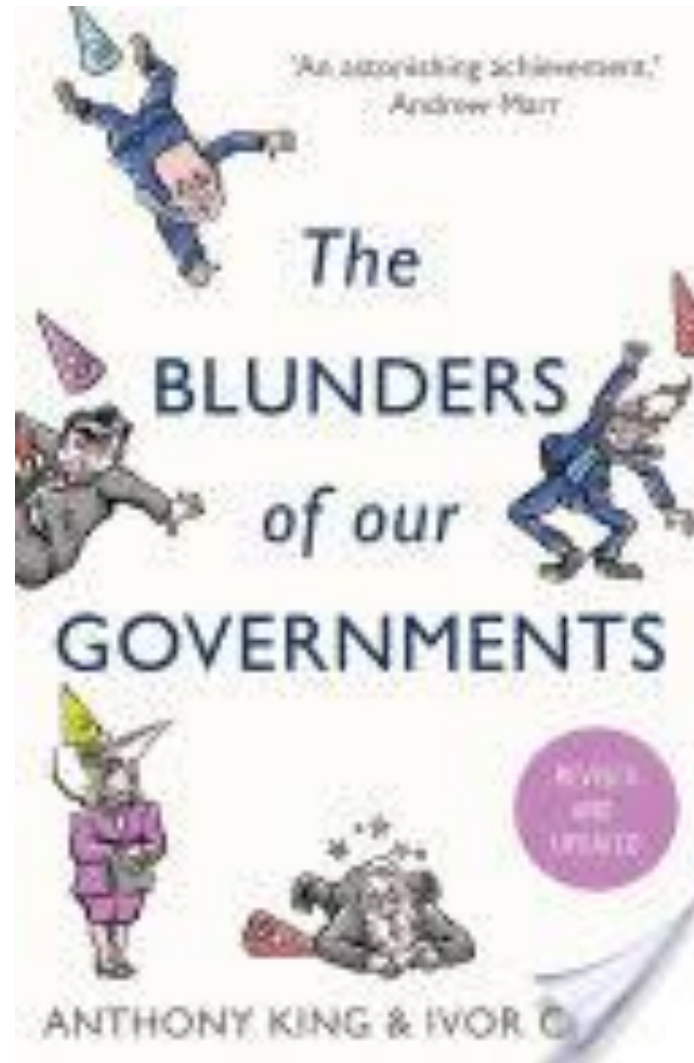
Working at home and abroad to reduce greenhouse gas emissions by investing in low-carbon energy sources.

Business and Markets

Promoting investment and enabling competitive markets for a strong economy that safeguards consumers and workers.



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Civil Service Diversity 2015

Groups	Working population	Civil Service	Senior Civil Service
BAME	11.6%	10.6%	4.1%
Disability	13.4%	8.9%	3.2%
Women	45.7%	54.1%	40.3%



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Perm Sec Diversity...





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...Too White to Fail?





