

Committee: Establishment Committee	Date: 12 March 2020
Subject: Stonewall Workplace Equality Index Feedback	Public
Report of: Director of Human Resources	For Information
Report author: Amanda Lee-Ajala	

Summary

1. This report presents the feedback received from Stonewall, in relation to the City Corporation's first Workplace Equality Index submission in September 2019. This Index is a bench-marking tool for LGBT inclusion, which we entered as part of our membership of the Stonewall Diversity Champions programme. The submission included evidence of our performance against a set of best practice criteria, exploring ten areas of our employment policies and practices.
2. The information contained in this feedback, serves to guide the City Corporation on the strengths and weaknesses of our submission and will help build an action plan for future development. A task and finish group is being established to facilitate the progress of this action plan and the 2020 submission. It will be Co-Chaired by the Chair of the Establishment Committee and the Town Clerk.

Recommendation

3. Members are asked to note the report.

Main Report

Background

4. At the Equality and Inclusion Board meeting on 17 December 2018 approval was received to join the Stonewall Diversity Champions programme. As part of this programmes the City Corporation entered and made its first Workplace Equality Index (WEI) submission in September 2019.
5. From July – October 2019 Stonewall supported the City Corporation in sharing the Staff Feedback Survey that they conducted with our staff.
6. Participating in the Workplace Equality Index for the first time gave the City Corporation the opportunity to show its commitment to LGBT equality. The City Corporations scored 31 and ranked 419th for 2019/20, giving an overall local government sector rank of 29 from the 33 entrants. The feedback result, although not unexpected was disappointing. It identified that whilst some good work in relation to LGBT Inclusion has been completed, there are some significant areas of work still to be done. Nevertheless, it demonstrates that making our workplace and services inclusive is a priority.
7. The Index assessed our work by asking a series of questions about things we have done. The questions were split across different sections of – employee policy, the

employee lifecycle, staff network groups, allies and role models, senior leadership, monitoring, procurement, customers, service users and clients.

8. The questions were developed in such a way that regardless of where we are on our inclusion journey, the Index will help guide our progress and commitment towards becoming a more inclusive employer.
9. Understanding the lived experiences of our employees is crucial to inclusion. The Index provided insight into staff experiences through an anonymous survey which went out in July and ended in October 2019, after the submission had been made. The survey was promoted internally, and the results were collected directly by Stonewall and formed a small percentage of the feed back from Stonewall. The survey summary, showing our employee opinions, attitudes and experiences is attached (Appendix 2). This also includes comparison data against other organisations in the public sector and regional averages.
10. The most beneficial element of this index is that it provided a developmental framework that can be further advanced to include all protected characteristic. It also provides the City Corporation with best practice examples and areas for development that will help us to build a robust action plan.

Current Position

11. On the 12 February 2020, A two-hour session was facilitated by our Client Account Manager with staff from HR, procurement, DCCS and City Pride who completed the submission and the Chair of the Establishment committee. This session gave in-depth details about the outcomes contained within the feedback report (Appendix 1), focusing on areas of development in our work and actions for the future. This session also included analysis of the Staff Feedback Survey and our performance compared to other organisations in our sector and region.
12. An additional benefit of membership of the Stonewall Diversity Champions programme is that we are able to access 5 free advertising spaces on Proud Employers. This year we have advertised 3 senior roles at grade G on this site.
13. In 2020 Stonewall will be implementing an accreditation scheme as an additional benefit to making a submission to the Workplace Equality Index. Organisations will be awarded bronze, silver and gold employers' status.

Corporate & Strategic Implications

14. Stonewall Diversity Champions membership and actions included in this report links to the Corporate Plan aim of 'contributing to a flourishing society'.

Implications

15. There is a budget provision for the Stonewall Diversity Champions Membership and Conference, other required expenditure will be cover from within the Diversity and Business Engagement budget. However, it should be noted that the scores are not based on the amount of money an organisation spends on making this change happen, it is about commitment that can be evidenced throughout an organisation.

