

Diversity into Leadership: Sharing Support and Gaining a Voice Through Active Staff Networks

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The **main** factors:

- Good Governance
- Understanding what really matters to members and support using evidence
- Aligning objectives to the organisations - what will help the organisation to improve
- Diversity of thought and skills across your people (steering group/ committee)



The **main** factors:

- Sponsors and senior allies
- Taking care of members (e.g. well-being support, career development, upskilling)
- Employee network **V** Social network
- Collaborations across Networks



Civil Service Muslim Network Survey

Muslim Experience Working in the Civil Service, October 2020



A key part of the Civil Service Muslim Network (CSMN) 2020 business plan and the network's key flagship project for the Civil Service 2020 Year of Inclusion.

The objectives of the survey were:

- To understand the **lived experiences of Muslims in the Civil Service** (3.7% of civil servants [c.9000] staff identify as Muslim)
- To use data to **inform the CSMN business plan** and ensure that it is aligned with needs of Muslim staff
- To use findings to **support, influence, challenge and collaborate with senior civil servants** to make them aware of the needs and concerns of Muslim staff leading to small, large or structural interventions needed to make the Civil Service the most inclusive employer in the UK.



The survey launched on 10 July 2020 and closed on 16 August 2020.



Responses from 10% of Muslim staff across the civil service



Overall 79% of responses came from departments. The remaining responses were from agencies and public bodies which are arms-length bodies of these departments.



94.8% of respondents provided answers to non-mandatory questions



15.7% provided additional comments where a comment field was provided



34.6% engaged with the final non-mandatory question (22. Do you have any other comments that you would like to share with us about your experience working as a Muslim in the Civil Service or suggestions on how to address any issues you have faced?)



The second highest number of comments (27.5%) were provided on question 4 (Do you have adequate facilities to meet your religious requirements (e.g. prayer and ablution facilities) at work?).

The **main themes** from the survey were

- Faith Literacy and Inclusion practices including General Awareness about Islam and overall culture
- Views on career progression and development
- Experiences of Bullying, Harassment and Discrimination
- Facilities
- Annual Leave and Flexible Working

A total of 8 recommendations have been made.



RECOMMENDATION 1: Faith and Belief Networks to agree accountability mechanisms for Departmental Faith and Belief Champions/ HR to ensure that active support is provided to resolve issues when raised by staff at departmental level

RECOMMENDATION 2: Cabinet Office to provide funding for CSMN co-chairs to work 0.2 FTE to implement recommendations from this report.

RECOMMENDATION 3: All Departments to ensure understanding faith requirements are part of mandatory induction training and practical guidance is included in HR policies.

RECOMMENDATION 4: Cabinet Office Diversity and Inclusion team, Departmental HR & Diversity and Inclusion teams and cross government faith networks to monitor progress on faith literacy across the Civil Service.

RECOMMENDATION 5: Cabinet Office Diversity and Inclusion team, HR & DI teams across the Civil Service to review and amend recruitment practices such as monitoring and reporting career progression, including flow through rate, by faith and race.

RECOMMENDATION 6: Inclusion of faith training as part of mandated staff training, and specific training to cover BHD on grounds of faith.

RECOMMENDATION 7: Facilities and Estates management to assess prayer and ablution facilities and ensure they reflect the needs of the number of male and female Muslim staff.

RECOMMENDATION 8: All departments to use the faith & belief toolkit to review and develop clear guidance on use of annual leave and flexible working entitlements for religious festivals and network events. This includes, for example, breaks for prayer times during working hours, using flexible arrangements for midday Friday congregational prayers or use of annual leave for Ramadan and Eid.

Q&A

Knowledgehub

1. Access Knowledge Hub at <https://khub.net/>.
2. Go to sign-up.
3. Register with your name, work email address (for security reasons we will not accept registrations with a personal email address), grade and regional location. Then, review the confirmation email.
4. Search for 'Civil Service Muslim Network' under the 'Groups' tab.
5. Request to join the group, accept the user agreement and start to explore, collaborate and network.
6. To receive regular notifications about recent activity on CSMN KHub, select 'subscribe' under the CSMN logo on the main page.

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