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BEIS Senior Leadership Team

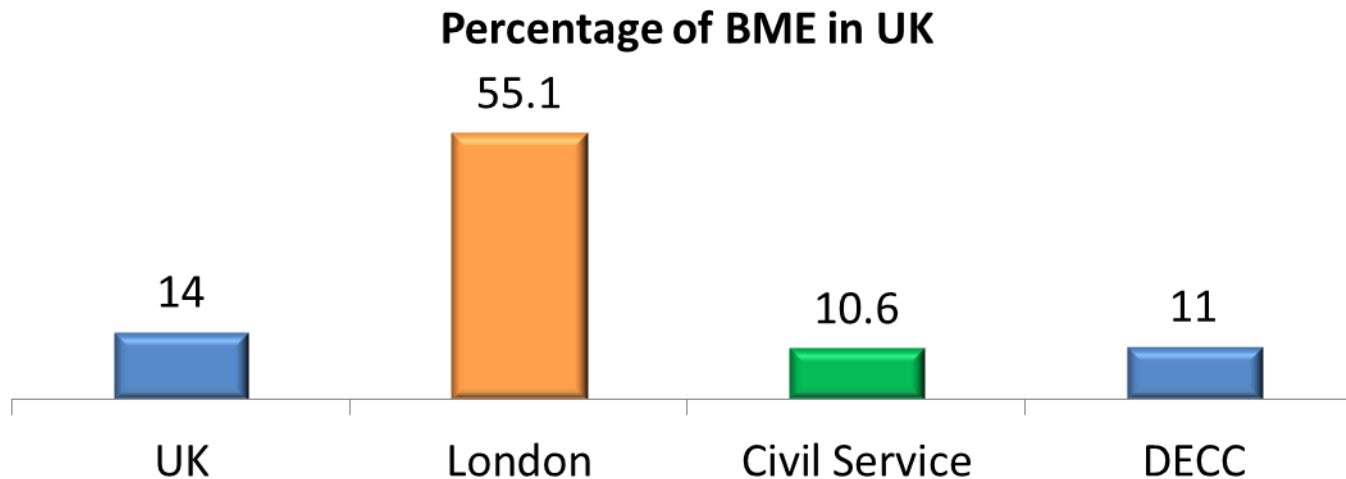




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Where are we? Civil service 2016...

- The Civil Service and DECC do not reflect the make up of society as a whole



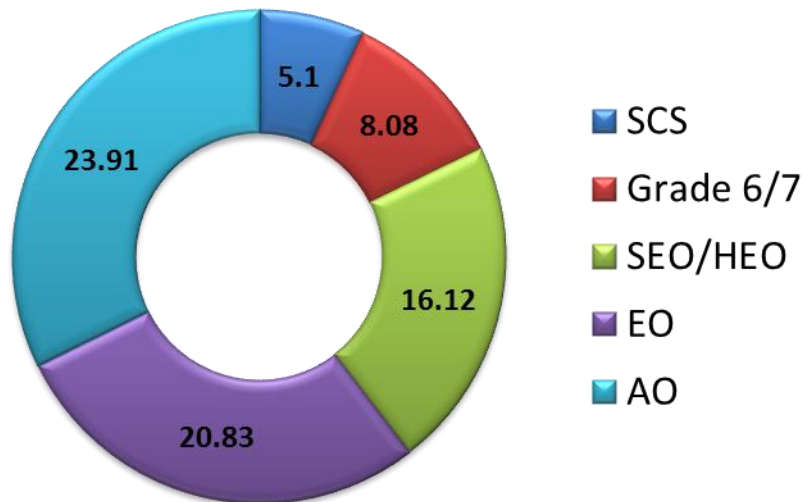


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Where are we now? The facts....

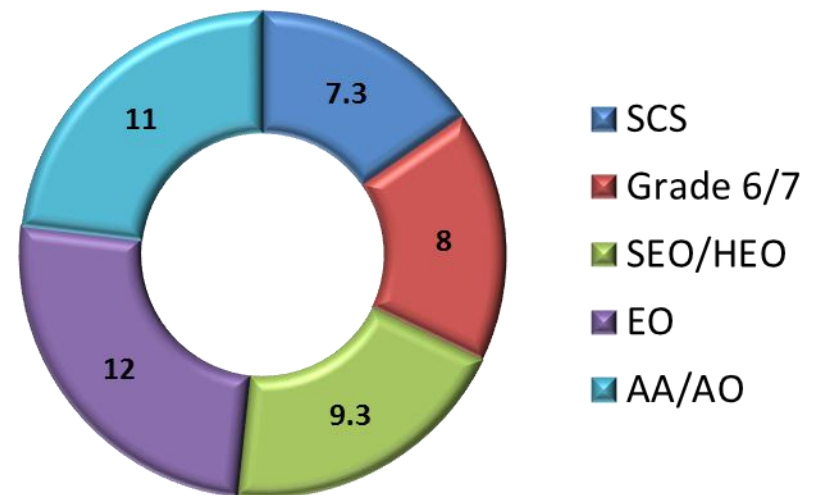
The majority of BME staff tend to be in the more junior grades

Percentage of BME staff in different Grades in Former DECC



Source: BEIS (former DECC HR Oct 2016)

