

**WRITTEN QUESTION TO THE CHAIRMAN OF THE STATES EMPLOYMENT BOARD  
BY DEPUTY J.H. PERCHARD OF ST. SAVIOUR  
ANSWER TO BE TABLED ON TUESDAY 29th JANUARY 2019**

**Question**

Given the States of Jersey's Equality and Diversity policy states that “*training on equality and diversity should be available to all existing employees and should be included within every induction plan for all employees joining the organisation*” and that the policy applies to employees on both permanent contracts and zero-hours agreements, contract workers and workers on honorary contracts, will the Chairman advise how many new employees have entered States employment in the last 12 months and how many of these new employees received equality and diversity training as part of their induction plan; and will he explain how such training is delivered?

**Answer**

In the last 12 months (to 23/01/2019) there were 192 fixed term employees, 519 permanent staff and 215 zero hours contracts recruited into the States of Jersey.

The Corporate Induction programme ran in an earlier form until mid-year 2018. The Programme is currently suspended whilst it is being reviewed to incorporate digital learning elements and revised on boarding arrangements .The programme contains a session on equality, diversity and inclusion. This will be relaunched in July 2019

In the meantime all States line managers are required to discuss key organisational policies with new recruits as part of their induction and on-boarding into departments. There is no centrally recorded number of this taking place.

It is acknowledged that our Diversity and inclusion training can be improved and it has developed as the Discrimination legislation has been implemented. Diversity and inclusion is an active theme in our delivery. For example over the next four weeks the States of Jersey are running face to face workshops for all people managers to update them on the Bullying and Harassment and Whistleblowing policies recently launched .

We continue to promote learning and development on equality and diversity in a wide variety of ways

- HR Business Partner briefings to senior manager teams
- ‘Ethics’ that includes Equality and Diversity is covered in professional qualifications and briefings for Finance Managers.
- Revised and developed Equality and Diversity training for staff in Customer and Local Services.
- Nursing students joining the islands nursing programme have a session on equality and diversity.
- The States of Jersey Police will roll out Equality and Diversity training and awareness in 2019.
- Training programmes cover elements of Equality and Diversity such as Managers to Leaders, Inspiring Managers, mediation course and investigators course

Participation in JACs training courses.