16. There are no security considerations envisaged.

Conclusion

17. The City Corporations score of 31 and rank 419th for 2019/20, gave a local government sector rank of 29 from the 33 entrants was disappointing. However, this result gives a good baseline for future submissions and our Client Account Manager has sent the City Corporation a list of things that they feel should be priorities for this year and they are as follows:

- Policies and procedures – The City Corporation needs a discrimination, bullying and harassment policy.
- A task and finish group for the Workplace Equality Index – to start planning early and use the pre-submission review service
- Raise awareness around confidential support the network offer
- Push forward on work around service users
- Training – ensure it is fully LGBT inclusive and focus on bi and trans awareness
- Multiple identities should be visible in the staff network, including roles for Bi and Trans champions
- LGBT Role Models in the workplace
- Equipping senior leaders to be role models / allies
- Arrange for the procurement team to meet with the Client Account Manager to discuss LGBT inclusion in the supply chain

18. This is quite a long list, so it is suggested that the task and finish group ascertain which are the top priorities / realistic aims from these for the coming year.

19. The top 100 employers list can be found at <https://www.stonewall.org.uk/full-list-top-100-employers-2020>

Appendices

Appendix 1 - Stonewall Feedback Report

Appendix 2 - Stonewall Workforce Equality Index Survey Results

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Appendix 1

City of London Corporation: Workplace Equality Index 2020 Feedback

Congratulations on taking part in Stonewall's 2020 Workplace Equality Index. As an employer that has taken the time to participate, you've demonstrated commitment to your LGBT staff and the wider LGBT community. In this report you will find feedback from Stonewall to help you plan your year ahead to drive forward LGBT inclusion in your workplace.

What this report contains

This report is specific to your organisation. It gives you the following information: -

- Your overall score
- Your overall rank, and rank within the local government sector
- Your performance on key questions for bi and trans staff
- Your scores in the ten sections of your submission
- A short qualitative summary of your performance in each section
- Comparison data for different groups of entrants: -
 - All entrants
 - Entrants in the local government sector
 - Top 100
 - Top 100 threshold: those ranked one hundred to eighty-five, typical of organisations newly entering the Top 100

Additional information will be provided to you on the staff feedback questionnaire that you sent to your employees: -

- How your employees responded to key questions about LGBT equality
- How employees of similar organisations in the local government sector and your region responded

How to use this report

Your Stonewall Account Manager will organise a feedback meeting with you to talk through the strengths and weaknesses of your current LGBT inclusion work, best practice and give you tips for action planning in the future. During this meeting, the Account Manager go through the work that is most relevant to your organisation.

You should use this report, along with the verbal feedback from your Account Manager to make the short and long-term changes necessary to drive inclusion in your workplace.

Score and rank

- Total score: 31
- Rank: 419th
- Local government sector rank: 29th
- Local government sector entrants: 33
- Bi inclusion score: 9%
- Trans inclusion score: 3%

Quick facts

- Over 500 organisations took part
- 109 820 people responded to the Staff Feedback Questionnaire
- The average Top 100 score is 137.5
- The average Top 100 Bi Inclusion Score is 67%
- The average Top 100 Trans Inclusion Score is 60%

Summary and overview

The below table gives you a summary of how you scored across the ten sections of the Workplace Equality Index.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Local government	Top 100	Top 100 Threshold Entrants
1 Policies and benefits	1	15	6.5	5.5	14		6.5	6.5	10.5	10.5
2 The employee lifecycle	2.5	27	12.5	10	24.5		10	11.5	17.5	15
3 LGBT employee network group	11.5	22	16	4.5	10.5		9.5	10.5	17	14.5
4 Allies and role models	1.5	22	2	0.5	20.5		7.5	8	14.5	13
5 Senior leadership	0	17	2	2	17		6	7	12.5	11
6 Monitoring	5.5	21	14	8.5	15.5		6	7	10.5	8.5
7 Procurement	0	17	7	7	17		4	6	10.5	8.5
8 Community engagement	4	20	14	10	16		9	12	15.5	13.5
9 Clients, customers and service users	2	17	11	9	15		6	6	12.5	9.5
10 Additional work	2	2	2	0	0		0.5	1	1	1
Staff feedback questionnaire	1	20	n/a		19		10.5	8	16	16

- **Your score** – the number of points allocated based on the answers and evidence provided
- **Total marks** – the number of points available in that section
- **Marks claimed** – the number of marks that your organisation claimed in the submission[†]
- **Marks claimed, not awarded** – the difference between marks claimed and your score
- **Marks available, not awarded** – the difference between marks available and your score
- **Averages** – mean averages of the scores awarded to...
 - **All entrants** – all organisations, over 500, who entered the Workplace Equality Index 2020
 - **Local government sector** – all organisations which entered in the local government sector
 - **Top 100** – all organisations which ranked in the Top 100 employers
 - **Top 100 Threshold** – all organisations which ranked between 100 and 85, the typical score of an organisation that is newly entering the Top 100

