

EDC14D012

Title: Stonewall Workplace Equality Index – next steps
Author: Helen Murdoch
Date: 23 February 2015
Circulation: Equality and Diversity Committee – 3 March 2015
Agenda: EDC14A00
Version: Final
Status: Open

Issue

To inform the Committee of progress in assessing what is needed to submit the Stonewall Workplace Equality Index.

Recommendation

The Committee is asked to note content for information

Resource Implications

There will be a requirement for sections of the index to be completed by particular Divisions and for some additional work to improve our performance in certain sections of the Index.

Risk Implications

The Index is a means of evidencing our work and performance to a recognised standard which will support our applications for grant and research funding across the University. There is a risk that if we do not engage with the work we will be less competitive than other Universities applying for the same funds.

Equality and Diversity

The focus of this initiative is the pursuit of equality for LGB staff across the University. The Index will include Trans staff from 2016.

Timing of decisions

n/a

Further Information

The Equality and Diversity Office has been asked by the Committee to scope the extent of work involved in completing the Index.

Background

The Workplace Equality Index is a nationally recognised standard, completed annually, attracting almost 400 participants from different sectors including Higher Education in 2014.

Stonewall Workplace Equality Index – next steps

1. Background

The Stonewall Workplace Equality Index was established in 2005 by Stonewall, the UK's leading pressure group and established reference point for lesbian, gay and bi-sexual (LGB) people. The organisation has become well known for its background of effective campaigning and has worked closely with successive governments in drafting legislation including the Equality Act. It is a widely respected source of information and guidance nationally.

There were 396 participants in the Index in 2014. As a list of the top 100 is published annually it has become quite competitive. Last year seven Universities achieved places in the list. However, it can take typically between 3 – 5 years to reach this level.

2. The Index

The Workplace Equality Index comprises 10 sections and asks for information and evidence of explicit inclusion and support for LGB staff. The sections consider:

- Employee policy
- Training
- Staff Network Group
- Staff Engagement
- Career Development
- Line Managers
- Monitoring
- Procurement
- Community Engagement
- Any Additional Work

In most cases the Index needs a short description of action, or selecting answers from a list provided, along with attached evidence such as wording from policies, or evidence of delivered training.

Once complete the Index is submitted by 4 September it is uploaded to Stonewall's secure site for assessment. Marks are awarded for each section and total scores calculated. The Regional Manager then visits to provide detailed feedback on the rationale for the marking in each section and to discuss next steps/support and resources available.

Five members of UEA staff attended the presentation (both members of the Equality Team, the Director of Planning, the co-Chairs of the Staff Pride group). It was felt that the Index involved reporting some established actions, that there were some actions which would require improvement but would be relatively easy to improve on quickly, and that there may be a few areas which would require more time in which to establish improvements.

3. Next Steps

It is proposed that the five members of staff who attended the meeting, meet to map what input is needed to put a quality submission forward in September 2015. A clear skeleton submission will then be presented to the next Committee meeting in May for discussion and to determine how feasible a submission to the Index in September would be. This will include a discussion of resources. Stonewall recommend that key departments fill in the relevant parts of the Index, facilitated and co-ordinated by a central office. This suggests a good opportunity to engage a broad range of staff and ensure that no part of the Index becomes over-burdensome to any one individual. The exercise will also help inform the Corporate Plan.

workplace equality index 2015

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



SUBMISSION FORM

This form sets out the questions of Stonewall's Workplace Equality Index 2015 and should be used to complete your submission to the Index. Once complete, this form should be uploaded to our secure submissions website accessible via www.stonewall.org.uk/wei2015.

Many questions require you to submit supporting evidence, which can also be submitted via the secure website. Please ensure that all evidence is correctly labelled using the appropriate question number. Marks will only be awarded if requested evidence is supplied.

Further information on the Index, including guidance on how to fill in this form can be found at www.stonewall.org.uk/wei2015.

