



13 January 2022

Dear [REDACTED]

Thank you for your request made under the Official Information Act 1982, received on 1 December 2021. You requested the following:

What strategies, policies and procedures have been, or are in the process of being, redrafted because of the relationship with Rainbow Tick. Please supply copies of these documents.

Diversity and inclusion at Inland Revenue

IR's approach to diversity and inclusion in the workplace supports us to source, recruit and develop an inclusive workforce representative of the customers we serve. To do that we need an inclusive culture where people from all walks of life can achieve their full potential. Our Rainbow Tick accreditation supports us in these goals by ensuring we are a safe LGBTTQIA+ organisation.

Inland Revenue's Rainbow Tick accreditation

We have been working on creating and maintaining a safe and inclusive work environment for a long time at Inland Revenue. This has influenced our approach to all aspects of work over the years – from policies to practices. This meant that we were in a good position when it came to the Rainbow Tick accreditation process which we undertook in 2021. We managed to achieve the accreditation at first application with no further work required – something which is not common. We have not had to redraft any strategies, policies, or procedures to obtain the Rainbow Tick or because of our relationship with Rainbow Tick.

We do however believe in continuous improvement and in the course of our usual work, we continue to look at how we can improve and strengthen our inclusion practices. We have further training planned for this year as provided by the Rainbow Tick organisation. We will also continue to review our policies to ensure we are more explicitly supportive of our non-binary and transgender people and customers.

Publishing of OIA response

Finally, please note that Inland Revenue regularly publishes responses to requests that may be of interest to the wider public on its website. Your personal details or any information that would identify you will be removed prior to it being published.

Thank you for your request.

Yours sincerely



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