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Dear Colleague

1 February 2016

**BLACK, ASIAN AND MINORITY ETHNIC (BAME) CONFERENCE – SEEKING DIVERSITY;
SELECTING TALENT, 22 OCTOBER 2015**

I am pleased to be able to report that the BAME Conference that you contributed to was a resounding success as our objectives were met. An insightful day, we were able to test our assumptions and therefore ground continuing work strands more thoroughly.

The key insights we drew from your feedback from the facilitated sessions are that:

- The RAF is perceived as elitist; a “posh boys club”.
- Aspiring pilots and the academically gifted only need apply.
- The opportunities for skilled and semi-skilled entrants were far more varied than commonly understood.
- The RAF values and ethos are congruent with your communities’ values and are an unexploited powerful attraction.
- We need to recruit ‘like-with-like’; the shop floor must mirror what’s wanted.
- Those local to RAF bases see the positives, but this does not penetrate through to the suburbs and cities.

I have highlighted the findings above to senior leadership colleagues and it is my intent to action the following during 2016:

- Identify BAME “Meeting the RAF” venues from Royal Air Force stations around the country.
- Use our BAME Ambassadors to personally engage with communities, in order to build and cement relationships with community leaders and parents.
- Increase the amount of our female and BAME recruiters.

I will keep you updated on our progress, but I feel that this first step has been an extremely positive one and look forward to your continuing support and advice in the future.

*Yours,
Chris*



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