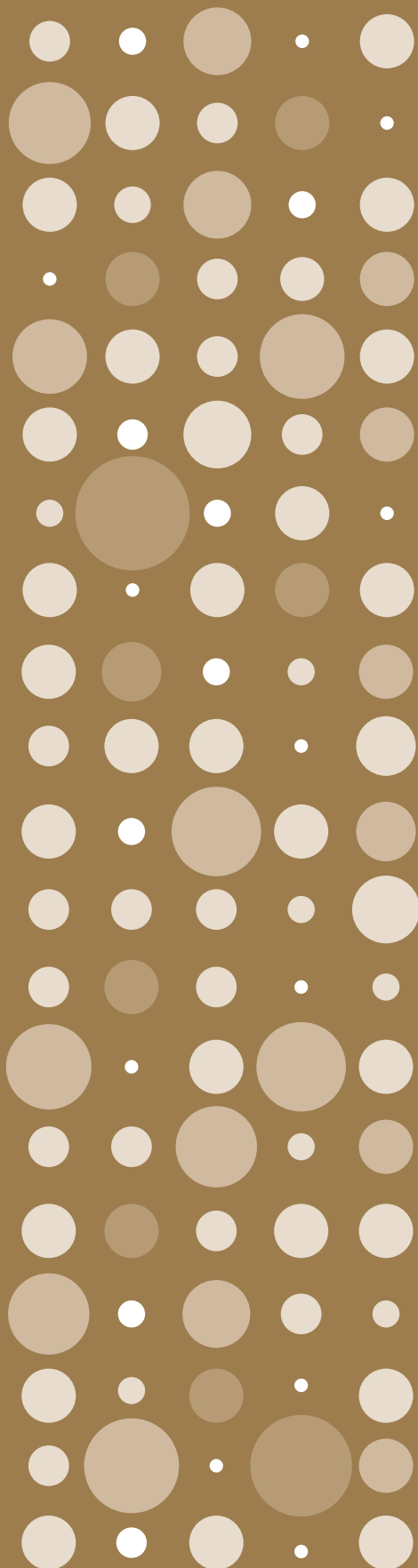

STONEWALL TOP 100 EMPLOYERS

THE DEFINITIVE GUIDE TO THE BEST
PLACES TO WORK FOR LESBIAN, GAY
AND BISEXUAL STAFF

2015



STONEWALL TOP 100 EMPLOYERS IS THE DEFINITIVE LIST SHOWCASING THE BEST EMPLOYERS FOR LESBIAN, GAY AND BISEXUAL STAFF. THE LIST IS COMPILED FROM SUBMISSIONS TO THE WORKPLACE EQUALITY INDEX, A POWERFUL BENCHMARKING TOOL USED BY EMPLOYERS TO CREATE INCLUSIVE WORKPLACES. NOW IN ITS ELEVENTH YEAR, THE LIST CELEBRATES THE PIONEERING EFFORTS OF LEADING ORGANISATIONS TO CAPITALISE ON THE STRENGTHS OF A DIVERSE WORKFORCE.



At Stonewall we know that when lesbian, gay and bisexual employees are able to be themselves at work, their performance improves. They enjoy going to work, are more loyal, more creative and make greater contributions to the organisation. We work with over 700 employers to help them create inclusive workplaces and we're incredibly proud of the impact you have on the lives of lesbian, gay and bisexual staff.

FOREWORD



RUTH HUNT
CHIEF EXECUTIVE

Over the last eleven years, eight of our 700 organisations have consistently demonstrated their unwavering commitment to achieve workplace equality. These Star Performers are now part of an exclusive group working with Stonewall on bar-raising initiatives that define best practice for tomorrow. At Stonewall, we believe in constantly reflecting and improving; we don't stand still and we know you don't either.

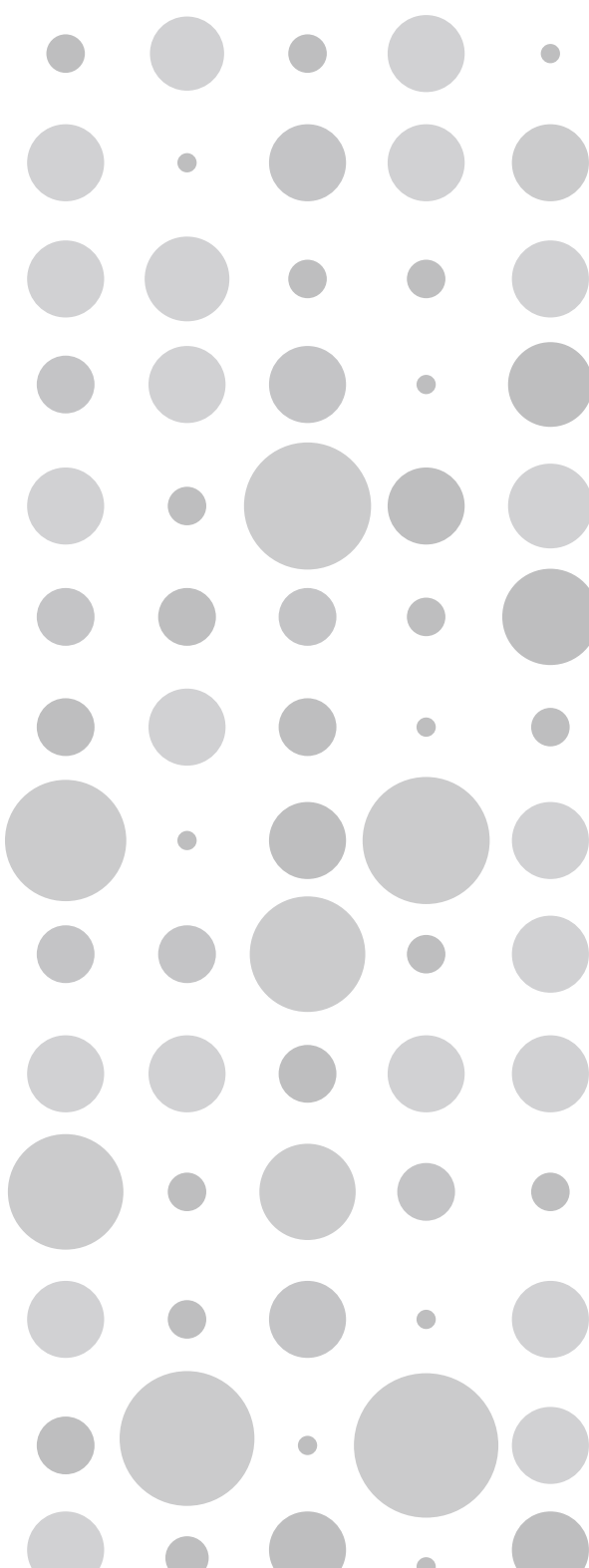
The Workplace Equality Index is a tool that can help you measure your performance and progress. Deliberately designed to challenge you, submitting your work to scrutiny is a big task. By participating, you're actively demonstrating your commitment to sexual orientation equality. This year we made it harder than ever and 397 organisations took part. We wanted to know both what you do and the *impact* this work has had on your staff. The new criteria are stringent yet succinct; pushing top performers to new heights while also providing a strategic framework for employers who are beginning to consider the business benefits of creating an inclusive workplace.

