

EDC13D003

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## **Stonewall – Workplace Equality Index**

### **1. Background**

Stonewall is the leading pressure group for lesbian, gay and bisexual (LGB) rights in the UK. The University has been a member of this ‘business’ focussed arm of Stonewall since 2009 with the intention, originally stated in our Single Equality Action Plan, of completing their Workplace Equality Index (WEI) – attached as Appendix 2. The index is widely recognised as a leading equality standard in the UK, not only by the HE sector in which a number of Universities submit to the Index, but also by a range of blue-chip organisations including the Home Office and the Security Service - MI5 (number 28).

Following submissions each year, Stonewall release a ‘Top 100’ list showing which organisations are rated highly in their provision for LGB staff, students, visitors and the extent to which inclusion is embedded in active practice and policy.

Recognition by RCUK

In January 2013 RCUK issued a statement (see Appendix 1) which indicated evaluation of evidence of progress on equality would be a fundamental part of their future institutional audits. The focus goes beyond Athena SWAN and gender equality and makes it clear that Universities are expected to attend to all protected characteristics (as we are also legally required to evidence in our Annual Reports).

### **2. Why Participate?**

As a newer protected characteristic and one which touches upon sensitive areas of people’s lives, it can be hard to evidence what works and what doesn’t for the University’s LGB communities (staff and student). Last year the University turned some attention to the provision of facilities for worship on campus with useful results for religious groups and the organisation and we now have a means of evidencing our progress in this respect via the work of the Multifaith Centre, Islamic Prayer Facility and the Dean of Students. There has not, however, been a similar centralised review of our work in respect of LGB staff and students and the Index provides a useful framework for doing this.

### **3. Timing/Work Plan**

The submission of the Index takes place in September each year and to start work on 2014’s framework (now would help us achieve a full submission, respond to feedback from staff and students and give us time to address any gaps. The work can be guided from the Equality Office and interwoven with timing of work on Athena Swan.

#### **4. Recommendation**

The Committee is requested to approve this project and support future work across the University in order to attain the standard.

**Helen Murdoch**  
**Head of Equality and Diversity,**  
**November 2013**

## Appendix 1

### RCUK EXPECTATIONS FOR EQUALITY AND DIVERSITY

An organization's success and competitiveness depends on its ability to embrace diversity and draw on the skills, understanding and experience of its people. The potential rewards of diversity are significant: recruiting staff from the widest possible pool will unlock talent and make a major contribution to the impact of research and will benefit the economic and social wellbeing of the UK. RCUK expects that equality and diversity therefore is embedded at all levels and in all aspects of normal research practice.

RCUK expect those in receipt of Research Council funding to:

- promote and lead cultural change in relation to equalities and diversity
- engage staff at all levels with improving the promotion of equality and diversity
- ensure all members of the research workforce are trained and supported to address disincentives and indirect obstacles to recruitment, retention and progression in research careers
- provide evidence of ways in which equality and diversity issues are managed at both an institutional and department level

Research Councils recommend that the evidence includes:

- participation in schemes such as Athena SWAN, Project Juno, Investors in People, Stonewall Diversity Champions and other similar initiatives to demonstrate departmental level action
- input prepared for the Research Excellence Framework research environment at unit of assessment level
- appropriate benchmarking data (e.g. heidi equality reports from HESA data)
- evidence of the application of the 'Every Researcher Counts resource' to support this work
- other available and pertinent management information

RCUK will:

- review the overall effectiveness of the approach at a Departmental / Institutional level through its Audit and Assurance Programme
- discuss equality and diversity at Institutional visits
- reserve the right to introduce more formal accreditation requirements for grant
- funding should significant improvement not be evidenced.

# WORKPLACE EQUALITY INDEX 2014

The best employers for lesbian, gay and bisexual people in Britain

## Submission Form

This form sets out the 25 questions of the Stonewall Workplace Equality Index 2014 and should be used to complete your submission to the Index. Please indicate for each question which criteria your organisation meets and answer any relevant follow-up questions.