The deadline for submitting to the Workplace Equality Index is **5pm on Friday 5 September 2014**.

If you require further help, please contact your Account Manager in Stonewall's Workplace Team. If you do not have one, please contact the Workplace Team on 020 7593 3473 or email us at workplace@stonewall.org.uk.

ORGANISATION

Organisation name (this will be used when compiling Stonewall's Top 100 Employers guide):

Address in the United Kingdom:

Sector:

Industry:

Number of employees in the United Kingdom:

Contact name:

Contact email:

Contact telephone:

SECTION 1: EMPLOYEE POLICY

This section determines whether the organisation has policies in place that guarantee the equal treatment of lesbian, gay and bisexual employees. This section is worth a total of 6 per cent.

Foundations

1.1 Does the organisation have a policy that explicitly bars discrimination on the grounds of sexual orientation?

- Yes
 No

Copy and paste the section relating to sexual orientation (max 200 words).

1.2 Does the organisation have a policy against bullying and harassment on the grounds of sexual orientation that communicates a zero-tolerance approach?

- Yes
 No

Copy and paste the section relating to sexual orientation (max 200 words).

1.3 Does the organisation have a team or position in place whose remit covers issues relating to sexual orientation diversity and inclusion?

- Yes
 No

Name the individual or team and describe the reporting structure to the board (max 50 words).

Next Steps

1.4 Are there any sexual orientation specific targets, objectives or milestones in the organisation's board-level agreed diversity and inclusion strategy?

- Yes
 No

List the sexual orientation specific milestones (max 200 words).

1.5 Does the organisation use terminology that is explicitly inclusive of lesbian, gay and bisexual employees in its benefits policies?

- Yes
- No

!! Submit copies of any two of the following policies: paternity policy, adoption policy or compassionate/emergency leave policy.

Best Practice

1.6 What are the advertised routes available for employees to report homophobic and biphobic bullying and harassment incidents? These reporting routes should explicitly indicate that they are applicable to incidents of bullying and harassment on the grounds of sexual orientation. Tick all that apply.

- A. Human resources
- B. Employee network group
- C. Dedicated point(s) of contact in every division, department and/or region
- D. Confidential hotline or messaging service
- E. Other
- F. None of the above

!! Submit copies of any communication(s) listing the various routes available to report homophobic and biphobic bullying and harassment incidents.

Describe how you promote reporting channels to staff. If you chose the 'Other' option, please describe this (max 200 words).

SECTION 2: TRAINING

This section assesses the content and reach of the organisation's sexual orientation diversity training. This section is worth a total of 11 per cent.

Foundations

2.1 Which of the following training topics do you offer to all staff? Tick all that apply.

Training that specifically covers sexual orientation in the context of:

	Offered & over 90% staff completed	Offered & under 90% staff completed	Not offered
A. Organisational policy and legislation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Language, stereotypes and assumptions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Challenging inappropriate behaviour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Faith and sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Multiple identities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Distinct issues faced by lesbians and bisexual people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

!! For each option selected, submit any relevant supporting evidence (e.g. training slides or a screenshot of the training web page highlighting sexual orientation content).

Describe how you estimate completion rates (max 200 words).

Next Steps

2.2 Have 90 per cent or more of staff who deal with bullying and harassment complaints undergone training that specifically covers incidents of homophobic and biphobic bullying and harassment?

- Yes
- No

!! Submit any relevant supporting evidence (e.g. training slides or a screenshot of the training web page highlighting sexual orientation content).

Describe how you estimate completion rates (max 50 words).

2.3 Which of the following have been completed by 90 per cent or more of staff with recruitment responsibilities? Tick all that apply.

Training that specifically covers sexual orientation in the context of:

- A. Business benefits and organisational strategy on diversity and inclusion
- B. Discrimination during the recruitment process
- C. Unconscious bias
- D. None of the above

!! Submit any relevant supporting evidence (e.g. training slides or a screenshot of the training web page highlighting sexual orientation content).

