

Analysis Function mutual mentoring programme

The Analysis Function (AF) vision for Diversity and Inclusion (D&I) is to create a truly diverse and inclusive analysis community that is reflective of the UK society we serve. To support this, this time last year we published our [D&I Strategy for 2021-24](#), which outlines the function we want to create and how we will achieve this.

This week the AF is launching a key commitment within the strategy; a Mutual Mentoring programme. Mutual mentoring is a partnership. By combining 'traditional' mentoring with reverse mentoring, the programme's key objectives are twofold:

- To support more senior analysts to increase their understanding of the diverse experiences of, and barriers faced by, AF members, enabling them to consider how to make their own leadership and teams more inclusive.
- To empower more junior analysts to discuss their experiences with their seniors, whilst also benefitting from meaningful career discussions and opportunities.

"I am delighted to have taken on the role of Senior Sponsor for Diversity & Inclusion within the Analysis Function (AF) and am committed to supporting the AF to create a truly diverse and inclusive analysis community that is reflective of the UK society we serve.

As a function of roughly 17,000, we must all take full advantage of the opportunity this offers to expand our networks across departments and professions. The AF Mutual Mentoring programme is a brilliant opportunity to learn from each other. As leaders, we must listen and create safe spaces for colleagues to share their lived experiences, and we must be open to reflecting on our own leadership behaviours and trying something different. This programme will support us to build more inclusive teams within our function and, in turn, will enable our senior leaders to support more junior analysts by offering valuable guidance on development and career progression."

How will it work?

Mentoring partnerships will be formed between a Senior Civil Servant (SCS) analyst and an analyst who is Grade 6 or below. Both partners will experience being both a mentor and a mentee, with sessions split into two halves to include a reverse mentoring-style discussion about D&I followed by a more traditional mentoring discussion.

Arranging matches outside of your department and core profession, the programme will be a great cross-government networking opportunity. There will also be informal opportunities to meet other programme participants, discuss your experiences and share learning.

Who can take part?

For those Grade 6 and below, the programme is open for AF members who consider there to be barriers placed on their career progression in relation to the [protected characteristics](#), and those from lower socio-economic backgrounds. The programme is open to all Senior Civil Service analysts.

Will there be training?

Training sessions will be held online in March 2022. The sessions will introduce mutual mentoring and will outline expectations of both members in the partnership.

Both members will be asked to sign a mentoring agreement. This will establish agreed ground rules and confidentiality within mentoring partnerships.

What is the time commitment?

Mentoring partnerships will be expected to meet once a month between April and September 2022.

How do I sign up?

If you are interested in taking part, please send a short expression of interest email to Analysis.Function@ons.gov.uk by 5pm on Friday 11 March 2022. To enable us to make matches, in your email please include:

- Department
- Profession (don't worry if you aren't registered to a particular analytical profession, just let us know your main area of work instead)
- Grade
- 100-word Expression of Interest (EOI) statement. Please outline your motivations for joining the programme, what you hope to gain from the experience, and what you can offer to a partnership.

Please note, we will endeavour to match all interested members with a partner. However, in the case of significant interest, the 100-word EOI will be used to select participants.

Want to know a bit more?

If you have any questions, please contact Analysis.Function@ons.gov.uk.

The Government Statistical Service's (GSS) reverse mentoring scheme informed the approach to the AF Mutual Mentoring programme, we hear from some past participants who tell us about their experience and why they would recommend signing up for this exciting programme.

Adriana and John's experience

The GSS reverse mentoring scheme was launched in October 2020, John Bates and Adriana Castaldo were amongst the first cohort of people to sign up. They discussed what they had learned from the scheme and agreed it had been a positive and worthwhile experience. They have written this joint blog to tell us about it.

John: "As someone in my first Deputy Director role I was really keen to sign up for the reverse mentoring scheme. As a leader I recognise that not everyone feels fully at ease with our workplaces and the way we usually interact with each other in the office. I wanted to do what I could to hear different perspectives from my mentor and to understand what I could do to be sensitive to different world views and to create a more inclusive environment in teams I lead."

Adriana: "I joined the scheme because I had mostly always been a mentee and wanted to try how it was to be on the other side. I wanted to gain more confidence when talking to colleagues of higher grades than me and feel that we could both learn from each other. I also wanted to explore the challenges of aspiring to be a "leader" and role model for others, while keeping being me and feel accepted for who I am."

John: "Adriana has been brilliant to work with, and I feel we've learned a huge amount from each other. We committed to a principle of confidentiality, so I'm not going to say a huge amount about the detail, but Adriana really took the lead as my mentor. We explored some sensitive issues about how challenging some work situations can be and how issues and events outside work can have an impact too. I know more about what I can do to support people to feel welcomed, supported and safe."