We've also developed a set of additional criteria to assess organisations' commitment to lesbian, gay and bisexual staff globally and stretch those of you who work across the world to think about your staff in other countries. The Global Workplace Equality Index asks context-specific questions to assess the extent to which global employers support their lesbian, gay and bisexual staff worldwide.

A massive congratulations to all those who took part in the Index this year and well done to those who secured a place in the Stonewall Top 100 Employers list and the Star Performers group. We're proud to work with all of you. If your organisation isn't featured here, it may be time to ask why.



HIGHLIGHTS



8

organisations qualified for Star Performer status and will be working with Stonewall on bar-raising initiatives and mentoring another organisation to create an inclusive workplace

10

organisations are recognised as Top Global Employers for their outstanding support for sexual orientation equality on an international scale

15

different industries are represented in the Top 100 from across the public, private and third sectors

67

per cent is the average score of organisations that secured a place in the Stonewall Top 100 Employers list

397

employers participated in the Workplace Equality Index this year, an eight per cent increase from 2014, making this our most competitive Index ever

50,070

employees across Britain took part in our staff feedback exercise making it one of the largest national employment surveys

13,305,928

employees go to work for an organisation that audits their employment policies and practices using Stonewall's Workplace Equality Index

15

**LOCAL
GOVERNMENT**

11

HOUSING

11

LEGAL

10

EDUCATION

10

**EMERGENCY
SERVICES**

10

GOVERNMENT

10

**HEALTH &
SOCIAL CARE**

7

**BANKING
& FINANCE**

5

THIRD SECTOR

4

**DEFENCE &
SECURITY**

2

ENERGY

2

**PROFESSIONAL
SERVICES**

1

INSURANCE

1

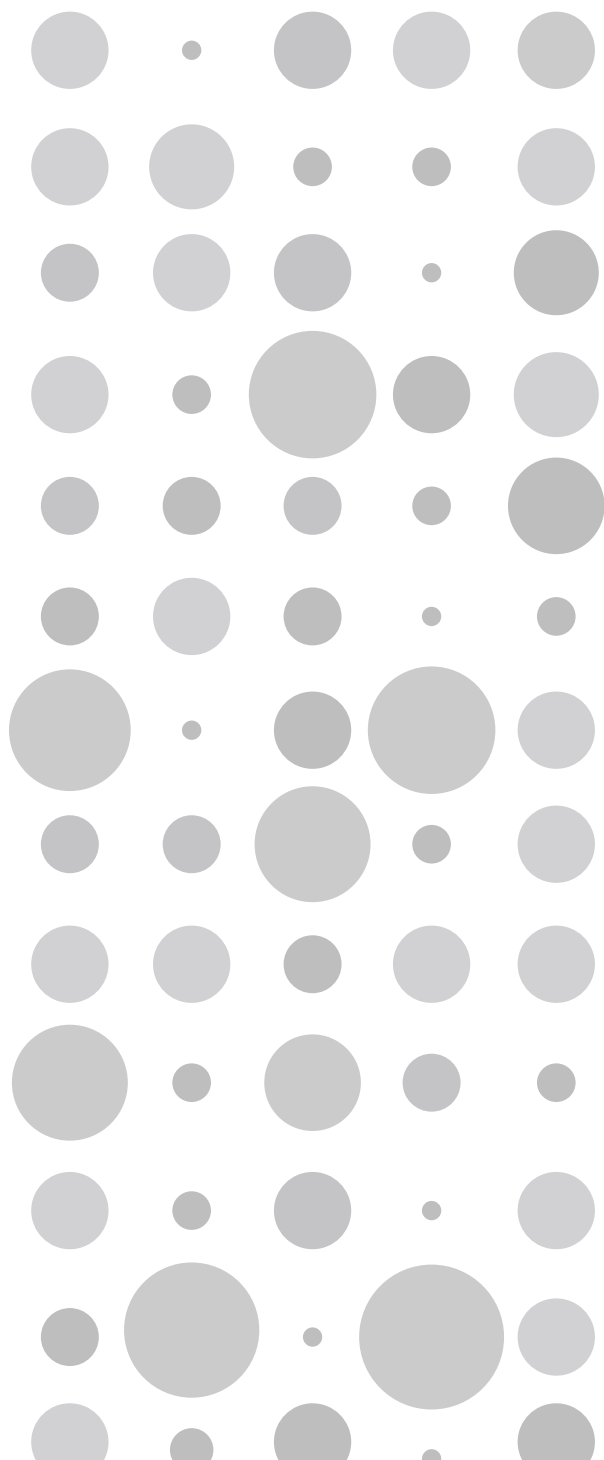
MEDIA

1

RETAIL



STAR PERFORMERS



Eight employers have repeatedly demonstrated their commitment to creating inclusive workplaces by ranking in the top ten of the Stonewall Top 100 Employers list at least three times in the last five years. In recognition of their unwavering and consistent efforts to create workplaces where lesbian, gay and bisexual staff can bring their whole selves to work, they have graduated to Star Performer status.

Star Performers are not ranked and instead work with Stonewall on pioneering initiatives that will define best practice for tomorrow. From launching global campaigns to revolutionising service delivery, these eight organisations will share their expertise and pave the way for other organisations to follow.

In addition, Star Performers actively mentor another employer who is working to create a workplace culture that is inclusive of lesbian, gay and bisexual people. Through regular contact, the two organisations work together to develop strategies that will help transform the workplace culture of the mentee.

Below we highlight just some of the transformative annual goals that Star Performers will be working on this year in conjunction with Stonewall.



Accenture will work with Stonewall on investigating and articulating the impact that employee network groups can have on driving business and creating value for clients. The findings will be shared with other organisations and will help strengthen the business case for creating inclusive workplaces.



Barclays are launching a global allies campaign to engage straight allies and are holding events and awareness raising activities that will enhance the visibility of each sexual orientation strand in different countries across the world.



EY will develop an infrastructure to build a strong regional presence of the Unity network across the United Kingdom. In addition, they will partner with 'The Rainbow Project' in Belfast to make their presence known in Northern Ireland and establish themselves as an employer of choice for lesbian, gay, bisexual and trans people.



Gentoo have committed to an ambitious programme of work to tackle same-sex domestic abuse in the communities in which they work and across the housing sector. Through an investigative approach, they will analyse issues around lesbian, gay, bisexual and trans people's experiences of domestic abuse and create a network of champions to tackle abuse in collaboration with Northumbria Police and Crime Commissioners Domestic Abuse Network.



Goldman Sachs will work with their offices in India to build momentum around their network group for lesbian, gay, bisexual and trans staff. They will deliver their ground breaking training 'Straight Talk on LGBT' to all revenue divisions and support local chapters of their network to develop in-year goals and priorities.



The Home Office will work with Civil Service Learning to implement a ground breaking formal Mentoring and Coaching Scheme targeted at lesbian, gay, bisexual and trans staff across the civil service, with the Home Office acting as a centre of excellence.



IBM will spearhead global awareness on sexual orientation and gender identity issues by increasing participation in their global reverse mentoring programme by ten per cent within a year and leveraging the Senior Executive Team to drive sponsorship and sign up to their International Straight Allies programme.



