

CHIEF OF MATERIEL(AIR) DIVERSITY & INCLUSION STATEMENT

In accordance with the Equality Act 2010, it is DE&S policy that all employees are treated equally - with dignity and respect - regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation. In addition to these 'protected characteristics', military or civilian status, rank, level, specific learning difficulties, neurodiversity and social background shall not feature in management decision-making that could otherwise result in unlawful discrimination. Every person working in DE&S is valued for their unique contribution to Defence; difference is appreciated. The DE&S work environment shall be free from bullying, harassment and intimidation. As a result, all people within the Air Domain will be afforded equal opportunities to realize their full potential.

The tenets of DE&S Diversity & Inclusion (D&I) policy are summarized as follows:

- D&I is part of business as usual, rather than being a separate consideration;
- As wide a range of talent as possible will be positively encouraged to join DE&S and progress within it so our workplaces reflect the communities we work in and career paths allow for people's differences;
- Bullying and harassment will not be tolerated in DE&S;
- Employees will be encouraged and should feel safe to declare their protected characteristics on DE&S HR systems and JPA;
- DE&S will provide meaningful support for employee networks with effective senior champions and role models reflecting the diversity of our workforce;
- All major decision-making will reflect due consideration of D&I opportunities and issues through the Equality Impact Analysis process;

- DE&S will support its people to operate alternative working arrangements within the bounds of business needs;
- DE&S will share and make publicly available its D&I objectives and diversity data;
- DE&S expects visitors, suppliers and contractors to adhere to the same level of D&I responsibilities;
- DE&S will maintain accreditation to use the Disability Symbol by complying with the 5 commitments regarding the recruitment, employment, retention and career development of people with disabilities;
- Facilities will be provided for people to undertake their religious obligations in the workplace; and
- D&I and Unconscious Bias training is mandatory for everyone.

Further information on DE&S D&I policy can be found [here](#).

These tenets are consistent with the CAS's Values & Standards Personal Statement ([link](#)), which also highlights the qualities of leadership, high personal standards and moral courage as being essential to delivering against them. Additional D&I guidance, specific to RAF personnel is located [here](#), in CAS's D&I Directive.

COM(Air)