Adriana: "Working with John has been great. He was very open and listening to everything that I had to say in a very engaging and respectful way. I got some great tips on how to manage life and work. One thing that really stuck with me is when he told me "I think there is no way you can be happy (at work) if you try to be someone else". I found it very empowering that he asked my views and opinions on issues that sometimes he faces as a manager and senior leader. Being a mentor of someone of a higher grade than me has definitely made me feel more comfortable with facing senior leaders and most importantly see beyond grades."

John and Adriana: "We would really recommend reverse mentoring or mutual mentoring schemes. We've both really enjoyed the experience and even though the formal scheme has ended we are still meeting to discuss issues and learn more."

Richard and Sophie's experience

From a Senior Civil Servant perspective...

I'm delighted that the Government Statistical Service reverse mentoring programme has had positive outcomes. I've mentored several people over the

years, and I've found myself learning more and more from the person I've been mentoring, so the experience has felt mutually supportive ('traditional' mentoring can sometimes feel slightly elitist and hierarchical).

So, when I heard about this reverse mentoring scheme I was intrigued. I was keen to understand in practice how reverse mentoring could work, and to explore two questions that seemed particularly salient to the reverse mentoring approach – I wanted

- To understand the perspectives (such as drivers, and aspirations) of junior analysts, to help me in my leadership/management role.
- To identify areas where I might be inflexible and need to change, or where my skill set needs to develop

Between November 2000 and April 2021 Sophie and I met (virtually) eight times. Our main focus was on the 'flexibility' objective, but we also talked about other topics, reflecting Sophie's interests. I would send over material in advance of the meetings to help Sophie prepare – for example, we spent three meetings discussing a series of questions about different aspects of flexibility, like the last time I took a risk at work, did something completely new at work, or solved a difficult problem at work.

I found the exercise enjoyable and thought-provoking, and pretty reassuring. I was reminded that some newer staff assume senior staff have all the answers and a perfect master plan. This is sadly not the case, so changes in direction or priorities need careful communication about the need for change, however much pressure you're under, and building coalitions of support for change can be vital. Also, that in tricky staffing situations it's good to draw on HR resources about 'having difficult conversations' – you're not alone. And that people's desire for feedback varies – I have my own approach (as does everyone, of course), so it's helpful to make sure people understand this so they're not surprised by your approach.

From the mentor's perspective...

When I caught sight of this scheme, I was intrigued to see how this would work in practice as I couldn't understand how a senior member of staff could learn much from myself. This lends itself to the biggest lesson I learnt from this experience, there is always space for anyone to learn regardless of their position.

This exercise was as beneficial for myself as it was for Richard. In depth discussions and debates opened my mind to think in ways I have not done previously. Furthermore, new ideas were brought to the table that I had not previously considered.

For each session planned, I organised a theme of discussion based on what Richard's objectives were. For example, we hosted sessions on topics ranging from wellbeing of staff to how to make the most out of feedback. We both brought to the table our views and experience and I felt comfortable enough to challenge Richard's ideas and help him see a situation from a junior member of staff's perspective. This experience was invaluable, and I truly believe

this is a fantastic opportunity to take part in.

Here are a few ways in which we think you could make the scheme successful:

- Agree ground rules at the outset (mutual respect, confidentiality, both having the right to withdraw from the exercise).
- The more honest and open you are, the more insightful your discussions will be.
- Ensure both of you outline what you want to get out of the experience. The more specific your objectives, the better.
- The alignment of objectives with the experience/knowledge of the mentor is important – there's no point asking someone junior for advice on performing well at Executive-level boards, for example.
- Circulating discussion material in advance gives the mentor time to prepare. (And the act of preparing discussion material makes the mentee focus on what they want to explore).
- But – it's a relationship, so it's about personalities, so there's an element of luck in 'hitting it off'.

Many blog posts end with a 'call for action', and this one is no different. Our call for action is to encourage senior staff to consider applying for the scheme – perhaps in the first instance discussing the idea with your manager, and your senior reports, to get a range of perspectives. The experience is also mutually beneficial for the mentor as an opportunity to develop in ways not normally offered on a day-to-day role. And do bear in mind that this is a relatively small time commitment, spread over several months – the potential return on investment is considerable!

[AAIB Report: G-MPSB, Heavy landing during simulated single engine training, North Weald Airfield, Essex](#)

News story

On 12 March 2021, during the demonstration of an engine failure after takeoff emergency procedure, the commander of a MBB-BK 117 helicopter reduced one of the engine's throttle to idle. When the throttle setting was later increased, the engine did not respond. Takeoff was rejected and a firm landing executed.