Over the next three years, Simmons & Simmons will revolutionise how they engage with their suppliers and support them to improve their approach to workplace equality. In addition to conducting regular audits, they will hold an annual roundtable to share diversity and inclusion best practice and offer on-site diversity and inclusion training.



STONEWALL TOP 100 EMPLOYERS



EMPLOYER OF THE YEAR 2015

Nottinghamshire Healthcare 
NHS Trust
Positive about integrated healthcare



RUTH HAWKINS
CHIEF EXECUTIVE,
NOTTINGHAMSHIRE
HEALTHCARE NHS TRUST

Nottinghamshire Healthcare NHS Trust

'I am absolutely delighted to lead an organisation that has been named as Stonewall's Employer of the Year for 2015. The Trust has an outstanding reputation for its proactive approach to all strands of equality and diversity and it is great to see this recognised in such a prestigious annual survey. This outcome does credit to our outstanding staff group who treat every patient, service user and carer with dignity and respect, in a work environment where all employees are able to reach their full potential. Having appeared in the Index for a number of years it is especially rewarding to see that our continued efforts to tackle discrimination and create an inclusive workplace have been recognised.' – Ruth Hawkins

Nottinghamshire Healthcare NHS Trust is Stonewall's Employer of the Year 2015. The Trust provides integrated healthcare services, including mental health, intellectual disability and community health services. Employing over 8,800 staff members, Nottinghamshire Healthcare takes its responsibilities as an employer very seriously and is committed to creating a workplace environment that celebrates difference.

Nottinghamshire Healthcare's motto – positive about integrated care – underpins the organisation's support and commitment to creating a working environment where lesbian, gay, bisexual and trans staff, carers and service users are supported to be who they are. With one of the most dynamic network groups coupled with robust engagement with all staff on sexual orientation equality initiatives, Nottinghamshire Healthcare is clear about the organisation's support for all staff, carers and service users.

This year, Nottinghamshire Healthcare scored consistently high marks across all sections of the Workplace Equality Index. The organisation's diversity strategy is built around creating an accountable culture of management, recruiting and retaining the very best talent and building a workplace that reflects and celebrates the diversity of the community it serves. From staff training to staff engagement, and from diversity monitoring to supplier engagement, Nottinghamshire Healthcare has set the standard for other employers to follow.

In addition to work done internally, Nottinghamshire Healthcare has engaged the community in which it's based by organising and supporting a wide range of community events and groups such as Nottinghamshire's very own Rainbow Heritage LGBT History celebrations. The Trust has always been willing to share best practice with countless other organisations, including other NHS employers, trade union branches, local government, universities and faith groups.

2	TOWER HAMLETS HOMES	27	HM REVENUE & CUSTOMS
3	LLOYDS BANKING GROUP	27	ROYAL BANK OF SCOTLAND
4	NATIONAL ASSEMBLY FOR WALES	29	WEST YORKSHIRE COMMUNITY REHABILITATION COMPANY
5	ST MUNGO'S BROADWAY	30	BARNARDO'S
6	BAKER & MCKENZIE	31	CHESHIRE FIRE & RESCUE SERVICE
7	MI5	32	CIRCLE HOUSING GROUP
8	CROWN OFFICE & PROCURATOR FISCAL SERVICE	32	CORE ASSETS
9	FRESHFIELDS BRUCKHAUS DERINGER	34	MICROSOFT
9	PINSENT MASONS	34	ST ANDREW'S HEALTHCARE
11	UNIVERSITY OF THE WEST OF ENGLAND	34	WELSH GOVERNMENT
12	BRIGHTON & HOVE CITY COUNCIL	37	METROPOLITAN
13	LONDON BOROUGH OF ISLINGTON	37	RIVERSIDE
14	VICTIM SUPPORT	37	TYNE AND WEAR FIRE AND RESCUE SERVICE
15	AVIVA	40	CENTRAL LONDON COMMUNITY HEALTHCARE NHS TRUST
15	OFFICE FOR NATIONAL STATISTICS	40	CMS CAMERON MCKENNA
17	CREATIVE SKILLSET	40	NORFOLK CONSTABULARY
17	LEICESTERSHIRE COUNTY COUNCIL	43	SOUTH TYNESIDE HOMES
19	NEWCASTLE CITY COUNCIL	43	UNIVERSITY OF MANCHESTER
19	NORTHUMBERLAND COUNTY COUNCIL	43	UNIVERSITY OF SHEFFIELD
19	TOUCHSTONE	46	THE ARMY
22	BP	47	ST GEORGE'S, UNIVERSITY OF LONDON
22	HERBERT SMITH FREEHILLS	48	B3LIVING
24	CARDIFF UNIVERSITY	48	HOGAN LOVELLS
25	ENVIRONMENT AGENCY	50	NORTHUMBRIA HEALTHCARE NHS FOUNDATION TRUST
26	THE CO-OPERATIVE		

51 AMERICAN EXPRESS	75 EDF ENERGY
51 ESSEX COMMUNITY REHABILITATION COMPANY	75 NORTON ROSE FULBRIGHT
51 LEEDS BECKETT UNIVERSITY	78 YORK ST JOHN UNIVERSITY
54 DEPARTMENT OF HEALTH	79 BERKSHIRE HEALTHCARE NHS FOUNDATION TRUST
54 GENESIS HOUSING ASSOCIATION	79 DERBYSHIRE COUNTY COUNCIL
56 CITI	79 THE UNIVERSITY OF BIRMINGHAM
56 MOODY'S	82 FINANCIAL CONDUCT AUTHORITY
56 ROYAL NAVY	82 NATIONAL AUDIT OFFICE
59 BIRMINGHAM CITY COUNCIL	82 PWC
59 HERTFORDSHIRE COUNTY COUNCIL	85 AFFINITY SUTTON
59 INCOMMUNITIES	85 DEVON & SOMERSET FIRE & RESCUE
62 BURY COUNCIL	85 NORTHUMBRIA POLICE
62 LONDON AMBULANCE SERVICE NHS TRUST	88 JOSEPH ROWNTREE FOUNDATION
62 THOMSON REUTERS	88 K&L GATES
65 CROWN PROSECUTION SERVICE	88 SHEFFIELD CITY COUNCIL
65 LEICESTERSHIRE POLICE	91 CHESHIRE CONSTABULARY
67 EVERSLEDs	91 NOTTINGHAMSHIRE FIRE & RESCUE SERVICE
67 SOUTHEND-ON-SEA BOROUGH COUNCIL	91 ROYAL AIR FORCE
69 L&Q	94 CARE QUALITY COMMISSION
70 CENTRAL AND NORTH WEST LONDON NHS FOUNDATION TRUST	94 CARMARTHENSHIRE COUNTY COUNCIL
70 NHS NATIONAL WAITING TIMES CENTRE BOARD	94 HSBC BANK
72 CLEARY GOTTlieb STEEN & HAMILTON LLP	94 NOTTINGHAMSHIRE COUNTY COUNCIL
73 LEICESTERSHIRE PARTNERSHIP NHS TRUST	98 BRISTOL CITY COUNCIL
73 SUFFOLK CONSTABULARY	98 SOMERSET COLLEGE
75 DE MONTFORT UNIVERSITY	98 SUFFOLK COUNTY COUNCIL
	98 YOUR HOMES NEWCASTLE

