

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY R.J. WARD OF ST. HELIER
ANSWER TO BE TABLED ON MONDAY 13th JULY 2020**

Question

Will the Chair advise what initiatives, if any, are in place – or are planned – in the area of diversity or cultural awareness training for States employees?

Answer

Diversity and inclusion is an underpinning theme running through the Government of Jersey's People Strategy. As part of this, the new Target operating model in People and Corporate Services introduces dedicated resources for diversity and inclusion, which will also cover cultural awareness.

Our new induction programme 'MyWelcome' for new starters also includes a module. This has been piloted since January and is being launched for all new starters for government from July 2020.

The Team Jersey Programme is launching a training session entitled diversity, inclusion and belonging which will be deployed initially to the Team Jersey Lead community but will be extended to all staff in quarter 4.

The all Employee Survey that went live on 6 July 2020 seeks to gain additional feedback from respondents on whether they believe that the Government of Jersey is committed to creating a diverse and inclusive workplace; and whether they believe their personal values and beliefs are treated with respect. Action planning to respond the survey results is being scheduled in for August and September.