[†] If this number is less than your score this shows that the evidence you submitted is worth more points than you claimed

[†] Referred to in previous reports as 'self-score'

Section 1: Policies and benefits

This section examines the policies and benefits the organisation has in place to support LGBT staff. The questions scrutinise the policy audit process, policy content and communication.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Local government sector	Top 100	Top 100 Threshold
1 Policies and benefits	1	15	6.5	5.5	14		6.5	6.5	10.5	10.5

Feedback from your marker

When it comes to inclusive policies, we need further evidence that the audit process ensures that language is gender neutral and explicitly inclusive of LGBT people in policies (beyond a standard EIA process).

In order to award for explicit bans on discrimination, bullying and harassment based on SO/GI, we require explicit examples of homophobic, biphobic and transphobic incidents. The Stonewall 'Inclusive Policy Toolkit' can support with this.

We recommend using the term "bi" rather than "bisexual". Bi is an umbrella term used to describe an emotional, romantic and/or sexual orientation towards more than one gender. Your family policies are almost fully inclusive, but inconsistent. Some are gender neutral but have no explicit inclusion, others use gendered language but do explicitly include same-sex couple. Your definition of who the policy applies to can still include the term "mother" and refer to any relevant government legislation, but we'd recommend using gender neutral language in the body of the policy. You may find the following terms useful: "pregnant employee"; "birth parent" and then "second parent"; "parent who has given birth" or "new mothers and other pregnant employees". Please see Stonewall's inclusive policy toolkit which has further guidance on this.

It's good to see clear support for managers and HR when it comes to transitioning at work, but what about support for the individual transitioning? There is also no explicit non-binary support or inclusion.

Your notes

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Stonewall opportunities

Best practice guides are available to you, as a Stonewall Diversity Champion for free. Talk to your account manager about how to best use these resources.

Open programmes are available for up to three people from City of London Corporation to attend. Trans allies is available in [London on the 28th of April](#) and in [Liverpool on the 25th of June](#). Open Programmes are available as part of the Scotland Empowerment Week from [18th to 22nd May in Scotland and the north-east of England](#).

Section 2: The employee lifecycle

This section examines the employee lifecycle within the organisation; from attraction and recruitment through to employee development. The questions scrutinise how you engage and support employees throughout their journey in your workplace.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Local government	Top 100	Top 100 Threshold
2 The employee lifecycle	2.5	27	12.5	10	24.5		10	11.5	17.5	15

Feedback from your marker

In this section we would like to see comprehensive information provided at both application and induction stage on the organisation's LGBT inclusion commitment and network.

For recruitment training we are looking at training for those with recruitment responsibility that explicitly covers discrimination and bias faced by LGBT people in the recruitment process, and the steps that can be taken by recruiters in overcoming it.

Staff training needs to be updated to reflect best practice, especially around trans inclusion.

It's good to see internal comms around LGBT History Month and the Network, but going further you should celebrate days specific to Bi and Trans identities.

Your notes

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Stonewall opportunities

London Workplace Conference is on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations.

Cymru Workplace Conference is on the 14th of February. [Tickets are available](#) for £110+VAT for public-sector organisations. Tickets can be bought on a buy-three-get-one-free basis.

Global dial-in tickets for London Workplace Conference [are available](#) for £50 (or three for £120), with discounts available to Global Diversity Champions.

Workplace Allies is an empowerment programme which [can be booked](#) to be run in-house for up to 36 delegates from City of London Corporation.

Stonewall Workshops are available, on topics such as bi inclusion, trans inclusion, allyship, and leadership. Email conference@stonewall.org.uk.

Section 3: LGBT employee network group

This section examines the activity of your LGBT employee network group. The questions scrutinise its function within the organisation.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Local government	Top 100	Top 100 Threshold
3 LGBT employee network group	11.5	22	16	4.5	10.5		9.5	10.5	17	14.5

Feedback from your marker

This is a good section for you, it's clear that the network is very active, and a force for good in the organisation as well as a critical friend. We would like to see that the network has tangible, measurable annual objectives, and that progress against these is measured. We would also like to see more detail on how the network provides confidential support to all staff and how this is promoted across the organisation.

Next steps are to engage across wider initiatives to ensure people with multiple identities (e.g. LGBT parents, BAME LGBT people, LGBT people with disabilities) are included and represented.