Describe how you estimate completion rates (max 50 words).

Best Practice

2.4 Which of the following have been completed by 90 per cent or more of staff with management responsibilities? Tick all that apply.

Training that specifically covers sexual orientation in the context of:

- A. Business benefits and organisational strategy on diversity and inclusion
- B. Challenging discrimination within teams
- C. Sensitively handling complaints of homophobic and biphobic bullying and harassment
- D. Unconscious bias
- E. None of the above

!! Submit any relevant supporting evidence (e.g. training slides or a screenshot of the training web page highlighting sexual orientation content).

Describe how you estimate completion rates (max 50 words).

SECTION 3: STAFF NETWORK GROUP

This section looks at the facilities made available for lesbian, gay and bisexual staff to network, consult and feedback to the organisation. This section is worth a total of 11 per cent.

Foundations

3.1 Does the organisation have a network group for lesbian, gay and bisexual employees? Tick one.

- A. Yes, and the network has formal recognition and a defined role
- B. No, but we have a formal agreement with an external support network in our region or sector
- C. No, and we do not have an external agreement [**PLEASE PROCEED TO SECTION 4**]

!! Submit a copy of the network's terms of reference or business plan.

If you have a formal agreement with an external support network, name the network and the sector or region in which it operates (max 50 words).

3.2 Does the employee network provide all staff with confidential support and advice on lesbian, gay and bisexual issues at work?

- Yes
- No

!! Submit evidence demonstrating that this service is available to all staff, not just members of the network group.

3.3 Does the organisation reward contributions to the employee network group during staff performance appraisals (e.g. the annual performance review process)?

- Yes
- No

Describe how contributions are rewarded (max 200 words).

Next Steps

3.4 In the past year, which of the following activities has the network engaged in or facilitated? Tick all that apply.

- A. Social networking event(s) for members
- B. Sexual orientation awareness raising event(s) for all staff
- C. Collaborated with other lesbian, gay and bisexual employee network group(s)
- D. Collaborated with other internal employee network group(s)
- E. Mentoring or coaching programme
- F. Reverse mentoring programme
- G. None of the above

Describe each activity, event, or programme in no more than a few lines each (max 200 words).

Best Practice

3.5 In the past year, which of the following strategic interventions has the lesbian, gay and bisexual employee network group engaged in? Tick all that apply.

- A. The network was consulted on improving internal policies and practices
- B. The network advised the organisation on business development or service delivery
- C. None of the above

Describe the actions taken and the resulting impact (max 200 words).

3.6 In the past year, has the network held initiatives, seminars or events on topics specific to (tick all that apply):

- A. Lesbians
- B. Bisexual people
- C. Older lesbian, gay and bisexual people
- D. Black and minority ethnic lesbian, gay and bisexual people
- E. Same-sex parents
- F. Disabled lesbian, gay and bisexual people

- G. Transgender lesbian, gay and bisexual people
- H. None of the above

Describe the initiative(s) in no more than a few lines each (max 200 words).

3.7 At present, what is the closest approximation of the proportion of women in the network group's membership? Tick one.

- A. 50% or greater
- B. 40%
- C. 30%
- D. Less than 30%

Provide a gender breakdown of your network's membership (max 50 words).

SECTION 4: ALL-STAFF ENGAGEMENT

This section establishes how the organisation engages with all staff to raise awareness on lesbian, gay and bisexual issues. This section is worth a total of 13 per cent.

Foundations

4.1 In the past year, which of the following messages have appeared in internal communications to all staff? Tick all that apply (each message qualifies for one option only).

- A. Statement of the organisation's commitment to sexual orientation equality
- B. Statement that benefits are inclusive of lesbian, gay and bisexual staff
- C. Promoting IDAHO, LGBT history month, Pride or other similar events
- D. Promoting the lesbian, gay and bisexual staff network group
- E. Promoting a sexual orientation awareness raising event(s)
- F. None of the above

!! Submit a copy of each of the messages you are claiming marks for.

