

Press release: Government outlines plan to become the UK's most inclusive employer by 2020

The Civil Service Diversity & Inclusion Strategy outlines a range of ambitious proposals to achieve this aim, including:

- to build a dedicated ethnic minority programme to improve the representation of ethnic minority staff at the most senior levels across the Civil Service;
- to create a Diverse Leadership Task Force that will report to the Cabinet Secretary;
- to publish a data dashboard tracking progress on diversity and inclusion targets by April 2018;
- to establish a new framework for measuring inclusion;
- to embed diversity and inclusion in Single Departmental Plans.

The Civil Service has already made significant progress towards increasing the diversity of its workforce. Introducing measures such as anonymised recruitment and making Permanent Secretaries accountable to the Head of the Civil Service for improving diversity and inclusion have made a positive difference to the amount of under-represented groups in the Civil Service.

On gender whilst 42% of current Senior Civil Servants are women, in 2017, 49% of all new recruits into the SCS were women. The proportion of women at Senior Civil Service level (42%) is now greater than the representation of female executives and Board Directors in FTSE 100 companies (26%).

The proportion of ethnic minority civil servants has increased rapidly from 9.4% in 2012 to 11.2% today, and representation of disabled people within the Civil Service has increased every year since 2010, from 7.6% to 9.9% in 2017. Only 4.6% of Senior Civil Servants are from ethnic minority communities, however, and only 3.3% report having a disability, so there is more to be done.

Speaking today at the launch of the strategy, Caroline Nokes, Minister for Government Resilience and Efficiency, said:

The Civil Service leads the way on diversity in many ways. The gender pay gap is lower than in the private sector, we have significantly increased our representation of minority groups at every level, and our award winning Fast Stream programme is now broadly representative of the wider population in terms of diversity characteristics and social background. We are committed to driving this further, however, and I am proud that we are putting inclusion at the forefront of our agenda and for the Civil Service to act as a leading light for other organisations across

the UK.

Cabinet Secretary Jeremy Heywood said:

In order to serve the country to the best of its ability, the Civil Service must ensure that it reflects the diversity of the UK. Having a diverse workforce is not enough though, if it is to be truly brilliant, the Civil Service must strive to be inclusive and must create an environment where differences of thought and outlook are not only respected, but expected.

Although progress has been considerable over the past few years, today's strategy highlights how we must go further. Our ambition to become the most inclusive employer by 2020 is testament to our commitment to diversity and inclusion and to making the best use of talent that exists in all parts of society.

John Manzoni, Chief Executive of the Civil Service and Cabinet Office Permanent Secretary, added:

There are many studies and reports that evidence that diverse and inclusive organisations perform better and have happier people. The Civil Service, in order to ensure that it delivers the best quality service to the taxpayer, has a duty to attract and retain the best people from all corners of society. Our commitment to becoming the most inclusive employer in the UK by 2020 should also set an example to other public and private sector organisations.

[News story: PM call with Chancellor Merkel: 15 October 2017](#)

A Downing Street spokesperson said,

The Prime Minister spoke to Chancellor Merkel earlier this morning.

They discussed Iran and President Trump's decision not to recertify the nuclear deal. They agreed the UK and Germany both remained firmly committed to the deal. They also agreed the international community needed to continue to come together to push back against

Iran's destabilising regional activity, and to explore ways of addressing concerns about Iran's ballistic missile programme. They agreed to discuss further at the European Council in Brussels next week.

They looked ahead to next week's Council, agreeing on the importance of continued constructive progress in the UK's exit negotiations.

News story: Foreign Secretary statement on Somalia attack

The UK condemns in the strongest terms the cowardly attacks in Mogadishu, which have claimed so many innocent lives. My thoughts are with families of the victims, and the Government and people of Somalia at this difficult time. I would also like to praise the swift response of Mogadishu's security and first responders.

Those responsible have shown no regard for human life or the suffering of the Somali people. The UK will continue to support Somalia in the fight against terrorism.

News story: Foreign Secretary hosts talks with European foreign ministers

The Foreign Secretary today (Sunday 15 October) held talks with foreign ministers from eight European allies.

Boris Johnson was joined by the foreign ministers of Bulgaria, Croatia, Czech Republic, Hungary, Poland, Romania, Slovakia and Slovenia at Chevening House to discuss shared challenges and the UK's continued commitment to European security.

The Foreign Secretary Boris Johnson said:

Our departure from the EU will make no difference to Britain's

unconditional and immovable commitment to the security and defence of Europe.

This meeting was a further demonstration that the UK is a vital partner in the security of our continent.

The Foreign Secretary will tomorrow (Monday 16 October) travel to Luxembourg for the EU Foreign Affairs Council (FAC) where he will continue his discussions with European counterparts on the implications of the US announcement on the Iran nuclear deal.

