

About the AF Diversity and Inclusion Strategy (2021-24)

News story

The Government Analysis Function D&I Strategy launched in February 2021



People are central to the success of the Government Analysis Function. Diversity is a strength and it's vital that all analysts feel able to bring their authentic self to work, safe in the knowledge that diverse perspectives and experiences are both valued and respected.

Our vision as a Function is to create a truly diverse and inclusive analysis community that is reflective of the UK society we serve. We are delighted to share the [Analysis Function Diversity and Inclusion Strategy for 2021-2024](#), which outlines our vision for creating a truly inclusive place to work and build a career.

The approach outlined in this strategy is delivery-driven and has been comprised by members for members, based on evidence from 2020 Diversity and Inclusion (D&I) survey and subsequent consultation sessions. It will remain agile and iterative, adapting and developing alongside our own understanding of the analytical community and the challenges faced by our members.

As a Function, we all have a duty to take meaningful action and achieve genuine change through ownership, understanding and accountability. If you would like to influence and drive forward positive change at Function level, we would encourage you to join our Diversity and Inclusion Working group.

Please contact Eleanor.Williams@ons.gov.uk for more information.

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New vaccines partnership to rapidly respond to new virus variants

A new partnership between the UK Government and vaccine manufacturer CureVac has been established to rapidly develop new vaccines in response to new Covid-19 variants if needed.

Both the Pfizer/BioNTech and Oxford/AstraZeneca vaccines are safe and effective and appear to work well against the Covid-19 variants currently dominant in the UK.

The new agreement will utilise UK expertise on genomics and virus sequencing to allow new varieties of vaccines based on messenger RNA technology to be developed quickly against new strains of Covid-19 if they are needed.

The Government is establishing an expert advisory group to identify the variants that the UK could need vaccines against.

Through the agreement announced today, the UK has placed an initial order for 50 million doses of new vaccines to be delivered later this year if they are required.

This is in addition to the broader portfolio of 407 million doses already secured by the UK Government to date.

Almost all vaccines developed through this partnership against new Covid-19 strains will be variants of an existing jab by CureVac which is currently undergoing Phase 3 clinical trials, meaning it should be possible to accelerate clinical trials ahead of submission to the regulator for approval. The UK will use its partnership with CureVac to boost the UK's capacity to develop and manufacture variant vaccines in the UK, strengthening our domestic capabilities.

The process is similar to the method used to update flu vaccines each year – updated and accelerated using the newly-proven mRNA technology that can be reformulated against variants more quickly than older and more traditional vaccine technologies. mRNA technology is already being used in the Pfizer-BioNTech and Moderna vaccines approved for use in the UK.

Business Secretary Kwasi Kwarteng said:

The UK's vaccine programme has been a national success story so far, and we are determined to make sure we're as prepared as we can be in the long-term if new variants of Covid-19 emerge.

This fantastic new partnership means we can work to swiftly tweak and rollout new variations of existing vaccines if we need to, while also building up Britain's vaccine manufacturing base in the process.

Health and Social Care Secretary Matt Hancock said:

The vaccines we are deploying now are safe and effective, with the latest evidence suggesting they provide protection against new strains of Covid-19.

But we must be prepared for all eventualities and bolster onshore UK manufacturing capacity to develop vaccines to combat new variants of the disease, taking advantage of our world-leading genomics expertise.

This will help ensure we can continue to provide everyone with a high level of protection against the virus and save lives.

Deputy Chief Medical Officer, Professor Jonathan Van-Tam said:

While the vaccines currently being deployed in the UK appear to work well against the Covid-19 variants currently dominant in the UK, the virus continues to mutate and it is likely that our vaccines will have to adapt to continue to offer the best possible protection. Being able to create these new vaccines at speed will allow our scientists to keep ahead of the virus as they do every year with the influenza vaccine.

Vaccines Minister Nadhim Zahawi said:

This is exactly the kind of work that will stand us in good stead as we continue our monumental national effort to end this pandemic and return to normality.

Of course we urge people to continue to take up the chance to have a vaccine when they are invited to – all of which are safe and have been proven to be effective against the virus.

Interim Chair of the Vaccines Taskforce Clive Dix said:

Today's agreement will mean the UK is better prepared for the emergence of any significant new virus variant.

Because these mRNA vaccines can be rapidly adapted we will be ready to respond swiftly to new strains and update vaccines in the same way the flu vaccine is updated each year – a vital part of ending the pandemic once and for all.

The UK Government's new expert advisory group will look at both current and potential future virus variants. This will involve using the world-leading UK

Science Surveillance networks alongside genomic sequencing technologies and clinical trial capabilities to allow the rapid identification of and response to virus variants.

To date, the UK Government has invested over £300 million into manufacturing a successful vaccine.