Once complete, this form should be uploaded to our secure submissions website accessible via [www.stonewall.org.uk/wei2014](http://www.stonewall.org.uk/wei2014). Many questions will contain prompts to submit supporting evidence, which can also be submitted via the secure website. Please ensure that all evidence is correctly labelled and referenced in your submission.

The deadline for submitting to the Workplace Equality Index is **5pm on Friday 6 September 2013**. This deadline is final and Stonewall will be unable to accept submissions after that date.

Detailed information on how to fill in this form can be found in '**Guidance for Participants 2014**' which can be downloaded from the Stonewall website at the address above. If you need further help, please contact the Workplace Team on 020 7593 1868 or email us at [workplace@stonewall.org.uk](mailto:workplace@stonewall.org.uk)

## Part A: Your Organisation

Organisation name:

Industry/sector:

Number of employees in the UK:

Regional location(s):

- |  |                                     |   |
|--|-------------------------------------|---|
| <input type="checkbox"/> UK-wide         | <input type="checkbox"/> London     | <input type="checkbox"/> South East             |
| <input type="checkbox"/> Cymru           | <input type="checkbox"/> North East | <input type="checkbox"/> South West             |
| <input type="checkbox"/> East of England | <input type="checkbox"/> North West | <input type="checkbox"/> Yorkshire & the Humber |
| <input type="checkbox"/> East Midlands   | <input type="checkbox"/> Scotland   | <input type="checkbox"/> West Midlands          |

## Part B: About You

Name:

Job title:

Address:

Telephone:

Email:

## Part 1: Employee Policy

### 1. Which of the following do you have in place to tackle discrimination against lesbian, gay and bisexual (LGB) staff?

- A Organisation-wide policy that bars discrimination based on, and specifically refers to, sexual orientation
- B Strategy linking equality and diversity for LGB employees to your organisation's aims and values, including identifiable objectives or milestones
- C Board or CEO equivalent are accountable for these policies and have reviewed the diversity policy, strategy or action plan
- D We do not have any of the above in place

1A *Provide the relevant sections of your policy below, or a link to the policy:*

1B *Describe how LGB equality links to your organisation's aims and values, indicating any objectives or milestones relating to LGB equality:*

1C *When did the board or CEO equivalent last review your equality and diversity policy, strategy or action plan? How are they held accountable for outcomes? Please describe any action(s) taken:*

### 2. Do you have an accountable team/person in place whose remit includes LGB equality and diversity?

- A Yes, we have a diversity team/person in place whose remit includes LGB equality and diversity
- B Yes, this team/person reports to or has access to board/senior level management
- C Yes, this team/person has access to resources including a budget
- D No, we do not have a team/person accountable for LGB equality

2A *Provide a short description of the team/person and those duties relating to LGB equality and diversity:*

2B *Describe the reporting structure, or explain how the team/person has access to board/senior level management and provide evidence where relevant:*

2C *Describe the resources available and give an approximation of the budget:*

**3. What steps do you take to ensure that your current and any new policies and procedures are inclusive of LGB staff, customers and service users?**

- A We have done a full audit and will continue to do so on a routine basis
- B We have done a full audit, but have no system in place to ensure that audits are completed on a regular basis
- C We have not previously audited but we are currently doing so
- D We have not audited

3A *Describe how policies are audited to ensure they are LGB-inclusive:*

3B *When was your last full audit?*

**4. How do you ensure that all benefits offered by your organisation are available and accessible to all staff regardless of sexual orientation?**

- A We specifically use inclusive terminology and language in all of our benefit policies
- B Line managers are briefed on the application of benefits to LGB staff
- C Benefits are promoted as inclusive to LGB staff
- D None of the above

4A *Please submit relevant LGB-inclusive sections of at least two of the following benefit policies: paternity/maternity support leave, adoption leave, bereavement leave, carer's leave:*