The UK will continue to work closely with the international community to preserve the deal. In parallel with efforts to keep the nuclear deal, collective concerns about Iran's ballistic missile programme and regional activities must be addressed.

NOTES

The Foreign Secretary hosted the following European foreign ministers at Chevening today:

- Bulgarian Foreign Minister Ekaterina Zaharieva
- Croatian Foreign Minister Marija Pejčinović Burić
- Czech Deputy Foreign Minister Ivo Sramek
- Hungarian Foreign Minister Peter Szijjártó
- Polish Foreign Minister Witold Waszczykowski
- Romanian Foreign Minister Teodor Melescanu
- Slovakian State Secretary Ivan Korčok
- Slovenian State Secretary Andrej Logar

[Press release: Life sentences for killer drivers](#)

- life sentences will be introduced for those who cause death by dangerous driving, and for careless drivers who kill while under the influence of drink or drugs
- new offence of causing serious injury through careless driving to be created
- part of government action to make roads safer for all and stop devastation caused by dangerous drivers and cyclists

Killer drivers face life behind bars after plans to increase maximum sentences received resounding support from families and campaigners.

Ministers today confirmed that drivers who cause death by speeding, racing, or using a mobile phone could face sentences equivalent to manslaughter, with

maximum penalties raised from 14 years to life.

Offenders who cause death by careless driving while under the influence of drink or drugs will also face life sentences, and a new offence of causing serious injury by careless driving will be created.

The move comes after an overwhelming response to a government consultation which revealed substantial backing for the plans from a wide range of people including victims, bereaved families and road safety experts.

Today Ministers are announcing the outcome and confirmed the introduction of much tougher penalties as part of wider action across government to clamp down on dangerous, criminal behaviour on our roads.

Justice Minister Dominic Raab said:

We've taken a long hard look at driving sentences, and we received 9,000 submissions to our consultation. Based on the seriousness of the worst cases, the anguish of the victims' families, and maximum penalties for other serious offences such as manslaughter, we intend to introduce life sentences of imprisonment for those who wreck lives by driving dangerously, drunk or high on drugs.

On the new offence of causing serious injury by careless driving, Dominic Raab said:

We will introduce a new offence of causing serious injury by careless driving, punishable by imprisonment, to fill a gap in the law and reflect the seriousness of some of the injuries suffered by victims in this category of case.

The measures were confirmed in a government response to a consultation which will be published tomorrow (Monday 16 October 2017). The consultation sought views on whether current maximum penalties available to the courts should be increased, and received over 1,000 replies in just three days when launched in December 2016 – reaching more than 9,000 when it closed in February 2017.

The proposals confirmed today include:

- increasing the maximum penalty for causing death by dangerous driving from 14 years to life
- increasing the maximum penalty for causing death by careless driving whilst under the influence of drink or drugs from 14 years to life
- creating a new offence of causing serious injury by careless driving

In 2016, 157 people were sentenced for causing death by dangerous driving, with a further 32 convicted of causing death by careless driving whilst under the influence.

Today's announcement delivers on the government's pledge to consider the sentencing powers available to the courts for the most serious driving offences – making sure that punishment reflects the harm caused to victims and their families.

The move forms part of government wide action to improve safety for all road users, following recent devastation caused by irresponsible motorists and dangerous cyclists.

Last month the Department for Transport (DFT) launched an urgent review to consider whether a new offence equivalent to causing death by careless or dangerous driving should be introduced for cyclists.

Notes to editors

- The consultation closed in February and sought views on the most serious road offences. It did not cover other driving or regulatory offences such as speeding, the setting of drink drive limits, the basic offences of careless or dangerous driving and driving whilst using a mobile phone.
- This follows further action in 2015, when the government increased the maximum custodial sentence for causing death whilst driving when disqualified from 2 to 10 years. A new offence of causing serious injury when driving whilst disqualified was also created, with a maximum penalty of four years imprisonment. It also brought into force the statutory requirement to extend a driving ban to take account of any time spent in custody.
- 90% of respondents to the consultation thought there should be a new offence of causing serious injury by careless driving. They noted that without a specific offence which reflects the harm caused, offenders could only be convicted of a careless driving offence that has a maximum penalty of a fine.
- 70% of responses thought that the maximum penalty for the offence of causing death by dangerous driving should be increased to life imprisonment. Vast majority of respondents also agreed that the maximum penalty for causing death by careless driving whilst under the influence of drink and drugs should also be life.
- The government will give further consideration to increasing minimum driving bans for those convicted of causing serious death.
- DFT is separately reviewing cycling safety and seeking views on whether a new offence of causing death by dangerous cycling is needed, further details are due shortly.
- Legislation required for the measures announced today is expected to be brought forward as soon as parliamentary time allows and will take account of, and incorporate, the review of cycle safety.
- Sentencing remains a matter for independent judges, with decisions based on the full facts of each case.
- For more information call the MOJ press office on 020 3334 3529 or 020 3334 3503.