Detail when the message(s) were sent and describe how the organisation targets all staff in no more than a few lines each (max 200 words).

4.2 What information on sexual orientation is included during staff induction? Tick all that apply.

- A. Message from senior leader on the organisation's commitment to sexual orientation equality
- B. Information on the lesbian, gay and bisexual staff network group
- C. None of the above

!! Submit relevant sections of induction material(s) illustrating the selected options.

4.3 Is there a staff counselling service that is advertised as being explicitly inclusive of sexual orientation issues?

- Yes
- No

!! Submit a copy of any material(s) used to advertise the service as lesbian, gay and bisexual friendly, highlighting relevant sections.

Next Steps

4.4 In the past year, which of the following activities have member(s) of the board or CEO equivalent engaged in? Tick all that apply.

- A. Communicated a strong message to all staff on sexual orientation equality
- B. Engaged with board and management to promote sexual orientation equality
- C. Met periodically with the lesbian, gay and bisexual employee network group
- D. Spoken at an internal sexual orientation awareness raising event
- E. None of the above

!! Submit copies of any communication(s) selected.

Name the senior champion(s), provide their job title(s) and describe the options selected in no more than a few lines each (max 200 words).

4.5 In the past year, which of the following activities have member(s) of the senior management team engaged in? Please note that this cannot be the same individual(s) mentioned in question 4.4. Tick all that apply.

- A. Communicated a strong message to all staff on sexual orientation equality
- B. Engaged with board and management to promote sexual orientation equality
- C. Met periodically with the lesbian, gay and bisexual employee network group
- D. Spoken at an internal sexual orientation awareness raising event
- E. None of the above

!! Submit copies of any communication(s) selected.

Name the senior champion(s), provide their job title(s) and describe the options selected in no more than a few lines each (max 200 words).

Best Practice

4.6 Do you have a formal straight allies programme or initiative to engage heterosexual colleagues in sexual orientation equality?

- Yes

No

Name the programme, the number of allies at present and the date the programme was launched (max 50 words).

4.7 In the past year, have allies engaged in the following activities as part of a straight allies programme or initiative? Tick all that apply.

- A. Visibly signal their commitment to sexual orientation equality
- B. Participated in lesbian, gay and bisexual employee network group events
- C. Held an all-staff event on sexual orientation equality
- D. Held a recruitment drive for more allies or their equivalent
- E. None of the above

Describe the options selected in no more than a few lines each (max 200 words).

4.8 In the past year, has the organisation actively and formally profiled visible role models from the following communities (e.g. hosting profile(s) on the organisation's intranet page)? Tick all that apply.

- A. Lesbians
- B. Gay men
- C. Bisexual people
- D. Older lesbian, gay or bisexual people
- E. Disabled lesbian, gay or bisexual people
- F. Black or minority ethnic lesbian, gay or bisexual people
- G. Transgender lesbian, gay or bisexual people
- H. None of the above

!! Submit evidence demonstrating their visibility (e.g. screenshots of the web pages hosting their profiles).

SECTION 5: CAREER DEVELOPMENT

This section examines the career development opportunities the organisation makes available to lesbian, gay and bisexual staff. This section is worth a total of 7 per cent.

Foundations

5.1 Does the organisation monitor existing talent or career development opportunities to specifically make sure lesbian, gay and bisexual staff participate in these programmes?

- Yes
- No

Name the programme(s) and how participation of lesbian, gay and bisexual staff is reviewed (max 50 words).

5.2 In the past year, which of the following career development opportunities has the organisation specifically promoted and supported lesbian, gay and bisexual staff to participate in? Tick all that apply.

