

STONEWALL
WORKPLACE
EQUALITY INDEX
2022

EMPLOYER
FEEDBACK REPORT

UNIVERSITY
HOSPITALS OF
NORTH MIDLANDS
NHS TRUST

SUMMARY

Stonewall's Workplace Equality Index is about recognising the work that goes into creating LGBTQ+ inclusive workplaces in the UK. By ensuring all LGBTQ+ people feel safe and welcomed in the workplace, we can create an inclusive culture that allows everyone the freedom to be themselves without fear.

This report will guide you through your submission by detailing our feedback to each section of the criteria and ending with our findings from the Staff Feedback Questionnaire (if applicable). We'll highlight what you've done well and focus on improvements for the future.

We understand that the last two years have been a difficult time for everyone, especially as we adapt to new working practices, so we greatly appreciate the time you took to continue your inclusion journey and to complete your submission. We recognise the commitment it takes to put a submission together and you should feel incredibly proud of what you've achieved in a challenging year.

The Workplace Equality Index is an opportunity to measure, progress and celebrate the work you're doing to make your organisation a better place for LGBTQ+ employees. From new policies to Pride events, leadership briefings to updating your training - each small change can make a big difference to our communities.

We hear incredible stories every year of workplaces making real impact, transforming the environments we work in every day. We know it's not easy work, but every day we move closer to a world in which LGBTQ+ people are free to be their true selves.

Thank you so much for taking part, and I hope we continue to work together over 2022.

Nancy Kelley, she/her, Chief Executive Officer

University Hospitals of North Midlands NHS Trust ranked 252 with a score of 50 out of 200

Section	Marks available	Marks claimed	Marks awarded	Marks claimed, but not awarded
1) Policies and benefits	17	12.5	2	10.5
2) The employee lifecycle	22	16.5	6.5	10
3) LGBTQ+ employee network group	26	17.5	9.5	8
4) Empowering individuals	20	10.5	6.5	4
5) Leadership	18	8	7.5	0.5
6) Monitoring	20	6.5	4.5	2
7) Supply chains	17	4	0	4
8) External engagement	40	11.5	4	7.5
Staff Feedback Questionnaire	20	n/a	9.5	n/a

† When marking, sometimes our markers spot evidence that counts towards questions you didn't claim. In those cases, we award the points anyway.

SECTORAL AND GEOGRAPHICAL CONTEXT

We understand the different challenges organisations face may depend on the sector and location they are based in. That's why we separate this data out, allowing organisations to benchmark themselves against others in a similar field or part of the UK.

We know that regulatory frameworks, budgetary constraints, organisational size and the geographical spread of a workforce can all be factors in creating or removing barriers to inclusion.

Each sector and location has its own unique challenges. We can support you to face these challenges and achieve the best outcomes for your organisation.

University Hospitals of North Midlands NHS Trust ranked 32 in the Health & Social Care sector

University Hospitals of North Midlands NHS Trust ranked 13 in employers headquartered in West Midlands

University Hospitals of North Midlands NHS Trust ranked 89 in employers that operate in the West Midlands

MARGINALISED OR UNDER-REPRESENTED LGBT GROUPS

This section focuses on those within our community whose stories and experiences we rarely get to hear. By breaking down this data, we aim to show you how you are progressing with this work.

Bi erasure and biphobia are real problems. They create a culture of stigmatisation, and many bi people are still wary about being open about their bi identity in the workplace.

Transphobia and anti-non-binary discrimination are areas of concern for many workplaces, with staff feeling scared and unable to be their authentic selves around colleagues.

We all have multiple facets of our identities, and many of us experience different forms of marginalisation and discrimination, such as racism and ableism. These experiences also affect many LGBTQ+ people at work. Tackling one form of marginalisation requires tackling them all: ending misogyny and making work welcoming for people of faith, for example, are important for making sure all LGBTQ+ people feel welcome.

