

FOI/2020/0656: Weekly message 13 July 2020

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From: [REDACTED] on behalf of Bell, Iain

Sent: 13 July 2020 15:50

Subject: Weekly Message - 13 July 2020

This morning I received a few emails from team members on my e-mail in June about making ONS an inclusive place for those from BAME heritage and issues they face within wider society. So I'm focusing this week's message on this.

To move the agenda forward, I asked those from a BAME heritage to share their personal experiences of working at the ONS so that I'm better placed to ensure we are open and inclusive to all. Our first meeting took place the other week. People from all backgrounds attended as they were also keen to hear the stories.

Any reference to black lives matters is not made as a political statement it is about how we treat people individually and as an organisation. My response following this meeting showed this:

"The responses to that e-mail and the subsequent meeting (with thanks to all who took part) have left me convinced we need to do much more to improve the experience of working in ONS for Black, Asian and Minority Ethnic colleagues. There is much to be done to ensure it is not the case that BAME colleagues feel the need to leave ONS to get promoted,

experience discriminatory behaviour at work and feel there is nowhere to turn for action. It's not acceptable."

ONS, and myself as a senior leader of it, have a duty to reflect the society that it serves both in how we deliver a quality service for the public good and in how we ensure we are fully compliant with legislation.

Helping everyone to enjoy great careers at the ONS is important. It has also clear that some BAME colleagues do not experience the same treatment that others enjoy. It is important that we remain open to hearing these views even if these are contrary to our own. I therefore look forward to working constructively across PPP to ensure we become a place where everyone is able to thrive.

Iain