This serious incident occurred during the demonstration of an engine failure after takeoff emergency procedure on a revalidation flight for the commander's type rating instructor qualification.

The engine failure was simulated by the commander reducing Engine No 1's throttle to idle. Shortly afterwards the commander increased the throttle setting, but Engine No 1 did not respond. During attempts to resolve the problem, the throttle setting for Engine No 2 was inadvertently reduced, resulting in insufficient power being available for continued safe flight. The commander rejected the takeoff and executed a firm landing within the airfield boundary.

The subsequent engineering investigation did not find any evidence of malfunction in the engine control systems. Engine No 1 probably did not respond because the rotor rpm droop compensation had been inadvertently trimmed in the wrong direction.

This incident reinforces the benefit of using flight simulators wherever possible to de-risk training, thus avoiding the requirement for live emergency training in the helicopter. Safety action has been taken by the helicopter operator as a result of this investigation.

[Read the report.](#)

Media enquiries call: 01932 440015 or 07814 812293

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[SMC response to the Levelling Up the United Kingdom White Paper](#)

Press release

Social Mobility Commission welcomes publication of the Levelling up White

Paper but warns test will be in the detail and implementation.



Responding to the publication of Government's [Levelling Up the United Kingdom White Paper](#), Social Mobility Commission Chair Katharine Birbalsingh and Deputy Chair Alun Francis said:

We welcome the publication of the Levelling Up White Paper, and the fact that it gives a clear framework to address disparities between regions and communities. These communities are full of talented individuals and we must do everything we can to empower them to thrive. Each of the missions the paper sets out are each hugely important, and it is crucial that checks and balances are in place to ensure that local government bodies, both existing and new, are held to account for their delivery.

The Commission has been clear that social mobility must be a core objective of levelling up. We are pleased to see that equipping young people with the tools they need to succeed in life is at the heart of this strategy, and that it includes measures that can contribute to social mobility through every stage of a young person's journey, from early childhood through education, training and employment.

The missions are aspirational and pose the right questions, but are also hugely ambitious. The test will be in the detail and the implementation – not just boosting skills, but which skills will be taught and how; not just aiming for essential literacy and numeracy, but defining the most effective ways to achieve them. Ultimately, levelling up will be judged on how well it creates opportunities in places they did not exist before. A key test will be how we help those with the fewest opportunities find decent work – this is not just about stories of rags-to-riches. More still needs to be done to stimulate the creation of much-needed quality private sector jobs in the most deprived areas.

As the Social Mobility Commission we stand ready to work with the government to flesh out that detail, advise on the best ways to make these missions a reality, and ensure that levelling up empowers people up and down the country to stand on their own two feet.

[Search is on for young space entrepreneurs ahead of first UK rocket launches](#)

With Britain's first satellite launches set to take place this year, the SatelLife Competition is looking for the best new ideas for how to use data collected from space to benefit daily life, from supporting local communities and the NHS, to monitoring the environment and tackling climate change.

The competition is now in its fifth year, with previous winning ideas including drones carrying medical supplies, a pin badge to monitor air pollution and an app to track abandoned shopping trolleys.

This year will see the first satellite launches taking place from UK spaceports, with the first horizontal launch from a carrier aircraft expected from Spaceport Cornwall, followed by vertical launch from Shetland's SaxaVord Spaceport and Space Hub Sutherland.

Satellites support the economy and everyday life, and this competition gives people aged 11-22 the chance to test their ideas with space experts and perhaps one day become part of one of the UK's fastest growing industries which already employs 45,000 people.

Science Minister George Freeman said:

Britain is set to become the first nation in Europe to offer small satellite launch, building on our world-leading satellite manufacturing industry. Seeing satellites launch from the UK for the first time will be a huge moment for the UK space tech sector.

The SatelLife Competition is designed to inspire the next generation of British space scientists, engineers and entrepreneurs, by helping our young innovators unleash their imaginations and turn their ideas into real-life proposals that could eventually transform our lives – from supporting our transition to Net Zero, to improving local healthcare services.

The UK Space Agency is committed to championing the power of space to inspire people and to offer greener, smarter solutions for businesses, supporting a more sustainable future.

British ESA astronaut Tim Peake said:

It has been amazing to see so many people inspired by my mission to the International Space Station and I hope that when satellites launch from the UK, it will help to show young people that there are all sorts of jobs in the space sector, including developing new applications for the data we get from space.