4B *Describe how line managers are briefed:*

4C *Describe how benefits are promoted to LGB staff and give an example from the past year:*

**5. Have you had an Employment Tribunal hearing against your organisation that included a complaint on the basis of sexual orientation in the past 12 months?**

- A Yes, and the complaint on the basis of sexual orientation was upheld and we have taken action to resolve the issues identified
- B Yes, and the complaint on the basis of sexual orientation was upheld, but we have no plans to take further action to resolve the issues identified
- C Yes, and it is currently on-going
- D Yes, but the complaint was not upheld
- E No, we have not had a hearing in the past year that included a complaint on the basis of sexual orientation

5A *Describe the action(s) taken:*

5B *Please summarise the complaint and reason(s), if any, why no further action has been taken:*

**6. What policies and procedures do you have in place for LGB-related bullying and harassment and/or grievances at work?**

- A We have a policy against workplace bullying and harassment which specifically mentions sexual orientation
- B The policy gives examples explicitly clarifying what constitutes anti-gay bullying and harassment
- C These policies and procedures are actively promoted to all staff and communicate zero tolerance of this behaviour
- D Additional measures have been put in place to facilitate reporting of LGB-related bullying and harassment
- E Staff who deal with complaints are trained regarding LGB-related bullying and harassment
- F We monitor for LGB-related complaints and regularly review monitoring data to inform our work
- G We do not have any dedicated policies or procedures in place for LGB-related bullying and harassment

6A *Submit a copy of your bullying and harassment policy and identify the relevant passage(s):*

6B *Submit a copy of the policy that clarifies what constitutes anti-gay bullying and harassment and identify the relevant passage(s):*

6C *Describe how you ensure all staff are aware of and understand your bullying and harassment policies and procedures:*

6D *Describe the measures taken to encourage reporting of LGB-related bullying and harassment:*

6E *Describe how staff dealing with complaints are trained on LGB-related bullying and harassment:*

6F *Describe how incidents are monitored, including those from informal reporting routes, and provide relevant evidence (e.g. samples of monitoring forms):*

## Part 2: Staff Engagement

### 7a. Is your most senior lead champion for LGB issues:

- A At Board/CEO level equivalent
- B At Senior Management level equivalent
- C The HR or Diversity officer
- D We do not have a champion for LGB issues

7a Please provide the name and job title of the individual referred to in 7a, stating the number of management grades between that person and the Chief Executive, and the number of management grades in total:

### 7b. How has the champion named in 7a engaged with staff on issues of LGB equality during the past year?

- A Communicated to all staff a strong leadership message on the importance of LGB equality in the workplace
- B Engaged with board and management to ensure LGB issues are promoted across the organisation
- C Identified as LGB equality champion in internal communications
- D Met periodically with LGB employees, or acted as a sponsor to the LGB employee network group
- E Attended LGB employee network group event or LGB awareness raising event
- F Other
- G Our lead champion has not done any of the above in the past year or we do not have a lead champion

7bA Provide an example from the past year of a message from your senior champion:

7bB Describe how your senior champion has engaged with board/management:

7bC Provide a copy of a message identifying the LGB equality champion:

7bD How often did your senior champion meet with LGB employees or the employee network group?

7bE Describe this event and provide evidence where possible:

7bF Please describe:

**Optional Question: Stonewall Workplace Champion of the Year**

If you would like your senior champion to be considered for the Stonewall Workplace Champion of the Year award, please submit a supporting statement. Focus on the personal impact of your senior champion, how they have demonstrated their understanding of LGB issues, and the organisational change they have enabled:

**8. Does your organisation have a lesbian, gay and bisexual employee network group (ENG) in the UK?**

- A Yes, and the network has formal recognition and a defined role
- B Yes, and the network has access to a budget and other resources
- C Yes, and the network has an agreed terms of reference or business plan
- D No, we do not have a network, but we have a formal agreement with external support networks in our region or sector
- E No, we do not have a network, but we make other facilities and resources available to LGB staff for networking and consulting/feeding back to the organisation
- F No, we do not have a network but are in the process of setting one up
- G No, we do not have a group nor do we offer specific alternative resources