Your notes

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Stonewall opportunities

Workplace Allies, Workplace Trans Allies and Workplace Role Models are empowerment programmes which [can be booked](#) to be run in-house for up to 36 delegates from City of London Corporation.

LGBT Network Group Masterclass is available in June in Birmingham (email conference@stonewall.org.uk to reserve your place) and on [24th of April in Scotland](#).

Section 4: Allies and role models

This section examines the process of engaging allies and promoting role models. The questions scrutinise how the organisation empowers allies and role models and then the individual actions they take.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Local government sector	Top 100	Top 100 Threshold
4 Allies and role models	1.5	22	2	0.5	20.5		7.5	8	14.5	13

Feedback from your marker

I'm looking forward to seeing this area develop in the year ahead, as there isn't currently enough evidence of systematic / engaged allies initiative, but it sounds like this is starting to develop. This section explores the organisation's work around empowering allies to be active in their support of the LGBT community, and empowering LGBT role models to be visible and inspire others.

There were no example role models at the City of London, Stonewall can support with developing this area, through creating allies campaigns and programmes, and providing best practice examples of other organisations' role model profiling.

Your notes

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Stonewall opportunities

Inclusive Future Leaders is a tailored programme designed to form part of a graduate or management training programme, which [can be booked](#) in-house at City of London Corporation.

Workplace programmes including [LGBT Role Models](#), [Allies](#) and [Trans Allies](#). They are available as open programmes for up to three people or the programmes can be booked to be run in-house for up to 36 delegates from City of London Corporation. Open Programmes are available as part of the Scotland Empowerment Week from [18th to 22nd May in Scotland and the north-east of England](#).

Inclusive Leadership is a newly developed programme which will be made available from May, email empowerment@stonewall.org.uk for more information.

Section 5: Senior leadership

This section examines how the organisation engages senior leaders. The questions scrutinise how the organisation empowers senior leaders at different levels and the individual actions they take

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Local government sector	Top 100	Top 100 Threshold
5 Senior leadership	0	17	2	2	17		6	7	12.5	11

Feedback from your marker

We would like to see consistent engagement across both tiers of leadership (Board and Senior Manager levels) on issues of LGBT inclusion, including engagement with the network and sending strong messages of commitment to both sexual orientation and trans equality as a starting point.

The most inclusive organisations support board level employees and senior managers to understand the issues that affect LGBT people.

They also encourage senior leaders to engage in activities such as meeting LGBT network groups or attend LGBT events.

Companies increasingly recognise that having support from senior leaders is key to advancing LGBT equality in the workplace.

Your notes

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Stonewall opportunities

LGBT Leadership is an empowerment programme for LGBT leaders. Our [next open programme](#) is in London 15th to 17th of July, and can be [booked to be run](#) in-house for City of London Corporation.

Inclusive Leadership is a newly developed programme which will be made available from May, email empowerment@stonewall.org.uk for more information.

Section 6: Monitoring

This section examines how the organisation monitors its employees. The questions scrutinise data collection methods, analysis and outcomes.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Local government sector	Top 100	Top 100 Threshold
6 Monitoring	5.5	21	14	8.5	15.5		6	7	10.5	8.5

Feedback from your marker

Monitoring is vital for understanding lesbian, gay, bi and trans (LGBT) employees and their needs.

Monitoring gender identity and sexual orientation data gives a broad overview of who's working for an organisation and how satisfied they are. We couldn't see the questions you ask when monitoring sexual orientation, and I would recommend starting to monitor gender identity as soon as possible. You do have good response rates for sexual orientation declaration, well done.

We would like to see staff satisfaction data cut across sexual orientation and gender identity data to ensure the organisation knows whether LGBT staff experiences are worse, the same or better than non-LGBT staff, and for sexual orientation and gender identity to be monitored across pay grades.

Your notes

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Stonewall opportunities

Best practice guides are available to you, as a Stonewall Diversity Champion for free. Talk to your account manager about how to best use these resources.

London Workplace Conference includes a session on monitoring. It is held on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations.

Section 7: Procurement

This section examines how the organisation affects change in its supply chain. The questions scrutinise the steps taken to ensure LGBT inclusive suppliers are procured and held to account.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Local government sector	Top 100	Top 100 Threshold
7 Procurement	0	17	7	7	17		4	6	10.5	8.5

Feedback from your marker

This is a section we can work on together going forward, and there is great opportunity to share best practice and engage with suppliers around LGBT inclusion. Training or guidance given to the procurement team should explicitly include LGBT equality in relation to procurement processes, guiding the team to understand how procurement processes can be used to further LGBT equality.