The UK was the first country in the world to procure, authorise and then deploy both the Oxford/AstraZeneca and Pfizer/BioNTech vaccines.

[Changes to the training you need for an SIA licence](#)

In 2021 we made some changes to the training you need to take before you can get a front line SIA licence.

The changes were:

- we introduced new, updated qualifications for all sectors except close protection and vehicle immobilisation
- you must have a first aid qualification before you can take the training required for a door supervisor or security guard licence
- you must have one of the new qualifications or take top-up training before you can apply for a door supervisor and security guard licence – this includes renewals

We made more changes in 2022:

- we introduced an updated close protection qualification
- you must have the new qualifications or take top-up training before you can apply for a close protection licence – this includes renewals

We explain these changes in more detail below.

We have also created a [flowchart to explain what the changes mean](#) for people applying for a door supervisor or security guard licence.

Why are we making these changes?

We need to make sure that people working in the private security industry can:

- keep the public safe
- follow new working practices
- understand recent changes to the law
- make the best use of new technology

First aid training for door supervisors and security guards

We now expect applicants for a door supervisor or security guard licence to complete a first aid qualification before taking their licence-linked training.

You need to do this if either of the following apply:

- you are applying for a licence for the first time
- it has been longer than 3 years since you last held a licence for that activity

You also need to do this if you are renewing your licence.

The qualification must be an Emergency First Aid at Work qualification or equivalent.

The requirement for first aid training will improve your skills as an SIA licence holder. It will not change the obligations you have when responding to an emergency.

What do we mean by “equivalent”?

We accept other qualifications that comply with the relevant [guidance from the Health and Safety Executive](#). Some examples are:

- First Aid at Work (FAW)
- First Person on Scene (FPOS)
- First Response Emergency Care (FREC)

Your training provider can tell you more about this.

First aid training for close protection operatives

We expect applicants for a close protection licence to complete a first aid qualification at level 3 or above before taking their licence-linked training. Some examples are:

- Level 3 First Aid at Work (FAW)
- Level 3 First Person on Scene (FPOS)
- Level 3 First Response Emergency Care (FREC)

We accept other qualifications. Your training provider can tell you more about this.

Top-up training for some licence holders

Door supervisors and security guards

You must have one of the following before you can apply for, or renew, a door

supervisor or security guard licence:

- one of the new qualifications set in place in April 2021
- one of the older licence-linked qualifications and a 'top-up' qualification

This applies to any applications, including renewals.

Close protection operatives

You must have one of the following before you can apply for, or renew, a close protection licence:

- the new qualification introduced on 1 April 2022
- one of the older licence-linked qualifications and a 'top-up' qualification

This applies to any applications, including renewals.

If you hold a door supervisor licence

If you hold a door supervisor licence you can choose one of the following options:

- take the door supervisor top-up training and renew your door supervisor licence
- take the security guard top-up training and switch to a security guard licence

In either case, you must have an Emergency First Aid at Work qualification, or equivalent, before you can take the top-up training.

The security guard top-up training is shorter than the door supervisor top-up training, so is likely to be cheaper. However, you should consider the day-to-day duties of the job that you do. If your job involves guarding licensed premises (such as a pub or a club) you will need to renew your door supervisor licence.

If you hold a close protection licence

If you hold a close protection licence you can choose one of the following options:

- take the close protection top-up training and renew your close protection licence
- take the door supervisor top-up training and switch to a door supervisor licence

In either case, you must have the appropriate first aid qualification before you can take the top-up training.

Other changes

More relevant course material

We have moved some training to the 'common unit' that is taken by all security operatives except close protection operatives. This includes new training on:

- terror threat awareness
- dealing with emergencies

We have introduced new sector-specific content – for example:

- the door supervision course includes new material on the use of equipment such as body worn video recorders and breathalysers
- the public space surveillance (CCTV) course includes new material on CCTV operational procedures and the law
- the security guarding course includes new material covering personal safety
- the close protection course includes a bespoke physical intervention unit, as well as material from the door supervision course needed to allow close protection operatives to work as door supervisors

More practical assessments

We have increased the number of practical elements in the training to help learners reinforce their knowledge. The practical assessments include:

- searching
- dealing with conflict
- report/statement writing
- using communications devices
- application of physical intervention skills for close protection operatives in the private security industry

Find out more

Read [Changes to SIA licence-linked training: your questions answered](#) to find out more.

[Charity centurion goes again](#)

Gary McKee, a team leader at Sellafield Ltd has this week set out to beat his own record by running a phenomenal 110 consecutive marathons.

While racing, he's raising much needed funds for Macmillan Cancer Support

West Cumbria and West Cumbria Hospice at Home. The funds are more important than ever. Both charities have seen their income reduce since the coronavirus pandemic hit.

In 2017, Gary ran a superb 100 consecutive marathons on 100 consecutive days. Doing so he captured the attention of our employees, West Cumbrians and even the national media. Amongst other media appearances, he featured on Good Morning Britain with Piers Morgan.

