





Foreword

Helen Baird-Parker

Chair - FDA Equality, Diversity and Inclusion Committee

Having recently celebrated our centenary, the FDA has been at the forefront of decades of equality activism, resulting not only in positive change for the civil service and individual civil servants, but also directly influencing government policy. We had a pioneering woman Chair, Dame Alix Kilroy, all the way back in 1944. We also championed the cause of gay people in the Foreign Office in the 1970s, when being gay could see you precluded from a career in many professions. In recent years we've brought equal pay cases on behalf of women members, and have successfully challenged discriminatory pension scheme changes. We will always fight for our members' rights and interests. We continue to protect our members as they struggle with the effects Covid has had on all aspects of our lives - at work and outside it.

The present moment is an important one, as the country grapples with racism and structural inequalities. The issues faced by LGBT+ people are being heard and understood. Women's safety, or lack of it, has made the headlines. Society's consciousness of issues big and small affecting people's opportunities at work has never been greater. It is against this backdrop, of seismic societal and political change, that the FDA is planning for the future. This Equality, Diversity and Inclusion Strategy sets out how we, together as a union, will act to ensure that all members are seen and included, and that the opportunities they have access to are not limited by their personal characteristics. We have access to better data and information than ever before, and we plan to use that to improve our offering to our members. There is more work to do ourselves, so that we as a union are more inclusive and representative. This strategy sets out how we plan to bargain and negotiate on behalf of members, but also how we plan to support representatives and grow activism within the FDA. There will always be more work to be done. This strategy will move us forward, and by next year, we hope we will have embedded a framework for progress.



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Victoria Jones
FDA Equality Officer

This strategy provides the basis for the work the FDA will do in the equality, diversity and inclusion space up until the summer of 2022. By considering what the vision for 2022 is, and how we get there, we can ensure we're taking tangible steps towards making improvements to the working lives of civil servants.

We're publishing this overview to ensure that we are clear on our objectives and so that members can see the work we're prioritising. We know that the landscape is constantly changing and we'll continue to flex our resources to respond when we're needed. For us, true inclusion is more than publishing reactive responses. It is about embedding change to workplace cultures that can be discriminatory and exacerbate pre-existing biases. Sometimes the change is accelerated by tragic or traumatic events, but it is a constant that we seek to achieve.

The FDA will always stand up for those with protected characteristics and anyone who is facing unfair, unequal treatment at work. We're proud of the work we do in this space, and hope that members will not only see the progress that we're making, but hold us to account to push the boundaries further too.

Equality representatives – we need you

If you're passionate about equality, diversity and inclusion and want to make a change in your workplace, then please do join our network of equality representatives. The FDA provides training and support to ensure that you're able to access information, constructively challenge policy makers and support individuals who are facing discrimination.

To find the latest dates for equality reps training, please visit fda.org.uk/Equality or contact equalitymatters@fda.org.uk

Alongside our equality reps training, we also collaborate with external organisations such as Women's Aid, Ambitious About Autism and Disability Rights UK to host additional training events. For more information visit fda.org.uk/FDALearn



Our strategy 1

Equality, diversity and inclusion is central to everything that the FDA does

What will this look like by 2022?

We will influence central policies which impact our BAME, LGBT+, disabled and women members, and support local branches and sections to take this work further.

We will collaborate with employers and networks to ensure our influence is broad, and that our standing as experts in this space is underlined.

We will ensure we regularly tell members about the work we're doing in this space and the impact it is having.

We will be bold, considered and constructive in our approach to equality, tackling difficult issues and advocating for all of our members.

We have a good understanding of our demographic data, where there are opportunities to increase our presence and where we need to diversify our representation.

We undertake an annual equality audit, as a marker of what we've achieved and a way to identify our next priorities.

How will we get there?

Raise the profile of equality internally and externally, by developing a comprehensive communications strategy and finding the best way to cascade information across the organisation.

Ensure members, at all levels, have opportunities to influence, develop and engage with our equality work, prioritising, listening to feedback and lived experiences before identifying ways forward.

Develop member-led working groups for key projects and increase member engagement within the formal overarching employer consultation structures that exist.

Engage with our affiliates and staff networks to listen to their perspective and experiences, and identify opportunities to support and collaborate.

Engage with the TUC, through equality conferences and collaborative work, using our influence as an affiliate to shape the agenda.



Our strategy 2

We bargain effectively for equality within workplaces, removing barriers, tackling discrimination and lobbying for change

What will this look like by 2022?

We will provide regular guidance and briefings for our negotiators and representatives to ensure they are well-briefed and able to secure local improvements.

We will deliver effective equalities training to our local representatives.

We will provide networking opportunities to share good practice, develop ideas and listen to lived experiences.

We produce quality, reliable publications on issues across the D&I spectrum which provide insights into the experiences of our members and outline tangible suggestions to improve working conditions.

We will ensure pay and grading structures are equality proofed with regular equal pay audits, using data to ensure equity.

We will consistently monitor the data produced by the civil service, identify trends and collaborate with the employer to outline priorities and identify actions to make improvements.

How will we get there?

Encouraging our expert representatives to draft content, share tools and support colleagues in areas where they have experience.

Keep up to date with changes to legislation, momentum behind campaigns and opportunities to lobby.

Use our communications resource to distill information in an accessible format that puts power into the hands of our local representatives.

Have our finger on the pulse locally, through our usual engagement work and representatives, to understand where issues arise and respond dynamically.

Support local branches and sections to undertake equality audits of their employers.

Develop a system to monitor casework to pick up on common issues where we can and ensure systemic issues are challenged.



Our strategy 3

We're a growing union, full of passionate activists, who are representative of our membership and the broader civil service

What does this look like in 2022?

We will use our equality work to drive our ongoing organising and recruitment campaigns

We will have a network of dedicated equality reps across our branches and sections

We will have a membership that reflects the diversity of the civil service and the wider population

We will identify and develop a diverse pool of future leaders within the membership at an early stage

How will we get there?

We will continue to roll out quality training for new equality representatives

We will collaborate with members to create new training opportunities and bespoke resources, driven by the priorities of our members

We will develop structures that allow networking and collaboration across branches and sections

We will refresh the way we capture equality data from new joiners and existing members, to ensure the questions we ask are relevant and necessary.



**For more information on the FDA's equality,
diversity and inclusion work, visit
www.fda.org.uk/Equality
or contact us at
equalitymatters@fda.org.uk**