



1SL Diversity and Inclusion Commitment

People matter! The Royal Navy only works because every individual who is part of our community comes to work wanting and able to give of their best, and in return be valued and respected for who they are and what they bring. I place huge importance on the Royal Navy being an organisation that people want to be part of, so that we can enjoy the full range of talent and perspectives necessary to make us thrive in who we are and what we do.

Embracing D&I is something we should all want to do. I believe it is fundamental to building the professionally rewarding and personally empowering environment we all want to work in. It maximises our ability to attract and retain talented people, it supports mission success and it is what our people deserve. We must make the Service a place where these values form our foundations.

D&I is for us all. It requires your active engagement to ensure D&I remains at the forefront of our thinking in the leadership, management and daily life of the Service, no matter how unforgiving the tasks we face. We cannot afford to be complacent about our workplace culture, and unacceptable behaviour must be challenged and confronted every time. Where we fail to meet that objective, or deficiencies emerge, we must be challenged, whether individually or as an organisation.

My Intent. It is my intent that the principles of D&I should be a prominent part of the lived experience in the Royal Navy. As part of achieving this, we will:

a. Educate people to understand D&I policy and provide opportunities to engage with differing perspectives as part of their personal and career development in addition to mandatory D&I training. We will seek external assistance and scrutiny to ensure continuous improvement and to promote the Service as a model of D&I.

b. Maintain D&I Advisors across the Service to support and assist all staff in understanding D&I policy, improving workplace culture, sustaining education and awareness, and having the confidence to challenge unacceptable behaviours.

c. Consider D&I as core elements of our working principles and review our climate, implementing change to address shortfalls. We will communicate on D&I as a regular part of our workplace culture and encourage grassroots D&I activity and participation by all staff.

d. Take active measures to develop talent from all backgrounds, and to rebalance and eliminate systemic inequality through allyship and mentoring.

Accountability. I expect and encourage you to hold me to account, whether through the D&I organisation or direct. It is only through transparency that we will achieve what we set out to.

Building on Success. I am committed to building and maintaining a Service which encourages and enables D&I and in which our people feel motivated and empowered. The People Survey consistently highlights we are delivering on this vision for most people, but there remains a significant minority for whom this has not been the lived experience. Remediating this requires us to place dialogue, listening and self-awareness at the heart of what we do. We must meet this challenge collectively, with courage, honesty and open minds.

Admiral Sir Ben Key KCB CBE ADC
First Sea Lord and Chief of Naval Staff