

## ENG: Part 1

### **Section 3: LGBT Employee Network Group**

This section comprises of 7 questions and examines the activity of your LGBT employee network group. The questions scrutinise its function within the organisation. This section is worth 11% of your total score.

**Below each question you can see guidance on content and evidence. At any point, you may save and exit the form using the buttons at the bottom of the page.**

**3.1 Does the organisation have an LGBT employee network group for LGBT employees?**      A. Yes, with a defined role and terms of reference

**Upload the LGBT employee network group's terms of reference:**

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/111493131/XfJa2nsHqS/>

## ENG: Part 2

**3.2 Does the LGBT employee network group have clearly defined yearly objectives?**

**GUIDANCE:** Examples could include holding a certain number of events or campaigns, engaging with different groups of staff across the organisation and collaborating with other organisation's network groups.

Yes

**List examples of some of your most recent objectives and progress towards achieving them:**

One objective is to contribute to an LGBT friendly patient experience. The Network has contributed to this through heavy consultation and key members being involved in the the development of our UHNM Trans Policy for staff and for patients. The network has also driven promotion of the NHS Rainbow Badge Project, which we are launching across the Trust in September 2019. The network have been involved in tailoring our rainbow badge pledge and the supporting information available to our staff that is available on a Rainbow Badge intranet page. The group has also contributed towards policy development, which is another objective (the Network contributed to ensuring the Professional Standards of Dress Policy was gender neutral and reviewed the revisions to our Parental Leave policy). There is an objective to promote the interests of LGBT+ staff employed at UHNM and raise awareness of issues, which the Network does through promotional events (Straight Allies pledge signing sessions, LGBT History Month etc.) and more recently through the development of an inclusivity video spotlighting members of our LGBT+ network which was launched during our Trust Values Week in July 2019 and now forms the beginning of our statutory and mandatory equality and diversity training and shown at our Trust Induction. This objective is also promoted through the LGBT+ Staff Network Newsletter which is distributed to all staff to read on the Trust Intranet site. We have also undertaken a gap analysis against the 2018 Stonewall Equality Index to identify our objectives for the next 1 - 3 years, this has shaped our objectives further.

**3.3 Which of the following support activities does the LGBT employee network group facilitate?**

**Tick all that apply**

**GUIDANCE:** The individual support the network offers should be available and advertised to all staff. Consultation on internal policies and practices should be considered as policies which impact upon employee welfare, for example, reviewing an updated adoption policy. Consultation on the organisations broader work refers to organisational outcomes, for example being consulted on a LGBT media marketing campaign.

- A. Provide confidential support to all employees on LGBT issues

---

- B. Provide support to enable employees to report homophobic, biphobic and transphobic bullying and harassment

---

- C. Have been consulted on improving internal policies and practices

## Describe the options selected:

<p>A. Describe the confidential support the group offers and how this is communicated to all staff:</p>	<p>Any member of the LGBT+ Staff Network is able to offer confidential support and to signpost staff to the more formal support networks in the organisation, such as our Occupational Health Service, Employee Support Advisors (who support staff through dignity at work problems) or to our Staff Counselling Service, or to access coaching or mentoring through our Organisational Development Team. Our LGBT+ Staff Network Group Terms of Reference explicitly state that the network is a safe space to provide mutual support, encouragement, mentoring and coaching to LGBT staff and to provide an arena for staff to raise their concerns, in a safe and confidential environment. Our terms of reference are available to read on the dedicated LGBT+ Staff Network page on our Trust Intranet.</p>
<p>B. Describe how the group offers support to enable employees to report homophobic, biphobic and transphobic bullying and harassment and how this is communicated to all staff:</p>	<p>The LGBT+ Staff Network is supported and attended by the Trust Freedom To Speak Up Guardian (an independent role to support staff to raise concerns and issues), who is available for any member of staff to raise issues that are raised if an individual does not feel able to escalate them through normal reporting channels, e.g. dignity at work policy. Network members are aware of the support that they can direct people to in order to receive appropriate support from trained individuals like our Employee Support Advisors, and the immediate mental health and wellbeing support from our Occupational Health and/or Counselling Service.</p>
<p>C. Describe the consultation process and outcome:</p>	<p>The LGBT+ Staff Network have been consulted on revisions to existing policies, by reviewing and putting forward views and comments on particular policies. The comments suggested by the group on the Professional Standards of Dress policy, to ensure it was gender neutral and non discriminatory were all included in the revised policy. The inclusion of the LGBT+ Network and its trans and non-binary members in the development of a Trans Policy has been critical. The consultation process involves the workforce equality manager communicating the internal policy that is to be reviewed to the Network Group, it will then be an agenda item on the network meetings where comments received will be discussed and agreed form of words put forward to the policy author.</p>