Should he succeed in his latest challenge, he'll complete his final run on 21 May 2021. At this point he'll have managed a staggering 2884 miles. That's the equivalent of running from his home town in West Cumbria to the foot of Italy.

Gary has already raised almost £12,000, and this figure is likely to rise rapidly as the marathons progress.

He said:

Covid has decimated fundraising opportunities and charities have never had it as tough.

I decided to run 110 marathons in 110 days due to Macmillan celebrating 110 years of existence this year and also to support Hospice at Home West Cumbria. They both provide fantastic support for local people.

Another Sellafield Ltd employee and colleague, Kevin Hetherington is running 55 of the marathons with Gary.

He said:

Gary invited me to support him during his challenge. I have never undertaken anything of this magnitude before so 55 marathons sounded like a great number to run, especially fitting it in between work commitments.

We're following social distancing rules as it's a different world at the minute and we need to be mindful of following the rules whilst exercising.

Amy Caddy, a work week manager is supporting Gary with his quest.

She said:

It's an honour to be supporting Gary. What he's doing is phenomenal, and the funds raised will make such a difference to the 2 charities.

I know Gary well, and wanted to do all I could to raise the profile of the challenge and help him raise as much money as possible. This will give Gary a much-needed boost.

UK Government doubles Armed Forces support for vaccine roll-out in Wales

Secretary of State for Wales Simon Hart and the Defence Minister for the Armed Forces James Heappey have approved a Military Aid to the Civilian Authorities (MACA) request from the Welsh Government. The MACA will provide 96 service personnel to carry out a range of tasks including up to 20 defence medics who will boost capacity by leading teams of local vaccinators.

It follows a similar request from the Welsh Government in December which saw UK Government provide 92 service personnel to support Wales' Health Boards in rapidly establishing and operating vaccination centres. As part of this task trained defence personnel administered the vaccine for the first time since the rollout began.

As part of the latest request, the 96 additional service personnel will deploy from 6 February and are expected to be on task until the end of April 2021. Their progress will be reviewed after 15 February, which is the target for offering a first dose of the vaccine to the top four priority cohorts. The review will help UK Government understand the level of demand for the 92 service personnel who have been supporting Welsh Government since early January, and who are expected to complete their duties on 28 February.

Separately, the UK Government has also provided two military planners to Betsi Cadwaladr University Health Board in North Wales until mid-March to assist with the planning of the vaccination programme in the area.

Minister for COVID vaccine Deployment Nadhim Zahawi said:

Our military personnel are playing a crucial role in making sure that those who are eligible for the vaccine in every part of the United Kingdom get their jabs as quickly as possible.

Working alongside local partners and healthcare heroes, I'm grateful for their efforts which are testament to the strength of our Union and will help us maintain the rapid pace of the roll out in all four corners of the UK.

Defence Minister James Heappey said:

I'm proud that the UK Armed Forces and NHS are working so closely together to roll-out the vaccine across the UK. With this deployment we are stepping up our support in Wales, bringing specialist skills to accelerate vaccinations and save lives.

Welsh Secretary Simon Hart said:

The vaccines represent the light at the end of the tunnel and their rapid roll-out across the UK will help us regain normality as soon as possible.

The British Armed Forces are vital in this effort and I'm incredibly thankful for the work they have been carrying out in Wales throughout the pandemic.

After becoming the first country to approve a vaccine for use, the UK Government has procured and purchased vaccines on behalf of all parts of the UK. Approved vaccines are available across the UK, free at the point of delivery and are being rolled out to those most at risk in line with the independent advice of the Joint Committee on Vaccination and Immunisation (JCVI).

Vaccination is managed by the health services in each nation: NHS England and NHS Improvement, NHS Wales, NHS Scotland, and Health and Social Care Northern Ireland. Armed Forces personnel have deployed to assist health services with planning and logistic support for the delivery of a vaccine.

The UK Government has also invested over £230 million into vaccine manufacture and will meet the cost of vaccines, which will be distributed to all nations of the UK, Crown Dependencies and Overseas Territories.

There are over 5,000 Armed Forces personnel supporting 74 Covid-19 tasks in the UK and abroad, including the vaccine rollout, NHS support and community testing across the UK.

The Armed Forces have provided significant support in Wales throughout the pandemic. As well as assisting the vaccine roll-out, they have supported the Welsh Ambulance Services NHS Trust (WAST) with over 90 ambulance drivers and defence medics.

Defence has also deployed military planners across Wales, including at the Welsh Government's Emergency Coordination Centre Wales in Cardiff and the seven Local Health Boards. This support is in addition to the development of field hospitals, including at the Principality Stadium in Cardiff, the delivery of PPE and support for the community testing programme in Merthyr Tydfil.