

Government Analysis Function D&I Champion biographies

Diversity Champions

The Government Analysis Function (AF) Diversity and Inclusion Strategy is supported by our D&I Champions. Read some of their biographies here.

Attract Champions

Patrick Rickles, Head of Digital Skills and Innovation (Oil and Gas Authority)

“My role at the Oil and Gas Authority (OGA) focuses on establishing a digital academy for upskilling colleagues on spatial and non-spatial technologies. I also experiment with cloud technologies and scripting languages to innovate with geospatial artificial intelligence and machine learning.

I am Deputy Head of Diversity and Inclusion for the Government Geography Profession, and I also handle much of our design, communications and tech work. Coming from academia, I can see many crossover opportunities for students in Civil Service.

I have regular engagement with universities and external organisations as part of the Government Geography Profession, encouraging students from all backgrounds to join.

I am excited by the opportunity to extend this to even more disciplines that are part of the other professions of Government and act as a champion of Diversity and Inclusion for them”.

Laura Armstrong, Head of Private Office for Director for Knowledge, Analysis and Intelligence (KAI) (HM Revenue & Customs)

“I’m a tax professional by background but have been working alongside analysts in KAI for about five years. I have a keen interest in people issues and have taken an active part in many initiatives including the National Mentoring Consortium and delivering disability masterclasses to managers across HMRC.

I’m always keen to see how we can make our recruitment process as inclusive as possible to ensure we have a diverse range of future leaders in the Civil Service. I look forward to working with the Analysis Function to deliver its Diversity and Inclusion strategy”.

Build Champions

Edisa Livingstone, Universal Credit Statistics (Department for Work and Pensions)

“I am in the final year of the Statistical Fast Stream. I joined the Civil Service four years ago and one of the things that attracted me as someone from an ethnic minority group was its reputation for valuing Diversity and Inclusion.

It is a fact that those from diverse backgrounds are under-represented in senior leadership roles, and I passionately believe we all need to do our part as analysts to address the issue.

I really benefited from the Fast Stream, as it has given me greater access to training, support, mentoring and guidance from senior analysts. I want to empower all analysts, of all grades and backgrounds, to see themselves as potential leaders, with access to the best opportunities for training, support, mentoring and guidance. The aims of the Build strand of this strategy align very closely with this goal”.

Ben Cowey, Principal Financial Analyst (Ministry of Defence)

“If anyone was in doubt about underlying tensions in our society and the need for greater diversity and inclusion, then the last year has certainly highlighted these.

As the UK Civil Service, it is vitally important we represent the population we serve otherwise we will struggle to deliver for all areas of society. In addition to being the right thing to do, diversity in our workplace is essential to designing policies that represent all UK citizens. This is why diversity and inclusion matter to me. Since joining my current team in the Ministry of Defence I have worked to make it more diverse and inclusive, I am very excited to work across the Analysis Function to do the same”!

Create Champions

Jo Lee, Data Scientist (10 Downing Street)

“I joined the Civil Service five years ago as a data scientist, after completing a PhD in Computational Biochemistry.

The most successful teams I’ve been part of are inclusive and promote diversity of thought. Diversity of thought challenges preconceptions and provides space to explore better solutions that we might otherwise have missed.

Despite the strategic importance, implementing this is challenging but can be done by creating a safe environment to allow change. In doing this, we can create a culture of empowerment where analysts can and do speak up, are heard, and experiment with new ideas. Then we all benefit”.

Paul Vickers, Deputy Director Insights Division, Analysis and Data Directorate, Ministry of Housing, Communities and Local Government (MHCLG)

“Over the course of my career in the Civil Service I have worked in a number of departments, including the Home Office, HM Treasury and the Office for National Statistics (ONS). I lead a multidisciplinary analytical team in MHCLG. I have been involved in Diversity and Inclusion (D&I) for many years, having previously been a Diversity Champion in the ONS and sponsored the implementation of the Carers Passport which led to other types of passport which are now widely used across the Civil Service.

I am passionate about ensuring that everyone, regardless of their personal characteristics or background, can be the best version of themselves, can bring their authentic self to work and can be given the opportunity to develop and grow. I currently oversee the development of D&I statistics in MHCLG and am leading a group looking at diversity, inclusion and policymaking across the department.

I look forward to working with others across the Analysis Function to embed an inclusive culture where everyone is given a chance to succeed and take on high priority or challenging roles, and where the value that diverse perspectives add to our analytical outputs is widely recognised and valued”.