Percentage of BME staff in different grades in Civil Service



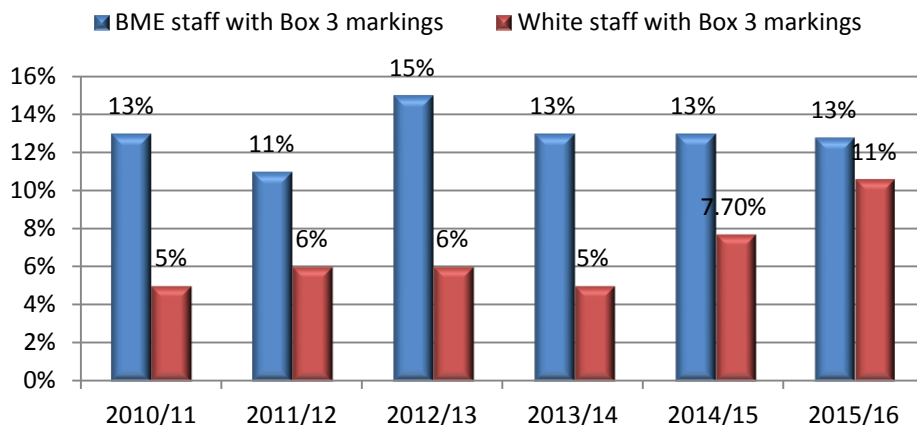
Source: ONS (March 2015)



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Where are we now? The facts....

BME vs White box 3 markings



Box Markings

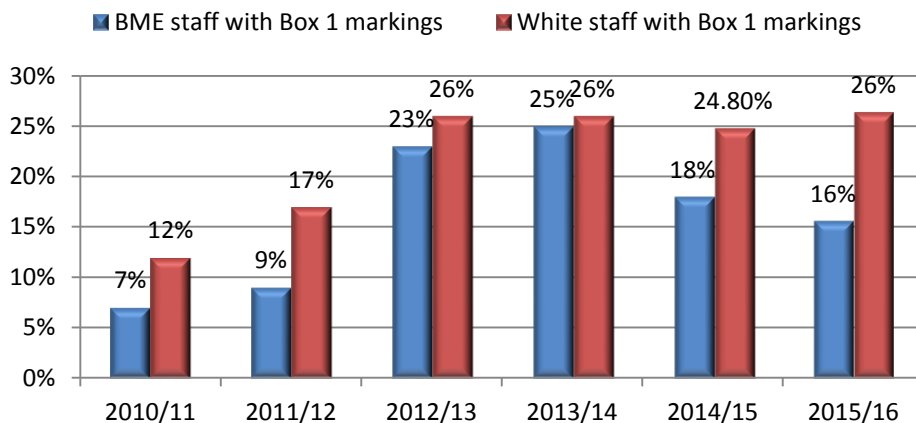
The Box 3 markings for staff from BME backgrounds and non-BME background has narrowed from **5.3% in 2014/15 to 2% in 2015/16**. However for Box 1 markings the gap has widened over the same period from **6.8% to 10%.**

Performance Ratings

The ratings difference by ethnicity remains and is **statistically significant**

Source: Former BEIS (Former DECC HR)

BME vs White Box 1 markings





REM Network

Our mission statement is to change the face of DECC to reflect the diverse society we serve and to promote an inclusive culture in which our members feel supported and empowered. Our aims are to:

- 1) to influence the culture and composition of DECC;
- 2) seek to improve the personal development and career progression of REM members and DECC staff;
- 3) to empower and support the wellbeing of REM members;
- 4) to increase the reach of REM, through collaboration with DECC networks, other government departments and external organisations to achieve our shared aims.

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Work with external partners
to promote diversity

What we do

Wellbeing & Social

Awareness raising events

Cabinet Office

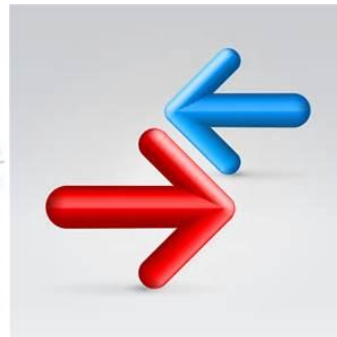
Talent Action Plan:
Removing the barriers
to success



Reverse mentoring scheme

Influence CS and
DECC policies 16

Provided jointly with HR



Monthly Coaching Sessions



KEEP THE MEMORY ALIVE!