Top Employers in Wales

- 1 LLOYDS BANKING GROUP
- 2 NATIONAL ASSEMBLY FOR WALES
- 3 VICTIM SUPPORT
- 4 OFFICE FOR NATIONAL STATISTICS
- 5 CARDIFF UNIVERSITY

Top Employers in Scotland

- 1 LLOYDS BANKING GROUP
- 2 CROWN OFFICE & PROCURATOR FISCAL SERVICE
- 3 PINSENT MASONS
- 4 ROYAL BANK OF SCOTLAND
- 5 NHS NATIONAL WAITING TIMES CENTRE BOARD

Top Government Organisations

- 1 NATIONAL ASSEMBLY FOR WALES
- 2 CROWN OFFICE & PROCURATOR FISCAL SERVICE
- 3 OFFICE FOR NATIONAL STATISTICS
- 4 ENVIRONMENT AGENCY
- 5 HM REVENUE & CUSTOMS

Top Third Sector Organisations

- 1 ST MUNGO'S BROADWAY
- 2 VICTIM SUPPORT
- 3 TOUCHSTONE
- 4 BARNARDO'S
- 5 JOSEPH ROWNTREE FOUNDATION

Top Education Organisations

- 1 UNIVERSITY OF THE WEST OF ENGLAND
- 2 CARDIFF UNIVERSITY
- 3 UNIVERSITY OF MANCHESTER
- 3 UNIVERSITY OF SHEFFIELD
- 5 ST GEORGE'S, UNIVERSITY OF LONDON

Top Health Sector Organisations

- 1 NOTTINGHAMSHIRE HEALTHCARE NHS TRUST
- 2 ST ANDREW'S HEALTHCARE
- 3 CENTRAL LONDON COMMUNITY HEALTHCARE NHS TRUST
- 4 NORTHUMBRIA HEALTHCARE NHS FOUNDATION TRUST
- 5 LONDON AMBULANCE SERVICE NHS TRUST

Top Defence Organisations

- 1 MI5
- 2 THE ARMY
- 3 ROYAL NAVY
- 4 ROYAL AIR FORCE

Top Emergency Services

- 1 CHESHIRE FIRE & RESCUE SERVICE
- 2 TYNE AND WEAR FIRE AND RESCUE SERVICE
- 3 NORFOLK CONSTABULARY
- 4 LEICESTERSHIRE POLICE
- 5 SUFFOLK CONSTABULARY

Top Financial Services Organisations

- 1 LLOYDS BANKING GROUP
- 2 AVIVA
- 3 ROYAL BANK OF SCOTLAND
- 4 AMERICAN EXPRESS
- 5 CITI
- 5 MOODY'S

Top Law Firms

- 1 BAKER & MCKENZIE
- 2 FRESHFIELDS BRUCKHAUS DERINGER
- 2 PINSENT MASONS
- 4 HERBERT SMITH FREEHILLS
- 5 CMS CAMERON MCKENNA

Top Local Government

- 1 BRIGHTON & HOVE CITY COUNCIL
- 2 LONDON BOROUGH OF ISLINGTON
- 3 LEICESTERSHIRE COUNTY COUNCIL
- 4 NEWCASTLE CITY COUNCIL
- 4 NORTHUMBERLAND COUNTY COUNCIL

Top Housing Organisations

- 1 TOWER HAMLETS HOMES
- 2 CIRCLE HOUSING GROUP
- 3 METROPOLITAN
- 3 RIVERSIDE
- 5 SOUTH TYNESIDE HOMES



The eight Star Performers – Accenture, Barclays, EY, Gentoo, Goldman Sachs, Home Office, IBM and Simmons & Simmons – aren't included in the lists above.

How the Index works

The Workplace Equality Index is free to enter for any employer. Each entrant compiles a submission demonstrating their organisation's performance against a set of best practice criteria accompanied by supporting evidence. The criteria explore ten areas of employment policy and practice:

- Employee policy
- Training
- Employee network group
- All-staff engagement
- Career development
- Line managers
- Monitoring
- Procurement
- Community engagement
- Additional work

To guarantee rigour in compiling the Top 100 Employers list, every entry is assessed twice – first by Stonewall's Workplace team and then by policy experts.

To supplement evidence submitted by employers, Stonewall seeks feedback directly from the entrants' staff. This year Stonewall received 50,070 responses to the staff survey making it one of the largest national employment surveys in Britain. The survey asks 17 short questions covering key indicators of workplace culture, including:

- Are lesbian, gay and bisexual people comfortable disclosing their sexual orientation at work?
- Are there visible lesbian, gay and bisexual role models in the organisation?
- Are employees well-informed of the challenges faced by lesbian, gay and bisexual people in the workplace?
- Are lesbian, gay and bisexual employees supported by managers and senior managers?
- Are lesbian, gay and bisexual employees confident to report homophobic and biphobic incidents of bullying in the workplace?



TOP GLOBAL EMPLOYERS



Since 2005, Stonewall's UK Index has helped transform more than 800 workplaces across Britain. There has been an increasing demand from Stonewall's Diversity Champions to provide them with a framework to promote sexual orientation equality globally. In response, Stonewall began with a pilot Global Index between 2012 and 2014. This then led to the introduction of the Global Diversity Champions programme in 2013 and a brand new comprehensive Global Workplace Equality Index launched this year.

The New Global Workplace Equality Index

Stonewall has introduced new, robust criteria to assess the extent to which global employers support their lesbian, gay and bisexual staff worldwide. The criteria of the Global Workplace Equality Index captures context specific policy and practice. It provides a nuanced picture of how to approach the creation of a workplace culture that celebrates difference across varied legislative contexts.

Given the different geographical spread of organisations and the numerous socio-political contexts in which they are based, fair direct comparisons are not yet possible. The Global Workplace Equality Index therefore does not rank organisations but assesses the work they do in each 'zone' of operation. A different set of criteria are used to assess employers' work in each zone of operation.

FOR ZONE 1 countries where same-sex relationships are legal and clear national employment protections exist, the criteria explore how employers go above and beyond their legal anti-discrimination requirements to create fully inclusive workplaces (e.g. EU and Canada).

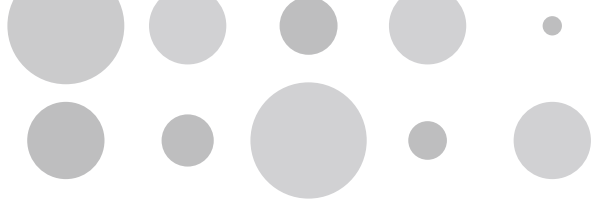
FOR ZONE 2 countries where same-sex relationships are legal but no clear national laws exist to prevent direct and indirect forms of workplace discrimination on the grounds of sexual orientation, the criteria examines the extent to which employers extend equal employment protections despite there being no legal requirement to do so (e.g. South Korea).

FOR ZONE 3 countries where same-sex relationships are illegal, the criteria assesses how employers use creative and legal means to create an environment of dignity and respect for all staff (e.g. India and Singapore).

