

Annex 7

DWP Race Equality Progress Report

We published our race equality scheme, *Realising Equality in the Department for Work and Pensions 2005 to 2008* in summer 2005. This is our annual review of what we are doing that will help us to make progress towards:

- eliminating unlawful racial discrimination;
- promoting equality of opportunity; and
- promoting good relations between people of different racial groups.

Some of the things we have done during 2006/07 or have planned for the future have been mentioned earlier in this document and we have not repeated them here.

We have developed a three tier involvement approach which built on what was already in place, will help us reach all our customer groups and will ensure a co-ordinated approach to lessen the burden on our customers and stakeholders. We ask our customer stakeholder groups for their views of the arrangements to ensure that they meet their needs. And we monitor and review the arrangements at a variety of meetings, for example at the Diversity and Equality Steering Group and the Equality Schemes Working Group.

The monitoring and evaluation strategy was placed on our website in April 2007. Workshops have been held with relevant policy teams to establish roles and responsibilities for staff data. The results of evaluations are used by all parts of the Department, for example our Executive Team considers the quarterly Departmental balanced scorecard and the Human Resources Executive Team considers the human resources statistics quarterly



Following the results of the Race for Opportunity benchmark exercise in 2006, where we came second in the public sector, we attended a number of debriefing meetings to gather information on best practice from other organisations.

Race for Opportunity did not carry out its usual benchmarking exercise during 2007 – instead it held its first ever awards and, along with other members, we were invited to submit two case studies for consideration. These awards recognise and profile best practice amongst the members. We were pleased that our case study on the Pension Service Transformation Programme was short listed.

All staff received the manager-led mandatory diversity awareness training session by December 2006 followed by the legislation and awareness training package by March 2007. The new race learning zone on our internal website went live in May 2007.

We have developed our business case for diversity to help our staff understand how diversity can help us deliver our services. This will be placed on our internal website in December 2007.

During the autumn we held a communications exercise to encourage staff to ensure the diversity data we hold is correct.

The guidance on impact assessments has been revised to make it more user-friendly and we have developed and delivered workshops to staff in a variety of different roles across the Department.

Department for Work and Pensions

Progress against our diversity targets is shown in Annex 1. Many of the actions in the 10-Point Plan have now been completed and new actions to help us make progress towards our targets have been identified and included in version 2 of the plan that was placed on our intranet in July 2007. Our director of Diversity and Equality is part of a Cabinet Office sub-group that is considering how best to drive diversity in the Civil Service beyond 2008.

We completed a project to consider, co-ordinate and recommend activities in relation to senior civil service recruitment, promotion and succession planning. We now have a strategy for attracting a diverse pool of candidates, a performance management framework for recruitment consultants and good practice guidelines in search and selection for recruiting managers – which have a strong diversity angle.

11 of our ethnic minority staff are taking part in a positive action pilot that began in September 2007 and will run for six months followed by six months business consolidation and we are also participating in the second tranche of the Cabinet Office's Leaders UnLtd scheme. We are exploring a mentoring scheme for ethnic minority staff from under-represented groups.

Our national race staff network group was re-launched in January 2007 and we have continued to consult the group on various issues such as the review of our staff competency framework. We celebrated Black History Month with activities across the Department.

The review of ethnic minority targets for non-departmental public bodies has been delayed due to changes to the non-departmental public bodies sponsored by the Department. The 2006/07 target was 14.6%, and we achieved 8%.