

DfT Diversity Corporate Objectives - DVLA actions to deliver against DfTc objective 1

To promote an inclusive culture where the needs of a diverse workforce are valued and promoted

Why are we doing this?

- To ensure that everyone who works with us will feel that they are treated fairly and inclusively.
- To build a culture where the way in which we operate on a day to day basis takes account of diversity.
- To create an environment of trust in which people feel confident to declare relevant personal information. Declaration rates will vary from agency to agency but the whole group will aim for an increase in rates.

Relation to general duties: We are committed to our responsibilities to meet the public sector duty and to work towards improved outcomes for all the protected groups described in the Equality Act 2010.

It will support behaviour and culture change by promoting good practice and enabling staff to better serve diverse customer groups. It will help eliminate discrimination and harassment, advance equality and foster good relations between protected groups and others.

Evidence: Disability and Staff survey provided evidence that determined the actions below.

Action	Owner	Outcome
Staff Networking Groups (SNG) will work to advance equality of opportunity and foster good relations between protected groups. This will help build an inclusive culture and demonstrate how we value and promote the needs of a diverse workforce.	DAG, SNG, Staff & Customer Diversity Team (SCDT)	<ul style="list-style-type: none"> • Deliver 2 joint SNG events during 2012/13. • Each SNG will deliver minimum of 2 training/education and information sharing events per year. • SNG's will set business focussed objectives and a programme of work for 2012 -13. • The objectives will be reviewed regularly for progress.
The DAG will provide governance at a senior level to promote the importance of equality and diversity. This will help provide an increased awareness of diversity and increased understanding	DAG	<ul style="list-style-type: none"> • DAG will meet 3 times annually to review progress against diversity corporate objectives and initiate actions to ensure objectives are met. • Support SNG activities. • Meet monthly with SNG chair person to provide an

by all staff.		<p>opportunity to review progress on SNG objectives.</p> <ul style="list-style-type: none"> • Monitor delivery against the DAG Activity plan.
Improve/maintain staff declaration rates in relation to diversity data.	SCDT	<ul style="list-style-type: none"> • Maintain the current high level of declaration on race and disability • Improve declaration rates of sexual orientation and religion and belief. • Provide information appropriate to specific groups as statistics indicate.
Provide guidance and support to on completion of EA. Deliver awareness sessions to business areas on EA process	SCDT	<ul style="list-style-type: none"> • The completion of EA's and reason why will be embedded into the business. • New or changed policies, processes and procedures are equality analysed. The information recorded shows that we have paid due regard to the equality duties. • Completed EA reports will be available on internal and external websites. • This will be measured by reviewing and providing feedback on completed EA's.

DVLA actions to deliver against DfTc objective 2

To successfully encourage talented people from a broad range of backgrounds to join and progress through DfT

Why are we doing this?

To build a department which embraces all talents by:

Filling posts from broad resource pools and ensuring that unnecessary barriers, which might restrict their attractiveness to different sections of the workforce, are removed.

To identify people with potential from under-represented groups and to take responsibility for helping them develop their career aspirations and achieve their potential.

Evidence: Annual Staff Diversity Monitoring Report 2011. Assessment evidence from the annual Two Ticks Report.

Action	Owner	Outcome
Continue to support disabled people in employment and recruitment.	Human Resources (HR)	Maintain the accreditation of the Two Ticks standard.
To continue with the development provided by in house talent pools.	HR - workforce development	To continue to support development of staff to improve career choices.
To engage with Shaw Trust and Job Centre Plus to provide work placements.	HR, SCDT	Provide good quality work experience for unemployed young people and help them improve their skill set.