- A. General leadership and professional development programmes
- B. Sexual orientation specific leadership/professional development programmes
- C. Sexual orientation specific seminars and conferences
- D. None of the above

Describe how these programmes are promoted to lesbian, gay and bisexual staff and outline the support offered (max 200 words).

Next Steps

5.3 In the past year, has the organisation undertaken a targeted initiative or programme to specifically advance sexual orientation diversity within senior management tiers?

- Yes
- No

Describe the initiative(s) (max 200 words).

Best Practice

5.4 At present, is there at least one visible and out lesbian, gay or bisexual person at board level in the organisation?

- Yes
- No

Provide the names and job titles of the individuals (max 50 words).

5.5 At present, which of the following groups are represented at senior management level in the organisation? Tick all that apply.

- A. At least one visible and out lesbian
- B. At least one visible and out gay man
- C. At least one visible and out bisexual person
- D. None of the above

Provide the names and job titles of the individuals (max 50 words).

SECTION 6: LINE MANAGERS

This section examines how line managers promote diversity within their teams. This section is worth a total of 8 per cent.

Foundations

6.1 When recruiting line managers, does the organisation actively scrutinise the candidates' diversity and inclusion knowledge and achievements? This scrutiny can be on broad diversity criteria that are inclusive of sexual orientation. Tick all that apply.

- A. Yes, during all internal appointments for management roles
- B. Yes, during all external appointments for management roles
- C. None of the above

Describe how you scrutinise the candidate's diversity and inclusion knowledge and achievements during internal and/or external appointments (max 200 words).

Next Steps

6.2 How are line managers held accountable for their team's broad diversity and inclusion outcomes? Tick all that apply.

- A. Managers' diversity achievements are assessed during their performance appraisals
- B. Managers are accountable for their team completing diversity monitoring data
- C. Managers are formally accountable for their team completing diversity training
- D. None of the above

Describe the option(s) selected in no more than a few lines each (max 200 words).

Best Practice

6.3 In the past year, how has the organisation engaged with line managers to promote sexual orientation diversity and inclusion? Tick all that apply.

- A. Provide managers with resources other than training on managing diverse staff groups
- B. Encourage heterosexual line managers to sign up to the allies programme
- C. Encourage lesbian, gay and bisexual managers to act as role models within the organisation
- D. Ask line managers to encourage their teams to participate in network group activities
- E. None of the above

Describe the option(s) selected in no more than a few lines each (max 200 words).

SECTION 7: MONITORING

This section examines how the organisation monitors sexual orientation and what is done with the data collected. This section is worth a total of 11 per cent.

Foundations

7.1 In the past year, have there been all-staff communication(s) outlining why the organisation monitors sexual orientation, what will be done with the data and the confidentiality of monitoring exercises? Tick one.

- A. Yes
- B. No
- C. We do not monitor sexual orientation

!! Submit a copy of the communication.

7.2 In the last three years, which of the following have been scrutinised by monitoring sexual orientation? Scrutiny involves collecting and analysing sexual orientation data as part of equalities monitoring. Tick all that apply.

- A. Fairness in recruitment and selection from application to appointment
- B. Career progression of lesbian, gay and bisexual staff by pay or grade
- C. Job satisfaction rates of lesbian, gay and bisexual staff
- D. Exit rates by sexual orientation
- E. None of the above

!! Submit analysis reports for the options selected.

Describe the selected options in no more than a few lines each and include information on when the monitoring exercise took place (max 200 words).

The Next Steps

7.3 In the last three years, to whom have the results of monitoring exercises and subsequent actions been reported? Tick all that apply.

- A. Board level or CEO equivalent
- B. Regional/divisional managers
- C. All staff
- D. General public and/or external stakeholders
- E. None of the above

!! Submit a copy of the report or communication for each of the options selected.

[OR]

If the reports submitted to the board or regional/divisional managers are confidential, briefly highlight what the report contains in relation to sexual orientation (max 200 words).