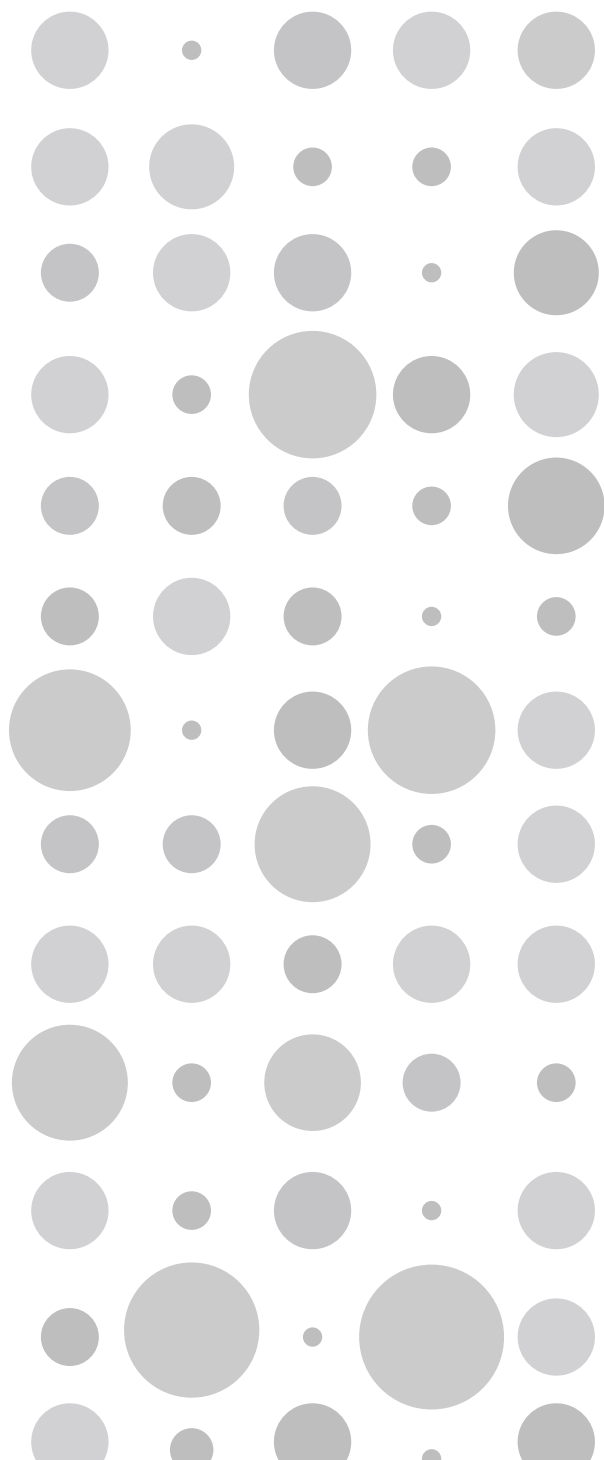
To qualify as a top global employer, the organisation must rank in the Top 100 of the Workplace Equality Index or be a Star Performer.

Stonewall Top Global Employers 2015





AWARD WINNERS



NETWORK GROUP OF THE YEAR 2015



PRIDE UK AT AMERICAN EXPRESS

Pride UK at American Express

'We are extremely proud that the American Express Pride Network has been named Stonewall Network Group of the Year 2015. Our members are truly inspiring and have worked tirelessly to provide our LGBT colleagues with access to professional development, community engagement and rights advocacy opportunities. This award is testament to their hard work and focus on our aspiration to be the UK's most inclusive LGBT employer.' – Michael Whyte, Executive Sponsor

Pride UK has a diverse and large membership of over ten per cent of all UK employees, representing each strand of the lesbian, gay, bisexual and trans community. This year alone, Pride UK has held programmes featuring lesbian, gay, bisexual and trans role models from across the business, supported human resources with including sexual orientation content in leadership training, driven collaboration between other internal network groups and held several events and seminars on sexual orientation equality.

The network is structured to provide maximum support for members from across the business. Pride UK has appointed representatives to its committee to ensure that the interests of those with multiple identities are served. In addition, they have appointed Diversity Champions for each area of the business and re-launched 'Pride Support' which sign-posts support services and networking opportunities for LGBT employees both internally and externally.

The network has also led on community drives, including running a 'Community Mentoring' programme, mentoring lesbian, gay, bisexual and trans students from Brighton Business School and have partnered with Brighton & Hove City Council to launch 'role modelling in schools' where members of the network visit local schools to talk about their experience of working for American Express.

SENIOR CHAMPION OF THE YEAR 2015



ALISON LOWE
CHIEF EXECUTIVE,
TOUCHSTONE

Alison Lowe

'I am absolutely amazed and humbled to be named the Stonewall Senior Champion. I believe that making Touchstone the best organisation it can be by celebrating the diversity that all our staff bring is what all good employers should do. To be then rewarded for doing my job is both a surprise and an incredible honour. I am passionate about creating safe places for people to thrive. Touchstone's partnership with Stonewall has enabled us to honour our values of fairness and justice and I am incredibly grateful for Stonewall's support to me in developing my leadership in the area of LGBT equality.' – Alison Lowe

Alison Lowe is a vocal public advocate for equality for lesbian, gay, bisexual and trans people and has been the driving force at Touchstone where she has helped push through several sexual orientation equality initiatives since taking up the position of Chief Executive ten years ago.

Alison has used a variety of platforms to promote sexual orientation equality. She has opened Pride in Leeds for the last five years, actively campaigned for equality in Leeds City Council where she is serving as a Councillor and is the Chair of the Yorkshire and Humber Regional Employers' Committee. Using these platforms, she has encouraged a number of organisations from across the public, private and third sectors to begin considering why creating workplaces that celebrate difference and are inclusive of lesbian, gay, bisexual and trans people can generate business benefits and lead to improved service delivery.

Alison has also been at the forefront in recognising how intersecting identities can create unique challenges for lesbian, gay, bisexual and trans people. Her article in *Volition*, a well-respected mental health magazine with a circulation of over 5000, highlighted the importance of understanding distinct and overlapping challenges faced by lesbian, gay, bisexual and trans people who have experienced mental health problems. She also actively encourages other senior leaders to engage with Stonewall and profiles herself as a sexual orientation equality champion in communications to high profile individuals across the country, including many senior politicians.

Alison has mentored several other organisations in the region, including the NHS Leadership Academy based in Leeds to support their work around sexual orientation equality. As a mother of two gay children, Alison has always been willing to share her experience with other parents with lesbian, gay, bisexual or trans children. Her active involvement with a number of forums – from the City Council to the West Yorkshire Police & Crime Panel – to further the case for equality sets her apart as Senior Champion of the Year.

ROLE MODEL OF THE YEAR 2015



TAMOOR ALI
SENIOR COMMERCIAL
ANALYST, COMMERCIAL
OPERATIONS, BP

Tamoor Ali

'I am absolutely delighted to be given the Stonewall Role Model of the Year 2015 award. It's great recognition for me and BP for the work that we have done on LGBT equality in the workplace. Leading the network group has given me the confidence to be an out authentic leader and build my network within BP. I hope this encourages others in the energy industry to take the lead in the LGBT space and make a long-term sustainable and meaningful difference.' – Tamoor Ali

Tamoor Ali, Senior Commercial Analyst at BP is Stonewall's Role Model of the Year. Tamoor has been an active member of BP's network group for lesbian, gay, bisexual and trans staff, Pride UK and has led the group as Co-Chair for the last three years.