Organisations should scrutinise potential suppliers' policies and training, to ensure that the suppliers are representing the same values, and whilst this doesn't need to be a deciding factor, it can be a chance to bring others along with you in your journey to LGBT inclusion.

Your notes

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Stonewall opportunities

Best practice guides are available to you, as a Stonewall Diversity Champion for free. Talk to your account manager about how to best use these resources.

London Workplace Conference includes a session on procurement. It is held on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations.

Section 8: Community engagement

This section examines the outreach activity of the organisation. The questions scrutinise how the organisation demonstrates its commitment to the wider community and the positive impact it has.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Local government sector	Top 100	Top 100 Threshold
8 Community engagement	4	20	14	10	16		9	12	15.5	13.5

Feedback from your marker

We would like further information about the impact of community engagement activity, including any outcomes from collaborative initiatives with other organisations in the region or sector.

There will be lots of opportunities for the City of London Corporation to engage with wider community and show its support to LGBT community and commitment towards LGBT inclusion and equality. This can be done via direct support given to LGBT community groups or collaborating with other organisations in your region or sector on an initiative or campaign that reaches the wider community.

Your notes

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Stonewall opportunities

Your Stonewall account manager can advise on how to maximise your impact with community engagement.

London Workplace Conference includes a session on community engagement. It is on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations.

Section 9: Clients, customers and service users

This section examines how the organisation engages with clients, customers, services users or partners.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Local government sector	Top 100	Top 100 Threshold
9 Clients, customers and service users	2	17	11	9	15		6	6	12.5	9.5

Feedback from your marker

More information is needed on the outcomes and impact of consultation with service users. We would also like to see the organisation undertake a specific mapping exercise of the touchpoints of LGBT service users as a starting point, the Stonewall 'Service Delivery Toolkit' can support with this.

It is important to identify and address issues that LGBT service users may have, and barriers they may face in accessing services. We recommend that organisations monitor their service users to improve their reach and impact, and that all frontline staff are trained on reducing bias and discrimination towards LGBT customers.

Your notes

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Stonewall opportunities

London Workplace Conference is on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations.

Cymru Workplace Conference is on the 14th of February. [Tickets are available](#) for £110+VAT for public-sector organisations. Tickets can be bought on a buy-three-get-one-free basis.

Section 10: Additional work

This section gives outstanding employers an opportunity to share best practice not already awarded elsewhere in the submission.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Local government sector	Top 100	Top 100 Threshold
10 Additional work	2	2	2	0	0		0.5	1	1	1

Feedback from your marker

There are some great initiatives here, however in future please remember to add specific dates and time periods

Your notes

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Stonewall opportunities

Many organisations have innovative ideas for LGBT inclusion. The Stonewall Empowerment Team can work with you to design bespoke and tailored events, workshops, webinars and programmes. Email empowerment@stonewall.org.uk to discuss your ideas.

Staff Feedback Questionnaire

This section examines the policies and benefits the organisation has in place to support LGBT staff. The questions scrutinise the policy audit process, policy content and communication.

Section	Your score	Total marks	Marks available not awarded	Averages	All entrants	Local government sector	Top 100	Top 100 Threshold
Staff feedback questionnaire	1	20	19		10.5	8	16	13.5

Stonewall opportunities

Stonewall Workplace Conferences have expert workshops and unique networking opportunities. This gives you the holistic tool to deal with the diverse and varied issues that your LGBT staff and their allies face. London Conference is on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations. Cymru Conference is on the 14th of February. [Tickets are available](#) for £110+VAT for public-sector organisations. Tickets can be bought on a buy-three-get-one-free basis.

Appendix 2

STAFF FEEDBACK QUESTIONNAIRE

City of London Corporation

Overview

The 2020 Stonewall Staff Feedback Questionnaire received more than 109,928 responses from LGBT and non-LGBT people across all areas of the UK. Your employees' responses are shown below.

- Responses from groups of ten or fewer are removed to protect respondents' confidentiality.
- Statistics restricted for confidentiality are shown with an asterisk.
- We have broken out useful sub-groups of analysis to help you better understand your workforce and their experiences.
- You can compare the experiences of your workforce to other employees in the local government sector and in your region.

Terms describing LGBT people

All respondents to the Staff Feedback Questionnaire were asked questions about their gender identity and sexual orientation. Some respondents answered the survey in Welsh, so the questions and responses are presented bilingually.