## ENG: Part 3

### 3.4 In the past year, which of the following activities has the LGBT employee network group undertaken?

**Tick all that apply**

**GUIDANCE:** 'Awareness raising events' here refers to activities which serve to educate or inform the wider organisation about different sexual orientation, gender identity and/or trans issues, for example panel discussions, lunch and learns or stalls during diversity events. 'Mentoring or coaching programme' here refers to either a specific programme run by the network, or alternatively an organisation wide programme which proactively incorporates LGBT mentoring with the aid of (and driven by) the network group. 'Reverse mentoring' here refers to a formal process whereby senior employees are reversed mentored by more junior LGBT employees.

B. Lesbian, gay and bi equality awareness raising event

---

C. Trans equality awareness raising event

---

D. Collaborated with other LGBT network groups

---

E. Collaborated with other internal network groups

---

G. Reverse mentoring programme

**Describe the activities selected and when they occurred. Please provide specific dates or time periods within the last year.**

<p>B. Lesbian, gay and bi equality awareness raising event</p>	<p>The network supported LGBT History Month February 2019 with the promotion of our LGBT+ Staff Role Models (these include a non-binary staff story and a Straight Allies story). Throughout the month of February we ran a LGBT+ Inclusion Staff Survey which was developed with network members. The survey monkey questionnaire ran throughout LGBT History month and the feedback is monitored at our LGBT+ network events and used to shape priorities going forward.</p> <p>Staff Network members also help organise and attend UHNM's pitch at Stoke on Trent Pride on 15th June 2019, which this year also promoted the Rainbow Badge project, which has been led by the network.</p>
<p>C. Trans equality awareness raising event</p>	<p>In summer 2018 both LGBT+ Staff Network Vice Chairs attended the Healthwatch Staffordshire Transgender - Who Cares? event to share the work the network has been doing around trans patients and staff. Both members presented to a county wide audience on the contents of our Trans Policy and how it will support our workforce to meet the needs of trans individuals. Learning from the event was shared in our Autumn LGBT+ Staff Newsletter.</p>
<p>D. Collaborated with other LGBT network groups</p>	<p>We have worked collaboratively with our other local NHS organisations - Midlands Partnership Trust and North Staffordshire Combined Healthcare in moving forward with the Rainbow Badge Project, this will be launched across our health economy in September 2019.</p>
<p>E. Collaborated with other internal network groups</p>	<p>In July 2019 members of our LGBT+, Disability and BAME staff networks all took part in the filming of the UHNM Inclusivity video, with network members filmed holding key messages about the challenges faced by people with disabilities, or from a BAME and LGBT+ background and the benefits to our organisation, our staff and our patients of embracing a diverse workforce. The video has been incredibly well received, with over 5000 internal hits and over 3000 views on Facebook. It is now used in our Trust Induction, and in our statutory and mandatory equality and diversity training.</p>
<p>G. Reverse mentoring programme</p>	<p>The Trust has approved in July 2019 the introduction of a Reverse Mentorship Programme between members of our staff networks and Executive and Non-Executive Directors and very senior managers in our organisation. The programme will involve initial training for mentors and mentees, and then 4 sessions between the two followed by a session on learning and 'what will change?'</p>

**3.5 In the past two years, has the LGBT employee network group held campaigns, initiatives, seminars or events engaging with the following diversity strands?**

**Tick all that apply**

**GUIDANCE:** 'Initiatives' and 'campaigns' here refer to specific programmes or projects – online or offline – undertaken to achieve LGBT specific aims in the near-term. For example, creating a series of blog posts during LGBT History Month to highlight homophobia, biphobia and transphobia in sport.