Under Tamoor's leadership, the network has achieved several milestones. He led an initiative to start chapters in Scotland and Germany and constantly links network activity to business value for BP. One particular focus was in the area of resourcing, where he helped embed diversity and inclusion in BP's recruitment strategy. BP's resourcing team now works with Pride UK on several initiatives, which include sponsoring and attending the Diversity Careers Show and Student Pride as well as holding BP's first ever targeted lesbian, gay, bisexual and trans careers event.

Recognising the lack of role models from the sector, Tamoor initiated a Role Model programme where out lesbian, gay, bisexual and trans staff and friends share their experiences with the wider network. He includes a role model profile in each Pride newsletter, and has worked with the Pride team to create videos of role models from across the business. Tamoor has also led the creation of Inter-Energy, a networking and learning forum for lesbian, gay, bisexual and trans professionals in the energy sector. This forum is a key source of support for smaller oil and gas companies who do not have active network groups internally.

Tamoor has been instrumental in creating BP's allies programme and engaged senior leadership to get the programme launched. He has developed practical tools that can be used by allies on a day-to-day basis, including top tips on how to be an ally, video testimonials and a practical guide for line managers of lesbian, gay, bisexual and trans staff. These are now actively used within the business and are being incorporated in the diversity training for BP staff.

Being an openly gay Pakistani Muslim, Tamoor role models the values of diversity and has led BP's Pride network to new heights.

ALLY OF THE YEAR 2015



MARK GORRY
CHIEF NUCLEAR OFFICER,
EDF ENERGY

Mark Gorry

'I'm absolutely delighted and humbled to be recognised by Stonewall as Ally of the Year. LGBT inclusion and support on LGBT matters to employees who don't identify as LGBT themselves are a vital part of life at EDF Energy. It makes huge sense to the development, wellbeing and engagement of our people, and to the success of our business. With the help of our network, our employees, Stonewall and others, we've achieved a great deal here. I know we have more to do though, so this award is great inspiration to build on our achievements so far. It's also a strong signal to our people, our customers, our sector and wider businesses that everyone has a role to play in making our workplaces and communities more inclusive and equal for everyone.' – Mark Gorry

Mark Gorry is an ardent supporter of sexual orientation equality and inclusion both within EDF Energy and in the wider community. As a strong advocate of lesbian, gay, bisexual and trans issues, he has written and spoken about why being an ally is important to him. Mark reaches right across the organisation to promote equality, diversity and inclusion, featuring in EDF Energy's LGBT Supporters Network newsletter with an 'Ask Mark' column. There, he's spoken about why allies are important and answers questions that people might have on lesbian, gay, bisexual and trans matters at work.

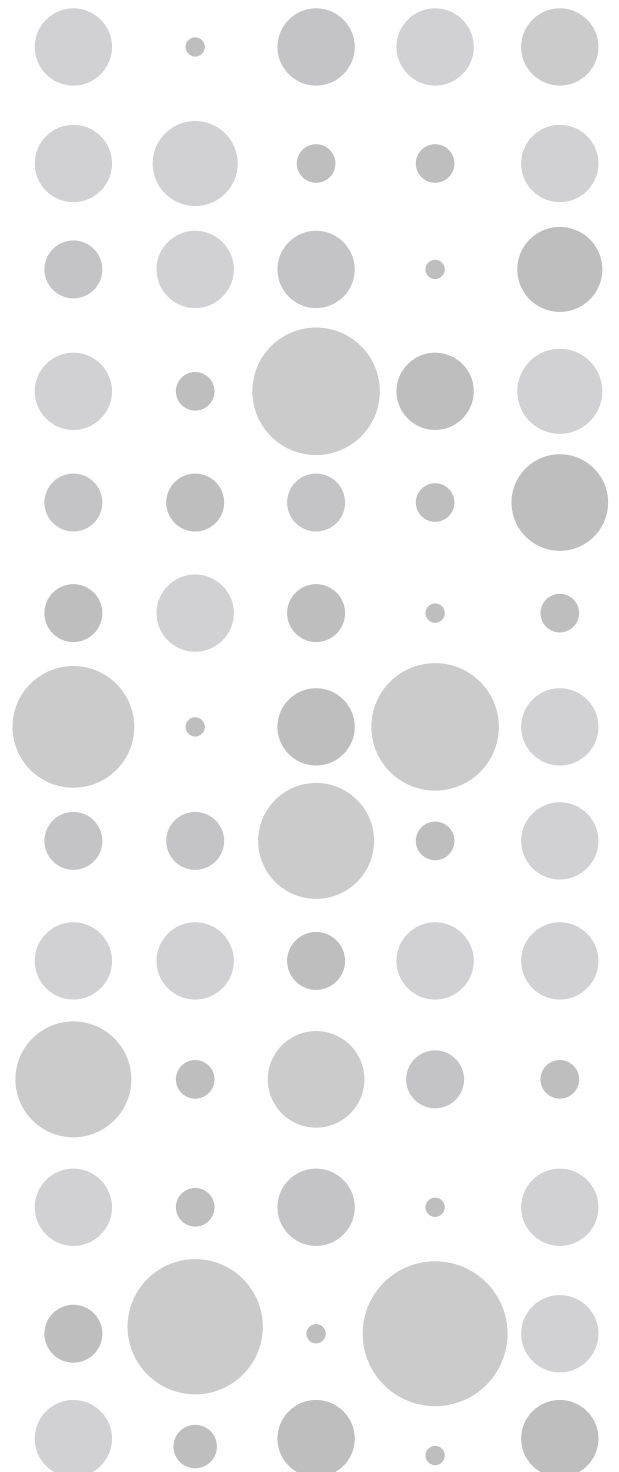
In particular, Mark has been a strong advocate of lesbian, gay, bisexual and trans inclusion in EDF Energy's power stations. Recognising the potential challenges created by this isolated and shift-based working environment, Mark hosted an employee focus group that explored the barriers to authenticity with lesbian, gay, bisexual, trans and ally employees. As a result of this, and from analysis of data gathered from the annual employee engagement survey, Mark is now championing the development of a reverse mentoring scheme for lesbian, gay, bisexual, trans and ally employees and a cross-Diversity and Inclusion network mentoring scheme.

Through written communications, one-on-one conversations and by promoting diversity and inclusion 'Network Days' at operational sites, Mark has encouraged employees at power stations to sign up to the LGBT Supporters Network and show their support – whether they identify as lesbian, gay, bisexual, trans or otherwise. In addition, he actively encourages employees in the power generation business to volunteer with the network.

Mark passionately believes that everyone should feel comfortable to be themselves at work, and to know that diversity is not only accepted, but also celebrated at EDF Energy.