Question	Responses
Which of the following best describes your gender? / Pa un o'r canlynol yw'r disgrifiad gorau o'ch rhywedd?	Male / Gwrywaidd Female / Benywaidd Non-binary / Anneuaidd Prefer not to say / Byddai'n well gen i beidio â dweud
If you describe your gender with another term, please provide this here: / Os ydych chi'n defnyddio term arall i ddisgrifio eich rhywedd, nodwch ef yma:	<i>free text</i>
Do you identify as trans? / Ydych chi'n arddel hunaniaeth draws?	Yes / Ydw No / Nac ydw Prefer not to say / Byddai'n well gen i beidio â dweud
Which of the following best describes your sexual orientation? / 	Bi / Deurywiol Gay or lesbian / Hoyw neu lesbiad

Pa un o'r canlynol yw'r disgrifiad gorau o'ch cyfeiriadedd rhywiol?	Heterosexual/straight / Heterorywiol/syth Prefer not to say / Byddai'n well gen i beidio â dweud
If you describe your sexual orientation with another term, please provide this here: / Os ydych chi'n defnyddio term arall i ddisgrifio eich cyfeiriadedd rhywiol, nodwch ef yma:	<i>free text</i>

On future reference, Welsh language responses will be grouped for analysis with responses according to the English language translation as noted above.

Based on responses to the above questions, we have categorised respondents according to their LGBT identities.

Respondents	Report definition
Bi	Bi for sexual orientation
Lesbian & gay	Gay or lesbian for sexual orientation
LGBT	Non-binary for gender and/or Yes for trans identity and/or Bi, or gay or lesbian for sexual orientation
Non-LGBT	Male or female for gender identity No for trans identity and Heterosexual/straight for sexual orientation
Non-trans	No for trans identity
Trans & non-binary	Non-binary for gender and/or Yes for trans identity

Please consult our [guide on diversity monitoring](#) for best practice wording when conducting your own monitoring and surveys.

Comparisons between respondents

This typically presents two tables of responses for each question. The first table allows you to compare responses from City of London Corporation to other organisations. The second table allows you to compare responses from within your organisation between different groups of employees. In a few cases, we have omitted the second table, for instance where a question is only asked to non-LGBT respondents.

Your respondents

The number of respondents in your organisation broken down based on different identities.

Where the number of respondents to a question is ten or fewer, we have replace the value with an asterisk to protect employee confidentiality.

Respondents identified as	Number of Respondents
All	501
LGBT	85
Bi	21
Lesbian & gay	61
Trans & non-binary	*
Non-binary	*
LGBT men	50
LGBT women	32
LGBT people of faith	37
LGBT BAME	*
LGBT under 24	*
LGBT over-55	*
LGBT people who are disabled	16

Being yourself at work

All respondents were asked if they agree that they feel able to be themselves at work

City of London Corporation	All entrants	London entrants	Local government sector entrants
82%	85%	86%	85%

All respondents	Non-LGBT respondents	LGBT respondents	Bi respondents	Trans & non-binary respondents
82%	86%	75%	57%	*

Disclosure of LGBT identities

Lesbian & gay, bi, and trans respondents were asked if they feel comfortable to disclose their sexual orientation and/or gender identity at work. Respondents were asked to specify if they felt comfortable talking to colleagues (in general), to managers or senior managers, and to customer, clients or service users.

I feel comfortable to disclose my identity to all ...	City of London Corporation	All entrants	London entrants	Local government sector entrants
Colleagues	46%	50%	52%	50%
Managers	29%	31%	33%	24%
Service Users	25%	26%	29%	19%

I feel comfortable to disclose my identity to all ...	All LGBT respondents	Bi respondents	Trans & non-binary respondents
Colleagues	46%	14%	*
Managers	29%	14%	*
Service Users	25%	0%	*

Discrimination

Bullying and harassment

LGBT respondents were asked four questions on experiencing and reporting discrimination based on their gender identity or sexual orientation: -

- If they agree that they know how to report
- If they agree that they would feel confident to report, in the event an incident occurred
- Whether an incident occurred
- If they reported an incident occurring, whether they did report

Most responses below combine responses based on gender identity and sexual orientation. In those cases, respondents who are both trans and bi, lesbian or gay, are accorded the lower of their two responses. For instance, a bi and trans employee who agrees they know how to report bullying & harassment based on sexual orientation, but not based on gender identities, would be recorded as 'not agreeing' with this question.