University Hospitals of North Midlands NHS Trust scored 9 on questions specific to marginalised or underrepresented LGBTQ+ identities

University Hospitals of North Midlands NHS Trust scored 0 on questions specific to bi inclusion and anti-biphobia

University Hospitals of North Midlands NHS Trust scored 8.5 on questions specific to trans inclusion and anti-transphobia

University Hospitals of North Midlands NHS Trust scored 1 on questions specific to non-binary inclusion and this strand of anti-transphobia

University Hospitals of North Midlands NHS Trust scored 0.5 on questions specific to intersectionality and inclusion of LGBTQ+ people who experience multiple marginalisations, such as racism and ableism

SECTION ONE : POLICIES AND BENEFITS

This section examines the policies and benefits the organisation has in place to support LGBT staff. The questions scrutinise the policy feedback process, policy content and provision of specific support.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
University Hospitals of North Midlands NHS Trust	12.5	2	10.5
Average: All entrants	12.5	8	4.5
Average: Health & Social Care	For more detailed comparative analysis, Stonewall Diversity Champions membership will entitle you to full breakdowns of scores in comparison to the Health & Social Care sector, other organisations headquartered in West Midlands, and competitor entrants.		
Average: Headquartered in West Midlands			
Average: No award			
Average: Bronze			

For more detailed feedback, Stonewall Diversity Champions membership will entitle you to full, bespoke section feedback, and access to our full library of resources and webinars, including our resource the 'Inclusive policy toolkit'.

SECTION TWO: THE EMPLOYEE LIFECYCLE

This section examines the employee lifecycle within the organisation, starting with recruitment practices and finishing with exit processes. The questions scrutinise how the organisation engages and supports employees throughout their journey in the workplace.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
University Hospitals of North Midlands NHS Trust	16.5	6.5	10
Average: All entrants	16.5	7.5	9
Average: Health & Social Care	For more detailed comparative analysis, Stonewall Diversity Champions membership will entitle you to full breakdowns of scores in comparison to the Health & Social Care sector, other organisations headquartered in West Midlands, and competitor entrants.		
Average: Headquartered in West Midlands			
Average: No award			
Average: Bronze			

For more detailed feedback, Stonewall Diversity Champions membership will entitle you to full, bespoke section feedback, and access to our full library of resources and webinars, including our resource the 'Employee lifecycle'.

SECTION THREE:

LGBTQ+ EMPLOYEE NETWORK GROUP

This section examines the work of your LGBTQ+ employee network group. The questions scrutinise the support the group is given by the organisation, its commitment to inclusivity, and the activities it carries out.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
University Hospitals of North Midlands NHS Trust	17.5	9.5	8
Average: All entrants	18.5	13	5.5
Average: Health & Social Care	For more detailed comparative analysis, Stonewall Diversity Champions membership will entitle you to full breakdowns of scores in comparison to the Health & Social Care sector, other organisations headquartered in West Midlands, and competitor entrants.		
Average: Headquartered in West Midlands			
Average: No award			
Average: Bronze			

For more detailed feedback, Stonewall Diversity Champions membership will entitle you to full, bespoke section feedback, and access to our full library of resources and webinars, including our resource 'Finding your collective voice'.

SECTION FOUR: EMPOWERING INDIVIDUALS

This section examines the process of engaging individuals to create an LGBT inclusive culture at the organisation. The questions scrutinise how the organisation empowers LGBT and non-LGBT employees to step up as change makers and allies.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
University Hospitals of North Midlands NHS Trust	10.5	6.5	4
Average: All entrants	12	7	5
Average: Health & Social Care	For more detailed comparative analysis, Stonewall Diversity Champions membership will entitle you to full breakdowns of scores in comparison to the Health & Social Care sector, other organisations headquartered in West Midlands, and competitor entrants.		
Average: Headquartered in West Midlands			
Average: No award			
Average: Bronze			

For more detailed feedback, Stonewall Diversity Champions membership will entitle you to full, bespoke section feedback, and access to our full library of resources and webinars, including our webinar, 'Workplace Equality Index support series: Introduction to Section 4 (Empowering Individuals)'.

