

## **DLS Diversity and Inclusion Statement**

As the Director of Legal Services (Royal Air Force) I am fully committed to leading and nurturing diversity and inclusion for the benefit of all in the Branch, the Service and Defence at large.

Fostering an inclusive and collegiate environment is essential to our mission of delivering high quality, effective and operationally focussed legal services to the Royal Air Force and Defence. Being inclusive is also the right thing to do morally and legally. The RAF reflects the culturally diverse society from which we are drawn and recognises the value and importance of difference across our organisation. Enhanced workforce engagement, improved access to talent and greater levels of understanding are crucially important to Defence, the Service and the individual officers and civilians within the Directorate of Legal Services (RAF).

Building the best team requires the right mix of capable and motivated individuals with diverse skills, perspectives and backgrounds. Visible and invisible **Diversity** positively enriches our understanding of the world, broadens our insights and enhances our ability to provide nuanced legal advice for the benefit of the Service and the wider society that we serve. In parallel, **Inclusivity** allows us to harness the power of our Whole Force and to foster a sense of acceptance, worth and reward. Every perspective and insight adds value in preparing the RAF to meet whatever challenges it may face in the future and it is only by harnessing the intellect and cultural perspective of all that the Legal Branch can maintain our relevance within the Service and Defence as a whole.

I will strive to recognise, encourage and celebrate diversity at every opportunity in a Legal Branch that is inclusive of all. I recognise this social and operational imperative is both an enduring aspiration and a responsibility that each of us bears that goes beyond the workplace into every aspect of our lives. Through providing a diverse and inclusive working environment the Directorate of Legal Services (RAF) can and will make a key contribution for our people and to our work.