8A *Give the name of the group, number of members and date established:*

8B *Describe the financial and other resources available to the group:*

8C *Please submit a copy of your network's terms of reference or business plan:*

8D *Describe how the external support network is promoted in your organisation:*

8E *Describe these other facilities and resources, e.g. LGB trade union representative, equality and diversity working group etc.:*

8F *Describe the steps taken towards setting up a network and when you expect the network to launch:*

**9. Please specify below the function(s) of your LGB employee network group.**

- A Advise on LGB-specific implications of internal policies and procedures
- B Social and other networking events for LGB staff
- C Support the professional development of network members
- D Take action to recognise, address and include the diverse and distinct needs of lesbian, gay and bisexual network members (e.g. an event targeted at women)
- E Maintain an intranet page
- F Collaboration with other LGB employee network groups (e.g. cross-sector or regional)
- G Collaboration with other internal employee networks (e.g. women's, disabled, BME)
- H Awareness raising for non-LGB staff
- I Provide support and advice for LGB staff with issues at work
- J Advise on business development/service delivery
- K Other
- L None of the above, or we do not have a group

9A *Describe how the LGB employee network group advises on internal policy and give an example:*

9B *Please give one example of a networking event in the past year:*

9C *Give an example of how the network supports the professional development of its members:*

9D *Explain how the network addresses the distinct needs of lesbian, gay and bisexual members:*

9E *Submit a screen shot of your intranet page:*

9F *Describe this collaboration:*

9G *Describe this collaboration:*

9H *Give an example of awareness raising for non-LGB staff:*

9I *Describe how this service is advertised:*

9J *Please give an example of how your network has advised the organisation on business development/service delivery:*

9K *Please describe:*

**Optional Question: Star Performer Network Groups**

If you would like to be considered for the 'Star Performer Network' award, please submit a supporting statement. Focus on particular innovations, the impact of the group on organisational culture and on individual experience, and anything else that makes the group stand out:

**10. How have you communicated with and engaged all staff on issues of LGB equality in the past year?**

- A LGB-related information included in staff induction
- B LGB-related messages regularly appear in internal communications to all staff
- C Information and resources on LGB issues made available to all staff
- D LGB awareness raising events
- E Use of 'Stonewall Diversity Champion', 'Top 100 Employer' or 'Star Performer Network' logo in internal communications
- F Action is taken to ensure LGB awareness raising efforts reach all staff
- G Ally programme to involve non-LGB staff in promoting LGB equality
- H All staff survey including questions on LGB issues
- I Impact of awareness raising is tracked and evaluated
- J Other
- K None of the above

10A *Explain how LGB information is included at induction:*

10B *Please give examples from the past year (e.g. emails, articles in internal publications, pop-up messages):*

10C *Describe how you advertise these resources and where you make this information available (e.g. Stonewall publications on intranet, library with LGB information):*

10D *Describe the events held in the past year:*

10E *Please send an example of internal communications where a Stonewall logo was used:*

10F *Describe how you ensure all staff (e.g. non-office based staff) receive LGB-related information:*

10G *Please describe this programme:*

10H *Please submit the LGB-specific question(s) from your most recent survey:*

10I *Explain how awareness raising initiatives are evaluated:*

10J *Please describe:*

**Part 3: Learning, Development and Support**

**11. Which of the following groups of UK staff are targeted for LGB-inclusive diversity training?**

- A Training is targeted at new starters
- B Training is targeted at senior managers
- C Training is targeted at line managers
- D Training is targeted at all other staff not included above
- E Impact of training is evaluated
- F We do not offer LGB-inclusive diversity training