Regarding (reporting) bullying & harassment	City of London Corporation	All entrants	London entrants	Local government sector entrants
Know how	63%	73%	73%	74%
Feel confident to	82%	82%	84%	82%
Incident occurred	6%	6%	5%	5%

Regarding (reporting) bullying & harassment	City of London Corporation	All entrants	London entrants	Local government sector entrants
Did report	*	76%	74%	74%

Regarding (reporting) bullying & harassment	LGBT respondents	Bi respondents	Trans & non-binary respondents
Know how	63%	57%	*
Feel confident to	82%	71%	*
Incident occurred	6%	10%	*
Did report	*	*	*

Barriers to progression

LGBT respondents were asked about whether their gender identity or sexual orientation had created barriers to progression within their workplace.

Most responses below combine responses based on gender identity and sexual orientation. In those cases, respondents who are both trans, and bi, lesbian or gay, are accorded the lower of their two responses. For instance, a trans lesbian employee, who agrees she knows how to report bullying & harassment based on sexual orientation, but not based on gender identities, would be recorded as 'not agreeing' with this question.

City of London Corporation	All entrants	London entrants	Local government sector entrants
2%	11%	11%	9%

LGBT respondents	Bi respondents	Trans & non-binary respondents
2%	0%	*

Confidence challenging

All respondents were asked if they felt confident challenging inappropriate behaviour and discrimination towards LGBT people.

City of London Corporation	All entrants	London entrants	Local government sector entrants
48%	63%	68%	60%

All respondents	LGBT respondents	Non-LGBT respondents	Bi respondents	Trans & non-binary respondents
48%	48%	51%	33%	*

Inclusive Cultures

Support and understanding

Respondents who are non-LGBT were asked if they feel confident in supporting LGBT people and understand why their organisation is committed to LGBT equality.

Regarding (reporting) bullying & harassment	City of London Corporation	All entrants	London entrants	Local government sector entrants
Personally support	94%	95%	96%	95%
Understand employer's support	92%	93%	94%	94%

Inclusive Leadership

All respondents were asked if senior management demonstrate commitment to bi, gay & lesbian, and trans equality. Responses are shown both for all respondents, and specifically for respondents whose identities correspond with the question being asked. The group of respondents is shown in brackets.

Employees who agree that senior leaders demonstrate visible commitment to ...	City of London Corporation	All entrants	London entrants	Local government sector entrants
Bi equality (all employees)	42%	59%	60%	56%
Bi equality (bi employees)	33%	46%	47%	43%
Lesbian & gay equality (all employees)	51%	67%	69%	63%
Lesbian & gay equality (lesbian & gay employees)	49%	54%	71%	71%
Trans equality (all employees)	42%	57%	58%	55%
Trans equality (trans employees)	*	44%	45%	52%

Inclusive workplaces

LGBT people were asked if they agree that their workplace was inclusive of people like them.

Employees who are ... that agree that their organisation is inclusive of ... people	City of London Corporation	All entrants	London entrants	Local government sector entrants
Bi	48%	52%	19%	46%
Lesbian & gay	82%	83%	85%	81%
Trans	*	48%	51%	45%

Role Models

LGBT people were asked if they agree that their workplace has visible role models who share their identity.

Employees who are ... that agree there are visible role models who are ...	City of London Corporation	All entrants	London entrants	Local government sector entrants
Bi	0%	18%	19%	13%
Lesbian & gay	61%	63%	67%	60%
Trans	*	31%	31%	30%

Issues and identities

Understanding

Respondents were asked if they agree that they understood the identities of, and issues that affect (other) LGBT people.

I agree that I understand the issues and identities of ... people	City of London Corporation	All entrants	London entrants	Local government sector entrants
Bi	70%	74%	75%	76%
Lesbian & gay	79%	81%	82%	83%
Trans	67%	71%	72%	74%

I agree that I understand the issues and identities of ... people	All respondents	Non-LGBT respondents	LGBT respondents	Bi respondents	Lesbian & gay respondents
Bi	70%	69%	74%	n/a	74%
Lesbian & gay	79%	69%	n/a	n/a	n/a
Trans	67%	74%	74%	81%	72%

Training

Respondents (regardless of identity) were asked if they were aware of LGBT training within their organisation. Those who were aware were asked if they agree that their training meant they better understood the issues and identities that affect (other) LGBT people.

Respondents were asked separately about issues and identities. Where respondents agreed that they better understood either issues or identities, they are reported here as agreeing with this question.

