



ROYAL NAVY GALAXY

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ISSUE: **First Sea Lord**

AUDIENCE: **All Royal Navy and Civilian Personnel**

TIMING: **Routine**

ACTION: **Action and Information**

DIVERSITY AND INCLUSION DIRECTIVE

My aim is for the Naval Service – RN, RM, RFA and Civil Servants - to be the most effective Navy in the world. Our strength comes from our people, and to be effective we need to recruit and retain the best available talent. We need each and every one of our people to be able to perform to their full ability and to feel fully included within their teams so that our effectiveness is maximised. This is how we achieve our battle winning edge.

My Commitment

Through my Personal Action Plan and those of my Navy Board colleagues, my intent is that diversity and inclusion are embedded in the command chain as a fundamental component of our divisional, regimental and civilian management systems.

Leadership

At the heart of a truly diverse and inclusive organisation is leadership and maximisation of talent. I require all those in leadership positions to value, respect and develop the potential of all their subordinates, to lead by example, to display moral courage and to demand the highest standards of behaviour in return. I will not tolerate bullying or harassment - it is bad both for our people and for the effectiveness of our units.

Your Part

Service and civilian personnel, at every level and at all times, are to treat each other with respect, dignity, honesty and fairness and abide by the Royal Navy Core Values, Royal Marines Core Values and Civil Service Code, as appropriate. The operational case for diversity and inclusion is unassailable; it must be a single, visible and enduring thread to everything that we do.

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