11A *Describe how you ensure that LGB-inclusive diversity training is taken up by new starters:*

11B *Describe how you ensure that LGB-inclusive diversity training is taken up by senior managers:*

11C *Describe how you ensure that LGB-inclusive diversity training is taken up by line managers:*

11D *Describe how you ensure that LGB-inclusive diversity training is taken up by all other staff not included above:*

11E *Describe your evaluation process for LGB-inclusive diversity training:*

**12. Please indicate which of the following areas are covered by your diversity training.**

- A Organisational policy or legislation
- B Language, stereotypes and assumptions
- C Challenging inappropriate behaviour
- D Managing and supporting diverse staff groups
- E Multiple identities and/or distinct issues facing lesbian, gay and bisexual people
- F Fair recruitment and selection
- G Unconscious bias
- H Other
- I None of the above, or we do not offer LGB-inclusive diversity training

12A *Describe how LGB issues are included in this area of training and submit supporting evidence:*

12B *Describe how LGB issues are included in this area of training and submit supporting evidence:*

12C *Describe how LGB issues are included in this area of training and submit supporting evidence:*

12D *Describe how LGB issues are included in this area of training and submit supporting evidence:*

12E *Describe how lesbian, gay and bisexual issues and/or multiple identities are explored in this training and submit supporting evidence:*

12F *Describe how LGB issues are included in this area of training and submit supporting evidence:*

12G *Describe how LGB issues are included in this area of training and submit supporting evidence:*

12H *Please describe:*

**13. What proportion of UK staff been through LGB-inclusive diversity training to date?**

- A 75-100%
- B 50-74%
- C 49% or less
- D We do not offer LGB-inclusive diversity training

13 *Describe how you are able to make this approximation:*

**14. What steps do you take to ensure that all managers have the skills and understanding to lead diverse staff groups?**

- A Appointment criteria for line management roles considers LGB-inclusive equality and diversity knowledge and achievements
- B Line managers are accountable for equality and diversity outcomes
- C Regional or divisional managers are nominated as LGB equality champions for their area
- D Line managers undergo advanced training on LGB issues relevant to their role as a people manager
- E Engage with managers to raise awareness on LGB issues relevant to their role as people managers
- F Guidance and resources are available for managers on supporting LGB staff
- G Other
- H None of the above

14A *Describe the appointment criteria and provide evidence:*

14B *Describe how managers are made accountable for LGB-inclusive equality and diversity:*

14C *Describe how LGB equality champions are nominated by region or division, and summarise their responsibilities:*

14D *Describe this training and provide evidence of LGB-related content:*

14E *Describe how you engage with managers to raise awareness:*

14F *Describe this guidance or resources and provide evidence where relevant (e.g. manager's handbook on LGB issues, drop-in sessions with diversity staff):*

14G *Please describe:*

**15. What career development opportunities do you offer LGB staff?**

- A We review talent/career development processes to ensure that LGB people are participating in these programmes
- B We ensure that general leadership/development opportunities are actively promoted to LGB staff
- C LGB-specific leadership/professional development
- D Formal mentoring scheme with a specific LGB element, or mentoring opportunities coordinated by the employee network group
- E Contribution to LGB staff networks is recognised during the annual performance review process
- F LGB-inclusive staff counselling and advisory service
- G Other
- H None of the above

15A *Describe how talent and/or career development processes are reviewed to ensure equality of opportunity and any action taken as a result:*

15B *Explain how you promote opportunities to LGB staff and provide evidence where relevant:*

15C *Describe any LGB-specific leadership/professional development offered and provide evidence of promotion to LGB staff:*

15D *Describe your mentoring scheme's LGB-specific element, or mentoring opportunities within a network group:*

15E *Describe how employee network activities are recognised within your annual performance review process:*

15F *Describe the LGB-inclusive elements of your counselling service and provide evidence where relevant:*