I agree that training has improved my understanding of ...	City of London Corporation	All entrants	London entrants	Local government sector entrants
Bi identities	66%	76%	77%	76%
Bi issues	59%	72%	73%	72%
Lesbian & gay identities	77%	85%	86%	84%
Lesbian & gay issues	70%	81%	82%	81%
Trans identities	67%	75%	76%	75%
Trans issues	63%	73%	74%	73%

I agree that training has improved my understanding of ...	All respondents	Non-LGBT respondents	All LGBT respondents	Bi respondents	Lesbian & gay respondents
Bi identities	66%	69%	68%	n/a	68%
Bi issues	59%	61%	62%	n/a	62%
Lesbian & gay identities	77%	77%	n/a	n/a	n/a
Lesbian & gay issues	70%	70%	n/a	n/a	n/a
Trans identities	67%	73%	59%	36%	70%
Trans issues	63%	66%	62%	45%	70%

Monitoring

LGB employees were asked if they agree that they understand why their employer monitors their sexual orientation. Trans employees were asked the same about their gender identity.

Employees were then asked whether they agree they are confident to disclose their identities.

Where respondents are LGB and trans, we included the lower of their two responses about gender identity and sexual orientation monitoring.

I agree that I ... my sexual orientation and/or gender identity	City of London Corporation	All entrants	London entrants	Local government sector entrants
Understand why my employer monitors	64%	73%	74%	75%
Am confident to tell my employer	75%	80%	81%	81%

I agree that I ... my sexual orientation and/or gender identity	LGBT respondents	Bi respondents	Trans respondents
Understand why my employer monitors	64%	62%	*
Am confident to tell my employer	75%	76%	*

Network Group

Visibility of the group

All respondents were asked if their organisation had an LGBT employee network group.

City of London Corporation	All entrants	London entrants	Local government sector entrants
78%	82%	86%	81%

All respondents	Non-LGBT respondents	LGBT respondents	Bi respondents	Trans & non-binary respondents
78%	81%	76%	67%	*

Network group activities

All respondents who reported having an LGBT employee network group were asked two questions about the activities of their network group: if they were aware of its activities and if they had taken part in them over the last year.

I ... the activities of my employer's LGBT network group	City of London Corporation	All entrants	London entrants	Local government sector entrants
Am aware of	67%	79%	83%	73%
Have taken part in (All respondents)	19%	35%	42%	25%
Have taken part in (LGBT respondents)	37%	49%	37%	37%

I ... the activities of my employer's LGBT network group	All respondents	Non-LGBT respondents	LGBT respondents	Bi respondents	Trans & non-binary respondents
Am aware of	67%	70%	75%	79%	*
Have taken part in	19%	16%	37%	21%	*

Support and advice

All respondents who reported having an LGBT employee network group were asked if they agree they would feel confident approaching the network group for confidential support or advice.

I agree if feel confident to approach the LGBT employee network group for support and advice	City of London Corporation	All entrants	London entrants	Local government sector entrants
All respondents	62%	77%	79%	73%
LGBT respondents	63%	77%	63%	63%

All respondents	Non-LGBT respondents	LGBT respondents	Bi respondents	Trans & non-binary respondents
62%	63%	63%	50%	*

Value and effectiveness

All respondents who reported having an LGBT employee network group were asked if they agree that the group is a valuable and effective asset for the organisation.

I agree I feel is a valuable and effective asset to my organisation	City of London Corporation	All entrants	London entrants	Local government sector entrants
All respondents	73%	78%	81%	76%
LGBT respondents	65%	78%	65%	65%

All respondents	Non-LGBT respondents	LGBT respondents	Bi respondents	Trans & non- binary respondents
73%	76%	65%	71%	*

Training & Communication

All respondents were asked about their awareness of steps their employer is taking to improve LGBT equality. Respondents were asked about LGBT-inclusive diversity training, and whether they were aware of their employer's membership of the Stonewall Diversity Champions programme.

I am aware of ...	City of London Corporation	All entrants	London entrants	Local government sector entrants
LGBT-inclusive diversity training	45%	40%	39%	44%
Stonewall Diversity Champion membership	42%	59%	59%	60%

I am aware of ...	All respondents	Non-LGBT respondents	LGBT respondents	Bi respondents	Trans & non-binary respondents
LGBT-inclusive diversity training	45%	47%	40%	52%	*
Stonewall Diversity Champion membership	42%	44%	38%	43%	*