Best Practice

7.4 What proportion of your overall workforce have declared their sexual orientation through a human resources system which allows for detailed analysis of data, as set out in question 7.2?

- A. 91%-100%
- B. 81%-90%
- C. 71%-80%
- D. 61%-70%
- E. 51% - 60%
- F. Less than 50%

Describe how this is estimated (max 200 words).

SECTION 8: PROCUREMENT

This section examines how the organisation engages with existing and potential suppliers. This section is worth a total of 9 per cent.

Foundations

8.1 When awarding contracts, does the organisation consider whether potential suppliers have a policy that explicitly bars discrimination on the grounds of sexual orientation? Tick one.

- A. Yes, for all contracts
- B. Yes, for contracts relating to client, customer, employee or service relations
- C. None of the above

Copy and paste the section of your procurement policy relating to sexual orientation (max 200 words).

8.2 When awarding contracts, does the organisation consider whether potential suppliers' diversity training is inclusive of sexual orientation? Tick one.

- A. Yes, for all contracts
- B. Yes, for contracts relating to client, customer, employee or service relations
- C. None of the above

Describe how this is assessed during the tendering process (max 200 words).

Next Steps

8.3 Are diversity and inclusion issues a standing item in contract monitoring meetings with existing suppliers? Tick one.

- A. Yes, for all contracts
- B. Yes, for contracts relating to client, customer, employee or service relations
- C. None of the above

Describe how diversity and inclusion issues are monitored with existing suppliers (max 200 words).

8.4 For contracts pertaining to client, customer, employee or service relations, does the organisation monitor existing suppliers' sexual orientation related complaints and customer feedback?

- Yes
- No

Describe how this is monitored (max 200 words).

Best Practice

8.5 In the past year, what initiatives has the organisation undertaken in collaboration with existing suppliers to encourage best practice in sexual orientation diversity and inclusion? Tick all that apply.

- A. Joint sexual orientation diversity and inclusion training sessions for staff
- B. Invite suppliers' staff to take part in lesbian, gay and bisexual network group
- C. Joint community outreach initiative targeting lesbian, gay and bisexual people
- D. Share best practice policy and guidance on sexual orientation diversity and inclusion
- E. Ask suppliers about participation in sexual orientation diversity programmes or assessments
- F. None of the above

Describe selected options in no more than a few lines each (max 200 words).

SECTION 9: COMMUNITY ENGAGEMENT

This section examines how the organisation engages with the wider lesbian, gay and bisexual community. This section is worth a total of 15 per cent.

Foundations

9.1 How does the organisation promote its commitment to sexual orientation equality externally? Tick all that apply.

- A. Explicit statement on the website stating commitment to sexual orientation equality
- B. Active and regular use of social media platforms to promote sexual orientation equality

C. None of the above

!! Submit evidence to support your claim.

Next Steps

9.2 In the past year, which of the following community outreach activities has the organisation engaged in? Tick all that apply.

- A. Advertised or placed article(s) in lesbian, gay and bisexual media
- B. Advertised or placed article(s) in mainstream media emphasising sexual orientation equality
- C. Sponsored or supported staff participation in a lesbian, gay or bisexual community event(s)
- D. Sponsored or materially supported lesbian, gay or bisexual community group(s)
- E. Supported campaign(s) or training to tackle hate crime or homophobic bullying
- F. Held or attended a recruitment event targeting lesbian, gay and bisexual people
- G. Senior staff spoke at an external sexual orientation seminar, conference or event
- H. Other
- I. None of the above

!! Submit any advertisements or articles you are claiming points for.

Describe the option(s) selected in no more than a few lines each (max 200 words).

9.3 Has the organisation engaged in targeted initiatives in collaboration with other organisations in your sector or region that have had an impact specifically on lesbian, gay and bisexual people in the wider community?

- Yes
- No

Describe these initiatives (max 200 words).

Best Practice

9.4 Please select the category that best describes the organisation and answer the relevant question between 9.4a to 9.4d.