Satellites are playing a huge role in our daily lives, from monitoring climate change, to watching television and I know that young people will have some fantastic ideas for new ways they can improve our lives. I can't wait to see what they come up with, the possibilities are endless!

Previous winners include Lowena Hull, from Portsmouth, who, in 2019, had an idea to track abandoned supermarket trolleys using satellites.

Lowena Hull said:

The SatelliLife competition was an amazing chance to research into all the different ways satellite data can be implemented to help tackle a whole host of problems in both the local community and nationwide.

My advice for anyone looking to get involved with the SatelliLife Competition is to take a good look around and think: are there any problems either locally or globally I would like to try and solve? How might I be able to use satellite data to come up with a solution? Take your time with research and consider both feasibility and how might you implement your solution. Good luck!

There is a total of £50,000 prize money up for grabs which will be shared across three age groups; 11-14, 15-18 and 19-22.

The judging panel will be made up of experts including industry representatives and the UK Space Agency, Satellite Applications Catapult and European Space Agency (ESA). The UK is the leading investor in ESA's business applications programme and hosts the European Centre for Space Applications and Telecommunications in Harwell, Oxfordshire.

All winners will go on to pitch their ideas to a panel of 'dragons' at the Harwell Space Cluster in June for the chance to win further prizes. Previous prizes have included further funding, patent advice and invitations to discuss job opportunities as well as introductions to the other relevant experts for further help.

UK and Nigeria strengthen security and defence partnership to tackle terrorism and build regional security

New commitments made this week at the first ever UK-Nigeria Security and Defence Partnership dialogue will boost work to tackle shared threats and keep both British and Nigerian people safe.

It includes commitments to work together to improve civilian policing standards, protect human rights and recognise the important role of women in achieving sustainable peace.

Further UK support to Nigeria in tackling Islamic State West Africa (ISWA) and Boko Haram will also build on our work together to respond to conflict with extremist groups in the North East of the country.

Minister for Africa, Vicky Ford said:

Conflict and insecurity are leading to the loss of life and increasing displacement of millions of people across West Africa. It affects the freedom of civilians and blocks economic growth, further undermining peace and prosperity.

Through these new agreements, the UK is deepening our partnership with Nigeria to tackle shared threats, bolster regional stabilisation efforts and support Nigeria's peace-keeping capabilities.

This will help Nigeria to tackle violent extremist organisations and organised criminal groups, empowering them to respond to growing regional security challenges.

It is only when people are safe and communities stable, that nations can truly thrive.

This week's dialogue, the first following the agreement of our security and defence partnership in [2018](#), has led to refreshed plans to deepen UK engagement with the Nigerian security authorities.

This is detailed in the [joint communique](#) issued by both countries following the talks.

Nigerian National Security Adviser, Major General Babagana Monguno, said:

Nigeria and the United Kingdom share deep linkages and a common

history dating back to over a century. Like many other countries faced with complex and evolving security threats, Nigeria realises the need to forge greater alliances and partnerships with friendly nations, in order to combat these threats. It is particularly imperative that we work together to combat the threats of modern day terrorism.

The discussions and agreements reached today present an opportunity for officials at the highest levels of both our governments to work together to address threats from terrorism, inter communal conflicts, serious organised crime, piracy, banditry, border security and trafficking in drugs and persons, amongst others.

These agreements will deepen and enhance our security and defence collaboration in order to create a safe and secure environment for all our citizens to thrive.

Policing advisors deployed from the UK to Nigeria will share experiences and help Nigerian forces respond timely and appropriately to criminal activity across the country.

In addition, there will be UK support to Nigeria as they roll-out community policing in several states. This will help improve civilian security and allow the Nigerian army, which is currently performing many policing duties across the country, to focus its efforts on fighting terrorism.

The two sides also discussed a review of regulations to strengthen the role of women in crime prevention and equal treatment of men and women of the police force.

Alongside work to strengthen Nigeria's security and respond to growing regional insecurity, both countries agreed to deepen direct engagement on human rights, through sharing UK expertise with the Nigerian military on International Humanitarian Law and preventing sexual exploitation and abuse.

On top of this, the UK and Nigeria discussed UK assistance on reintegration pathways to civilian life for individuals who have left extremist groups.

The two sides discussed Nigeria's recent work to improve protection for children in conflict zones, efforts to improve human rights and accountability within the military and Nigeria's role in regional responses to shared insecurity challenges.

Notes to Editors:

- The UK-Nigeria Security and Defence Partnership was agreed between the two countries in 2018.
- The Security and Defence Partnership Dialogue this week was the first such dialogue since the partnership was formed.
- The full joint communique can be read [here](#)