Examples include raising awareness of the specific mental health challenges faced by LGBT people during mental health awareness week and profiling prominent trans women on International Women's Day.

This question is looking at how your network group engages with the intersections between LGBT identities and other diversity strands, work on LGBT identities that does not clearly engage one of these other diversity strands will not be accepted for this question.

**Please provide specific dates or time periods within the last two years.**

C. Disability (excluding disability related to mental health)

---

G. Religion

**Describe the campaigns, initiatives, seminars or events and when they occurred:**

C. Disability	Members of our LGBT+ staff network that featured in our Inclusivity video filmed in July 2019 have multiple identities, including being a disabled LGBT+ staff member. These individuals promoted the barriers and challenges that being LGBT and being disabled can face. During summer 2017, Disability Solutions, an external disability support service attended UHNM to give an open session on LGBT Awareness. Disability Solutions included raising awareness of LGBT health issues, including the LGBT & Cancer Staffordshire Project which highlighted the particular risk of cancer amongst the LGBT community. We also have members of our health screening programmes as members of our LGBT+ Staff Network and collaborated with them at Stoke on Trent Pride.
G. Religion	Our LGBT+ Network Chair and the Chairs of our Disability and BAME networks all attend our Equality, Diversity and Inclusion Trust wide Group, which as our Spiritual Care lead, where our LGBT+ inclusion initiatives are discussed, such as the Rainbow Badge project. One of our previous LGBT+ Board members (who has now left the organisation) shared in their LGBT+ Role Models interview (which have been shared across the organisation and are available to read on the Trust intranet) his experiences of being a committed Christian and a member of the LGBT community.

ENG: Part 4

**3.6 In the past year, what initiatives has the LGBT employee network group undertaken to ensure the membership is as diverse as possible?**

**Tick all that apply**

**GUIDANCE:** Examples provided should clearly demonstrate that the LGBT employee network group is driven in ensuring the membership is representative of many different types of people.

A. Implemented a formal mechanism or process to ensure bi and trans issues are covered and engaged with (for example, bi or trans reps)

B. Promoted the LGBT employee network group as being open to all employees and inclusive of LGBT people with multiple identities (for example, BAME LGBT people or LGBT people with experience of mental health problems)

**Describe the initiatives selected and when they took place or were implemented.**

**Please include specific dates or time periods.**

<p>A. Implemented a formal mechanism or process to ensure bi and trans issues are covered and engaged with (for example, bi or trans reps)</p>	<p>The LGBT+ Staff Network has a + to indicate that it is totally inclusive. This is made clear in our terms of reference, which states that 'Membership is aimed at staff who identify as Lesbian, Gay, Bisexual, Trans, Non Binary or any other gender variance and also anyone who identifies as Straight, but is interested in supporting the Network as a Straight Ally and championing LGBT equality at UHNM'. The group has trans representation and non-binary representation as well as Straight Allies. There is a standing agenda item about Trans.</p>
<p>B. Promoted the LGBT employee network group as being open to all employees and inclusive of LGBT people with multiple identities</p>	<p>Our LGBT+ Staff Network Group flyer promotes membership of: The LGBT+ Staff Network embraces the diversity of our organisation and our network group is open to all employees and is inclusive of people with multiple identities (e.g. BAME LGBT+ or disabled LGBT+ etc.). Our members are drawn from all staff groups and areas of work.</p>

**3.7 Has the LGBT employee network group undertaken any additional work in the past year to advance LGBT equality in both your organisation and the wider community?**

**GUIDANCE:** The work detailed here should be additional to the work already covered in other questions.

Yes

**Describe the activity and impact. Please include specific dates or time periods.**

The LGBT+ staff network first raised the NHS Rainbow Badge Project, which was proposed to the Trust who fully supported the project. Our LGBT+ Network has been involved in small project group to plan the launch of the Rainbow Badge Project, which will be launched at our Trust Annual General Meeting on 4th September 2019. One of our newest network members, an executive director will be sharing a role models profile to celebrate the launch of the Rainbow Badge Project.

**The following question is not scored.**

**3.8 Does the LGBT employee network group's terms of reference state that the group is inclusive of bi and trans people? Tick all that apply.**

A. Bi people

B. Trans people, including non-binary people, trans men and trans women