15G *Please describe:*

**Part 4: Monitoring**

**16. Please indicate where you capture monitoring data on the sexual orientation of UK staff**

- A At application
- B At appointment or induction
- C At promotion
- D During employment or through self-service declaration
- E At exit
- F Through anonymous all-staff survey(s)
- G None of the above, or we do not monitor sexual orientation

16A-E *For each of the options you have selected above, please describe how sexual orientation is monitored and provide any relevant supporting documentation:*

16F *Please submit the question used to monitor sexual orientation in your most recent survey:*

**17. Which of the following are scrutinised through monitoring sexual orientation?**

- A Fairness in recruitment and selection
- B Distribution of LGB staff by level or grade
- C Pay or reward
- D Staff satisfaction and/or engagement
- E Leavers or redundancies
- F None of the above, or we do not monitor sexual orientation

17A *When was your most recent analysis of recruitment and selection processes? Please state how often analysis is undertaken and supply relevant evidence:*

17B *When was your most recent analysis of the distribution of your LGB staff by level or grade? Please state how often analysis is undertaken and supply relevant evidence:*

17C *When was your most recent analysis of pay or reward? Please state how often analysis is undertaken and supply relevant evidence:*

17D *When was your most recent survey of staff satisfaction and/or engagement? Describe the aspects of staff satisfaction and/or engagement that are reviewed by sexual orientation and supply relevant evidence:*

17E *When was your most recent analysis of leavers or redundancies? Please state how often analysis is undertaken and supply relevant evidence:*

**18. Where you collect monitoring data, what proportion of UK staff declare their sexual orientation?**

- A 90-100%
- B 80-89%
- C 70-79%
- D 69% or less
- E None of the above, or we do not monitor sexual orientation

18 *Please indicate how you are able to calculate this figure. This figure should not include blanks, spoils or staff who tick a 'prefer not to say' box:*

**19. What actions are taken as a result of monitoring exercises?**

- A Results of monitoring exercises are reported to and actioned at board/senior management level
- B Monitoring information is reported to divisional or regional managers for their area
- C Information about monitoring exercises, including action(s) taken, is communicated to all staff
- D Action is taken to ensure staff feel confident declaring their sexual orientation
- E Aggregate workforce monitoring data is publicly reported
- F None of the above

19A *Supply a copy of your most recent monitoring report to board/senior management level and describe any action(s) taken as a result:*

19B *Describe how monitoring is reported to divisional or regional managers and supply a copy of the most recent report or communication:*

19C *Supply a copy of the most recent communication sent to all staff:*

19D *Describe these actions:*

19E *Please provide a link to where this information is published:*

**PART 5: Supplier Policy**

**20. Which of the following are incorporated into the assessment and selection of partner and supplier organisations?**

- A We ensure the equality and diversity policies of supplier and partner organisations are inclusive of sexual orientation
- B We require organisations to provide LGB-inclusive diversity training for their staff to ensure promotion of equality and diversity
- C We ask to see suppliers' staff monitoring data on sexual orientation
- D Performance on equality and diversity criteria impact materially on the decision to award contracts
- E A contract could be terminated for a breach in policy in this area following due contract process
- F None of the above

20A *Describe your procedures for ensuring suppliers' equality and diversity policies are inclusive of sexual orientation and provide relevant sections of your procurement policy:*

20B *Describe your procedures to ensure suppliers offer LGB-inclusive diversity training for their staff and provide relevant sections of your procurement policy:*

20C *Describe your procedures to check that suppliers collect sexual orientation monitoring data and provide relevant sections of your procurement policy:*

20D *Explain how organisational compliance (or lack thereof) would influence decisions on successful tender:*

20E *Describe your procedure to terminate contracts due to a breach of policy in this area and provide relevant sections of your procurement policy:*

**21. Which of the following are undertaken with existing suppliers?**

- A Initiatives to encourage good practice in LGB diversity are undertaken with supplier and partner organisations
- B LGB-inclusive equality and diversity criteria form part of the contract for services and we monitor this via contract monitoring meetings
- C We monitor organisations' LGB-related complaints and customer feedback
- D None of the above