STAFF FEEDBACK QUESTIONNAIRE



Each year employers participating in the Workplace Equality Index invite their staff to give anonymous feedback directly to Stonewall on their experiences of working in that organisation. This feedback gives employees the opportunity to engage with Stonewall and helps us gain a better understanding of the experiences of lesbian, gay and bisexual people across Britain and the state of equality in their workplaces. Up to five per cent of the total marks available are based on the responses to this survey.

50,070 employees participated in the survey making it one of the largest national employment surveys ever conducted in Britain. For the first time, Stonewall has expanded the survey to include responses from heterosexual staff. This will let us analyse the experience of straight staff alongside the lived experiences of their lesbian, gay and bisexual colleagues.

Respondent profile

Of the 10,592 lesbian, gay and bisexual respondents, just over half the responses (54 per cent) came from gay men. Lesbians accounted for three in ten (27 per cent) respondents and bisexuals accounted for two in ten (19 per cent) respondents.

Of the 2004 bisexual respondents, six in ten (61 per cent) self-identified as female, just under four in ten (37 per cent) self-identified as male and two per cent of respondents said they preferred to use their own term to describe their gender identity.

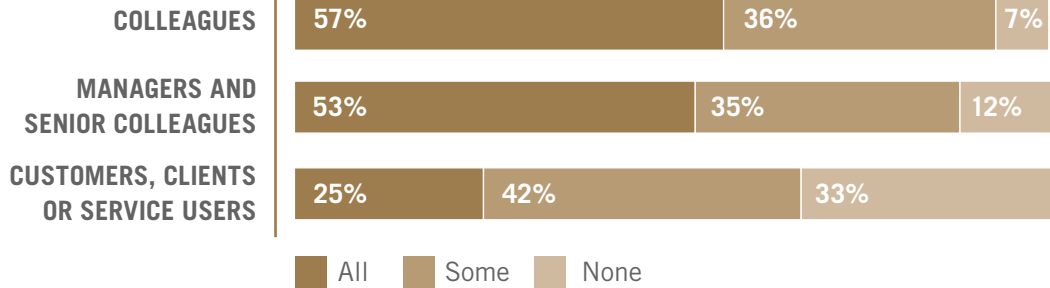
Of the 50,070 respondents overall, four in five (78 per cent) respondents self-identified as heterosexual or straight.

Are you out in the workplace?

Many lesbian, gay and bisexual people still lack the confidence to be completely open at work. Only three in five (57 per cent) respondents said that they were comfortable disclosing their sexual orientation to all colleagues and only half (53 per cent) were comfortable disclosing their sexual orientation to all managers and senior colleagues.

Respondents were least comfortable disclosing their sexual orientation to customers, clients or service users with a third (33 per cent) unwilling to be out to any customers, clients or service users.

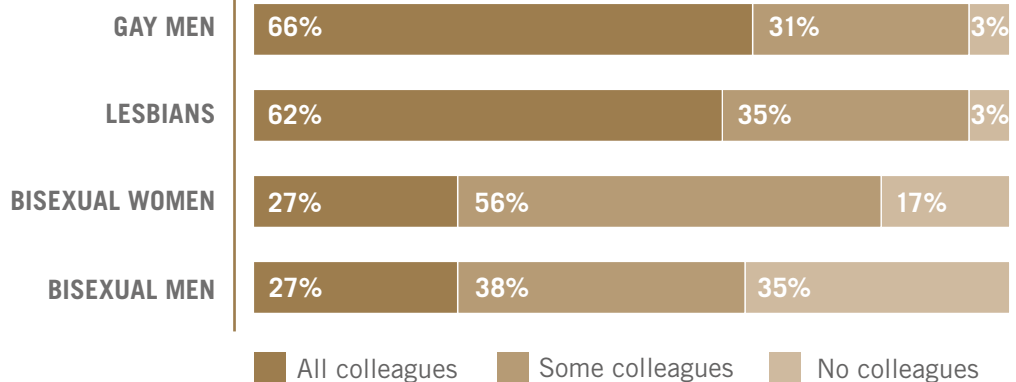
ARE YOU COMFORTABLE DISCLOSING YOUR SEXUAL ORIENTATION TO...



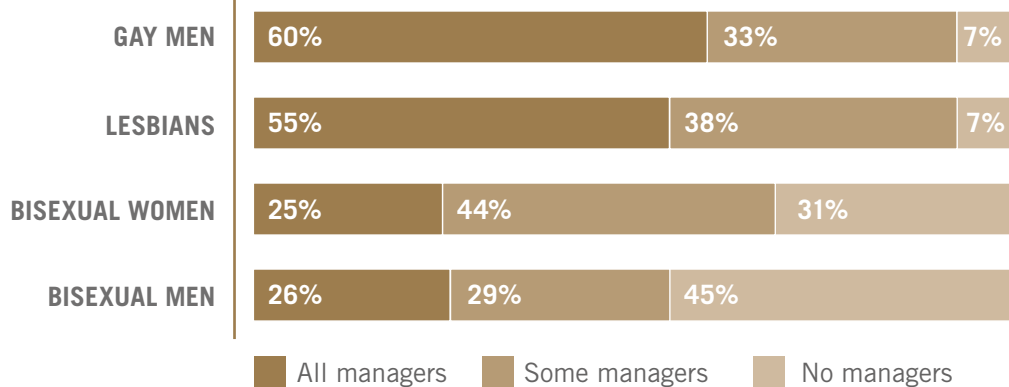
Gay men are slightly more likely than lesbians to be completely out in the workplace but both gay men and lesbians are more likely than bisexual people to be out with all colleagues, senior colleagues, customers, clients and service users.

Bisexual men are less likely to be out in the workplace when compared to bisexual women. Bisexual men are twice as likely to not be out with any colleagues and one and a half times more likely to not be out with any managers when compared to bisexual women.

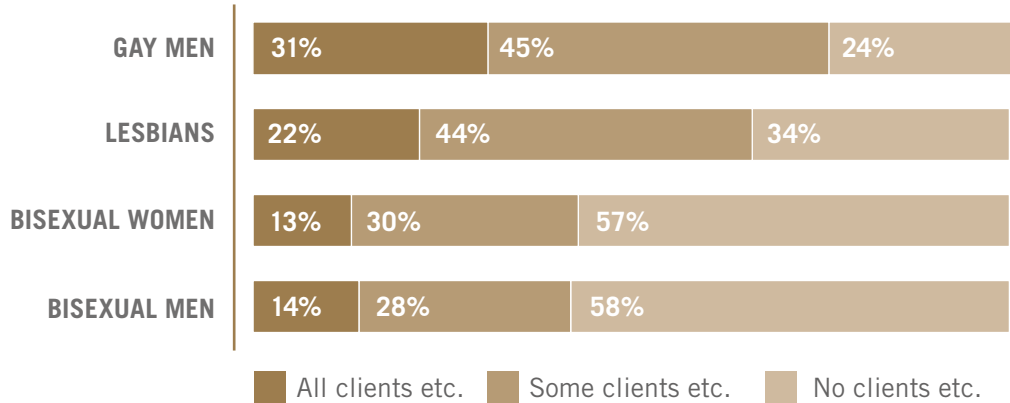
ARE YOU COMFORTABLE DISCLOSING YOUR SEXUAL ORIENTATION TO COLLEAGUES?