- Private sector (with customers) ONLY ANSWER 9.3a
- Private sector (with clients) ONLY ANSWER 9.3b
- Public sector and third sector (service provision) ONLY ANSWER 9.3c
- Public sector and third sector (non-service provision) ONLY ANSWER 9.3d

9.4a **Private sector (with customers):** In the past year, which of these have taken place? Tick all that apply.

- A. Consulted lesbian, gay and bisexual customers and tailored our products to their needs

- B. Engaged in targeted advertising to lesbian, gay and bisexual customers
- C. Monitored the feedback of lesbian, gay and bisexual customers
- D. Trained our customer facing staff on the needs of lesbian, gay and bisexual customers
- E. None of the above

Describe the selected options in no more than a few lines each (max 200 words).

9.4b Private sector (with clients): In the past year, which of these have taken place? Tick all that apply.

- A. Promoted the organisation as being sexual orientation inclusive when pitching for business
- B. Invited clients to take part in our in-house sexual orientation initiatives
- C. Promoted sexual orientation diversity within our sector
- D. Encouraged our clients to take part in diversity programmes or assessments
- E. None of the above

Describe the selected options in no more than a few lines each (max 200 words).

9.4c Public sector (service provision) and third sector: In the past year, which of these have taken place? Tick all that apply.

- A. Consulted with lesbian, gay and bisexual service users and tailored our services to their needs
- B. Promoted our service as being specifically inclusive of lesbian, gay and bisexual service users
- C. Monitored the feedback of lesbian, gay and bisexual service users
- D. Trained staff who deal with service users on the needs of lesbian, gay and bisexual people
- E. None of the above

Describe the selected options in no more than a few lines each (max 200 words).

9.4d Public sector (non-service provision): In the past year, which of these have taken place? Tick all that apply.

- A. Promoted sexual orientation diversity within our sector
- B. Encouraged our partners to take part in diversity programmes or assessments
- C. None of the above

Describe the selected options in no more than a few lines each (max 200 words).

SECTION 10: ADDITIONAL WORK AND OPTIONAL SECTIONS

Additional Work

This section examines additional work your organisation has done that has not been captured elsewhere in this form. Questions in this section are worth a total of 4 per cent.

10.1 Please identify any further work you have done in the past year to improve the working environment for your lesbian, gay and bisexual staff.

Use this space to illustrate your answer (max 500 words).

10.2 Please identify any further work you have done in the past year to promote sexual orientation equality in the wider community.

Use this space to illustrate your answer (max 500 words).

Top Employers in Scotland and Wales

This optional section should be filled if the organisation wishes to be considered for Top Employers in Scotland or the Top Employers in Wales.

10.3 If the organisation would like to be considered for the Top Employers in Scotland awards, please detail the additional work you have done in Scotland, including the work you do around transgender equality.

Use this space to illustrate your answer (max 500 words).

10.4 If the organisation would like to be considered for the Top Employers in Wales awards, please detail the additional work you have done in Wales.

Use this space to illustrate your answer (max 500 words).

Optional Awards

This optional section should be filled if the organisation wishes to nominate a member of staff for the Senior Champion of the Year award or their network group for the Network Group of the Year award.

10.5 If the organisation would like to nominate its senior champion for the Senior Champion of the Year award, please provide details of the champion and their work on sexual orientation equality that sets them apart.

Use this space to illustrate your answer (max 500 words).

10.6 If the organisation would like to nominate its network group for the Network Group of the Year award, please provide details of the network and its work to promote sexual orientation equality within the organisation and beyond.

Use this space to illustrate your answer (max 500 words).

10.7 If the organisation would like to nominate an individual for Stonewall’s LGB Role Model of the Year award, please provide details of the person and how they have contributed to the visibility of lesbian, gay and bisexual employees within your organisation.

Use this space to illustrate your answer (max 500 words).