21A *Please describe initiatives undertaken with supplier and partner organisations:*

21B *Describe your process for monitoring contracts and how this process is used to assess suppliers' commitment to equality and diversity:*

21C *Explain your procedures to monitor suppliers' LGB-related customer feedback and/or complaints:*

**Part 6: External and Community Engagement**

**22. How in the past year has your organisation engaged with the wider LGB community either locally or nationally?**

- A Advertising or article placed in LGB media
- B Advertising or article in mainstream non-LGB media explicitly stating a commitment to sexual orientation equality
- C Commitment to LGB equality on organisation's website
- D Participation or supported staff participation in LGB community event or in volunteering for LGB community groups
- E Senior organisational leadership active in LGB communities
- F Official sponsorship of LGB community group or event
- G Other

22A *Supply a copy of the advertisement or article from the LGB media, e.g. recruitment, product or service advertising (this does not include a free entry in Stonewall's 'Starting Out' Guide):*

22B *Supply a copy of the advertisement or article in non-LGB media:*

22C *Supply a screenshot or URL link to the relevant section of your website:*

22D *Describe how staff are supported to participate in community events or volunteering:*

22E *Describe your senior organisational leadership's role:*

22F *Please specify which group or event you have sponsored:*

22G *Please describe:*

**22a. Additional criteria for public and third sector service providers:**

- A We consult with LGB service users or stakeholders on delivering services
- B Services are tailored to the needs of LGB service users or stakeholders
- C We collaborate with other service providers and/or public bodies on LGB equality
- D We evaluate the impact and outcomes of LGB community engagement

22aA *Explain how LGB service users are consulted on service delivery:*

22aB *Please describe your tailored services:*

22aC *Describe this collaboration:*

22aD *Describe your process for evaluating LGB community engagement:*

**22b. Additional criteria for commercial and private sector employers:**

- A Consumers or clients are engaged in organisational LGB initiatives
- B Products or services are tailored to the needs of LGB clients or consumers
- C Corporate social responsibility programmes include LGB-related initiatives
- D We evaluate the impact of marketing/promotional activities to the LGB community

22bA *Describe how consumers or clients are engaged in your LGB initiatives:*

22bB *Explain how you have tailored products or services to LGB clients or consumers:*

22bC *Describe how LGB initiatives are included:*

22bD *Describe your process for evaluating LGB community engagement:*

**Part 7: Pink Plateau**

**23. Are there openly LGB people at senior levels in your organisation?**

- A Yes, at board level or equivalent
- B Yes, at senior manager level
- C Yes, at management level
- D No, we do not have openly LGB people at senior levels

23 *Where you have openly LGB people at senior levels, please provide an approximate figure of how many for board, senior manager and management levels:*

**24. Do you have openly LGB members of staff who act as visible role models? Please indicate how they act as role models.**

- A Actively support LGB network group or involved in LGB events
- B Profiled in internal communications
- C Act as mentors to LGB colleagues
- D We profile role models from across the LGB community
- E Other
- F We do not have openly LGB members of staff who act as role models

24A *Describe how they are involved in the employee network group or in LGB events:*

24B *Submit an example of an LGB role model appearing in internal communications:*

24C *Describe how they act as mentors to LGB colleagues:*

24D *Explain how role models are profiled to reflect the LGB community e.g. male and female LGB role models, bisexual role models:*

24E *Please describe:*

**Part 8: Additional Evidence**

**25. Please identify any further work on LGB equality not already covered above.**

- A Demonstrated leadership and impact on other organisations
- B Achievements in wider diversity that impact on LGB equality
- C Innovation not covered elsewhere
- D None of the above

25A *Describe how your work on LGB equality has had positive impacts on other organisations:*

25B *Describe how your organisation's achievements in wider diversity have impacted LGB equality:*