Building Bridges Event
HOLOCAUST MEMORIAL DAY

When: Wednesday 28 January 2015
Time: 10.00 am to 12.00pm
Where: Portcullis House, Attlee Suite

This year the HMD theme is Keep the memory alive, come along to hear how the lessons of the past can inform our lives today and ensure that everyone works together to create a safer, better future.

Guest Speakers - Bob and Ann Kirk

David Rigal - Introduction
Bob & Ann Kirk tell their story
Teas and Coffees will be provided

To register for this event email: remnetwork@decc.gsi.gov.uk

DECC Religion and Ethnic Minority Network
Would like to invite you to

Eid Event

Monday 27th July 2015, 12:30—14:00
LG25 & LG26, 3 Windsor Place

Activities include food, henna hand-painting & learn the art of draping on a saraf.

Participate in the REM programme of cultural events to celebrate the rich diversity of people in our department and give colleagues an opportunity to expand their understanding of Islam.

For more information please contact: remnetwork@decc.gsi.gov.uk



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Coaching 2016



- Held 34 coaching sessions
- On average 20 people attend (open to all staff)
- Covered Civil Service Competency Framework with speakers from DECC and outside to impart knowledge

- Provided advice and tips on application and interview preparation in the sessions and on a 1:1 basis
- Several sessions for those in redeployment pool
- Approximately 30 people have been promoted or secured a new job

New wider Capability Building Sessions launched August 2016

- Sessions held include career progression and career planning
- These have been well received with first of these attracting 50 people and 16 new members joining REM





Working with HR, other networks and ExCo

Key Issues for our members:

- Appraisal process and Box 3 markings
- Use of Personal Improvement Plans
- Lack of career progression/BAME representation at SCS level
- Bullying and harassment in different forms
- Bias and unconscious bias
- Stress

What we are doing:

- Alerting HR and ExCo to issues and areas of concern
- Supporting staff suffering bullying, harassment and unfair treatment
- Challenging bias and low declaration rates
- Helping DECC to reform its systems
- Supporting business to deliver the diversity action vision, action plan and goals



Mentoring & Reverse Mentoring

Mentoring

- Programme started in May 2013
- In May 2015, we merged the REM mentoring offer with HR to deliver a single scheme
- The scheme has achieved over 150 partnerships
- The scheme matches individuals by looking at each individual circumstances in order to find a suitable pairing





Mentoring

Evaluation of the former DECC scheme

Of respondents to our October 2016 survey:

- 87% felt the mentoring scheme met needs/expectations and objectives
- 93% would recommend the mentoring scheme to colleagues
- 85% rated the scheme good/very good or excellent with positive experiences:
 - *Getting to know someone outside immediate area of work and discussing work issues*
 - *Guidance on Competencies and interviews*
 - *Support and focussed help on personal development*
 - *Greater understanding of the Department and increased confidence*
- 70% felt there was enough guidance and support but 30% of respondents would like more



Reverse Mentoring

- A person from an under-represented group is assigned to mentor a senior manager on diversity-related topics.
- Each mentor-protégé pair meets for a specified number of times specifically to talk about issues that affect persons of diverse backgrounds.





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REM Annual Conference





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Role models launch





Religion & Ethnic Minority **Role Models**

Inspiring people to be authentic, and their best





Religion & Ethnic Minority **Role Models**

AIMS:

- Encourage individuals irrespective of background, and their personal career journeys to recognise that nothing is out of reach - yes, you can do it too!
- REM Member to feel empowered to access career development opportunities and make a valuable contribution to BEIS

Individuals have shared their stories – including issues they have faced, how they overcame challenges, to tell us who their role models are, and what they think about the department and the civil service as a diverse place to work.



Religion & Ethnic Minority Role Models

"I think to be a good role model you need to be doing something you believe in.' You can't ask people to do it unless you can convey a sense of belief and confidence."

"I think the Civil Service can offer a career path for people of all backgrounds but that there is still more work to do to ensure senior grades are more representative of the society we serve."

"A good role model is honest and is someone that can be him or herself. I am a supporter of bringing your whole self to work."

"An honest, hardworking, authentic leader who has integrity and respect for all and leads from the front."

"I think everyone can help someone else in terms of career, bringing in a different perspective to situations. I see great value in mentoring and coaching and imparting knowledge."



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Get in touch

- Email: remnetwork@decc.gsi.gov.uk