SECTION FIVE :

LEADERSHIP

This section examines how the organisation engages senior leaders and line managers in their responsibility to set an LGBT-inclusive culture. The questions scrutinise how the organisation empowers senior leaders, the individual actions senior leaders take, and how all line managers are encouraged to recognise LGBT inclusion as key to their role.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
University Hospitals of North Midlands NHS Trust	8	7.5	0.5
Average: All entrants	10	5.5	4.5
Average: Health & Social Care	For more detailed comparative analysis, Stonewall Diversity Champions membership will entitle you to full breakdowns of scores in comparison to the Health & Social Care sector, other organisations headquartered in West Midlands, and competitor entrants.		
Average: Headquartered in West Midlands			
Average: No award			
Average: Bronze			

For more detailed feedback, Stonewall Diversity Champions membership will entitle you to full, bespoke section feedback, and access to our full library of resources and webinars, including our resource, 'Securing senior buy-in'.

SECTION SIX:

MONITORING

This section examines how the organisation uses monitoring to understand the representation and experiences of its LGBT employees. The questions scrutinise data collection methods, analysis and outcomes.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
University Hospitals of North Midlands NHS Trust	6.5	4.5	2
Average: All entrants	8.5	3	5.5
Average: Health & Social Care	For more detailed comparative analysis, Stonewall Diversity Champions membership will entitle you to full breakdowns of scores in comparison to the Health & Social Care sector, other organisations headquartered in West Midlands, and competitor entrants.		
Average: Headquartered in West Midlands			
Average: No award			
Average: Bronze			

For more detailed feedback, Stonewall Diversity Champions membership will entitle you to full, bespoke section feedback, and access to our full library of resources and webinars, including our resource, 'Understanding LGBT experiences'.

SECTION SEVEN:

SUPPLY CHAINS

This section examines how the organisation affects change in its supply chain. The questions scrutinise the steps taken to ensure suppliers are LGBT-inclusive, from tendering new suppliers to monitoring current contracts.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
University Hospitals of North Midlands NHS Trust	4	0	4
Average: All entrants	7	3.5	3.5
Average: Health & Social Care	For more detailed comparative analysis, Stonewall Diversity Champions membership will entitle you to full breakdowns of scores in comparison to the Health & Social Care sector, other organisations headquartered in West Midlands, and competitor entrants.		
Average: Headquartered in West Midlands			
Average: No award			
Average: Bronze			

For more detailed feedback, Stonewall Diversity Champions membership will entitle you to full, bespoke section feedback, and access to our full library of resources and webinars, including our webinar, 'Progressing LGBT inclusion through your supply chains'.

SECTION EIGHT:

EXTERNAL ENGAGEMENT

This section comprises of three parts. Part 1 (Community Engagement) examines the outreach activity of the organisation and how it supports wider LGBT communities. Part 2 (Sector Engagement) examines how the organisation promotes LGBT equality to other organisations in its sector. Part 3 (Service Delivery) examines how the organisation ensures it meets the needs of any service users or customers.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
University Hospitals of North Midlands NHS Trust	11.5	4	7.5
Average: All entrants	17.5	9	8.5
Average: Health & Social Care	For more detailed comparative analysis, Stonewall Diversity Champions membership will entitle you to full breakdowns of scores in comparison to the Health & Social Care sector, other organisations headquartered in West Midlands, and competitor entrants.		
Average: Headquartered in West Midlands			
Average: No award			
Average: Bronze			

For more detailed feedback, Stonewall Diversity Champions membership will entitle you to full, bespoke section feedback, and access to our full library of resources and webinars, including our resource series, 'Service delivery toolkit'.

STAFF FEEDBACK QUESTIONNAIRE

As part of the Workplace Equality Index, employees from across the UK take part in Stonewall's Staff Feedback Questionnaire (SFQ).

The SFQ is an anonymous questionnaire that employers share with their staff. The results help us generate each employer's score and gives them a deep understanding of their employees' experiences at work.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
University Hospitals of North Midlands NHS Trust	n/a	9.5	n/a
Average: All entrants	n/a	8.5	n/a
Average: Health & Social Care	For more detailed comparative analysis, Stonewall Diversity Champions membership will entitle you to full breakdowns of scores in comparison to the Health & Social Care sector, other organisations headquartered in West Midlands, and competitor entrants.		
Average: Headquartered in West Midlands			
Average: No award			
Average: Bronze			