25C *Please describe:*

**Thank you for participating in the Workplace Equality Index 2014. Please visit [www.stonewall.org.uk/wei2014](http://www.stonewall.org.uk/wei2014)**

## Stonewall's Top 100 Employers 2013

## Appendix 3

- 1 Accenture
- 2 Gentoo
- 3 The Co-operative
- 4 Nottinghamshire Healthcare NHS Trust
- 5 Home Office
- 6 Ernst & Young
- 7 Barclays
- 8 IBM
- 9 Simmons & Simmons
- 10 Metropolitan
- 11 = Environment Agency for England and Wales
- 11 = **University of Cambridge**
- 13 Goldman Sachs
- 14 Lloyds Banking Group
- 15 = Brighton & Hove City Council
- 15 = Hampshire Constabulary
- 17 North Wales Police
- 18 South Wales Police
- 19 Baker & McKenzie LLP
- 20 Leicestershire County Council
- 21 Bristol City Council
- 22 = London Ambulance Service NHS Trust
- 22 = Pinsent Masons
- 24 = Department of Health
- 24 = St Mungo's
- 26 = National Assembly for Wales
- 26 = The Security Service (MI5)
- 28 = Liverpool John Moores University**
- 28 = Tyne & Wear Fire and Rescue Service
- 30 = Herbert Smith Freehills LLP
- 30 = HM Revenue & Customs
- 32 = Aviva
- 32 = Morgan Stanley
- 32 = Newham College of Further Education
- 35 = Core Assets Group
- 35 = South East Coast Ambulance Service
- 37 = Bury Council
- 37 = Genesis Housing Association
- 37 = Southend-on-Sea Borough Council
- 40 = Derby City Council
- 40 = Hogan Lovells
- 40 = London Borough of Tower Hamlets
- 40 = Office for National Statistics
- 40 = Serious Organised Crime Agency
- 45 = Birmingham City Council
- 45 = Cheshire Fire & Rescue Service
- 45 = Crown Office & Procurator Fiscal Service
- 45 = University of the West of England**

49 = Clydesdale Bank  
49 = London Borough of Islington  
51 Plus Dane Group  
52 Eversheds LLP  
53 = Hertfordshire County Council  
**53 = University College London**  
**55 = Cardiff University**  
55 = Crown Prosecution Service  
55 = Suffolk Constabulary  
58 = Cheshire Constabulary  
58 = Hertfordshire Partnership NHS Foundation Trust  
**58 = University of Liverpool**  
61 Creative Skillset  
62 CMS Cameron McKenna  
63 = ITV plc  
63 = London Borough of Waltham Forest  
63 = Procter & Gamble  
63 = Royal Air Force  
63 = Warwickshire County Council  
68 = British Transport Police  
68 = Citizens Advice  
68 = Dyfed Powys Police  
68 = Leicestershire Constabulary  
72 = Irwin Mitchell Solicitors  
72 = Victim Support  
74 = Derbyshire County Council  
74 = Leeds City Council  
76 = Department for Work and Pensions  
76 = KPMG LLP  
78 = London Borough of Hackney  
78 = PricewaterhouseCoopers  
78 = South Essex Homes  
78 = West Sussex County Council  
82 = Deloitte  
82 = Manchester City Council  
82 = Rugby Football League  
82 = Your Homes Newcastle  
86 = Kent Community Health NHS Trust  
86 = Liverpool Community Health NHS Trust  
88 = Lothian & Borders Fire and Rescue Service  
88 = Sheffield City Council  
88 = West Yorkshire Probation Trust  
91 = Devon and Somerset Fire and Rescue Service  
91 = National Audit Office  
93 = Arts Council England  
93 = East Sussex Fire and Rescue Service  
93 = Nationwide Building Society  
93 = Sussex Police  
97 = Gwent Police  
97 = J.P. Morgan

97 = Royal Bank of Scotland Group  
100 Northwards Housing