ARE YOU COMFORTABLE DISCLOSING YOUR SEXUAL ORIENTATION TO MANAGERS?

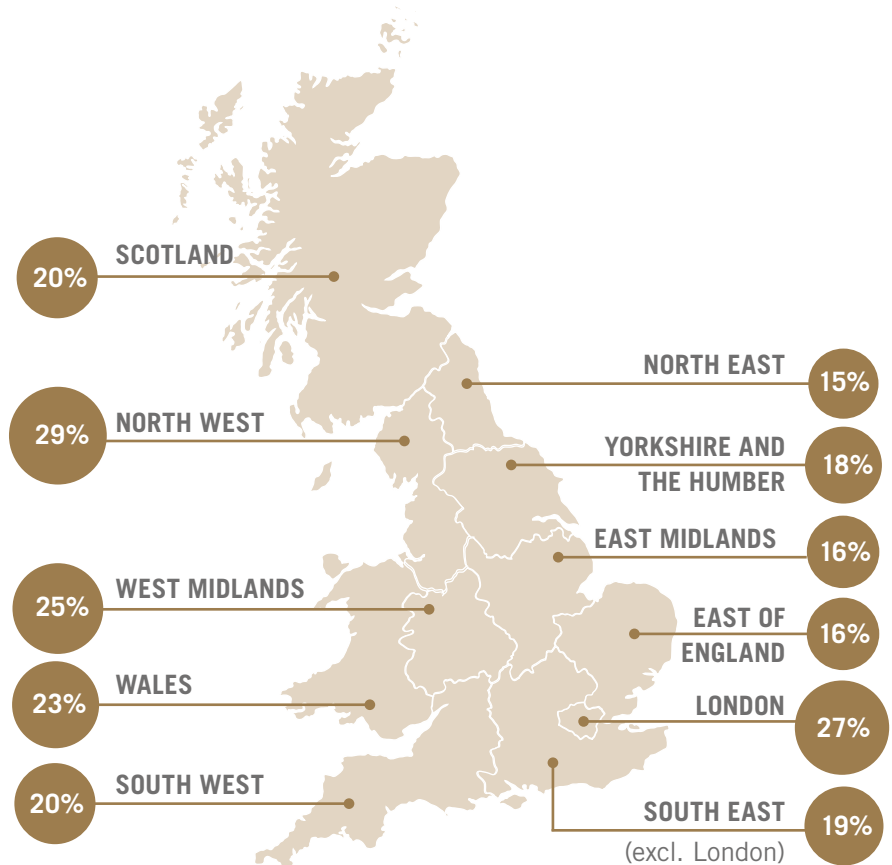


ARE YOU COMFORTABLE DISCLOSING YOUR SEXUAL ORIENTATION TO CUSTOMERS, CLIENTS OR SERVICE USERS?



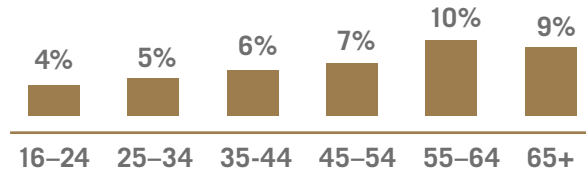
Clear regional differences exist as well. Three in ten (29 per cent) lesbian, gay and bisexual respondents from the North West are out with all colleagues, managers and service users. Lesbian, gay and bisexual respondents from the North East were half as likely to be out in the workplace when compared to respondents from the North West.

LGB RESPONDENTS WHO ARE COMPLETELY OUT IN THE WORKPLACE:



The proportion of lesbian, gay and bisexual respondents who are not comfortable being out with anyone in the workplace is higher among older lesbian, gay and bisexual people. Lesbian gay and bisexual people over the age of 65 are more than twice as likely to be out with nobody in the workplace.

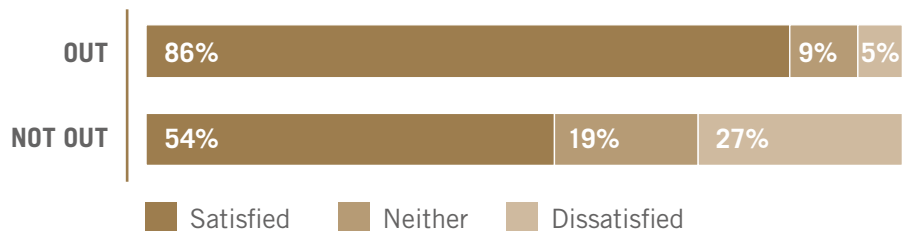
LESBIAN, GAY AND BISEXUAL RESPONDENTS WHO ARE NOT OUT WITH ANYONE AT WORK



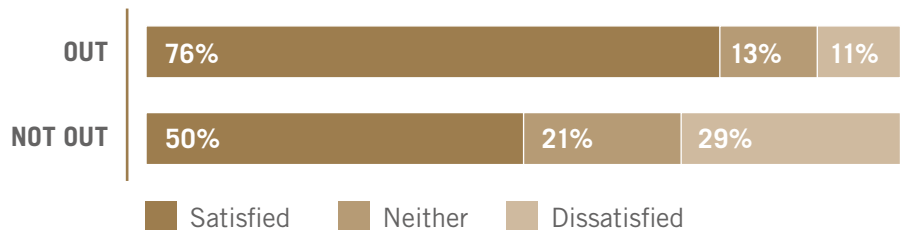
The impact of being yourself at work

Lesbian, gay and bisexual respondents who are completely out in the workplace are five times less likely to be dissatisfied with their sense of achievement and three times less likely to be dissatisfied with their job security when compared to those who are not out with anyone in the workplace.

ARE YOU SATISFIED WITH YOUR SENSE OF ACHIEVEMENT?

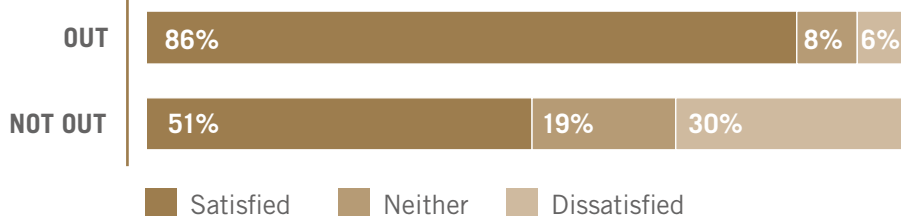


ARE YOU SATISFIED WITH YOUR JOB SECURITY?

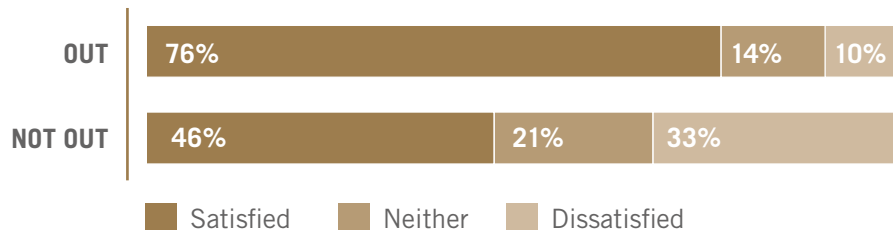


Lesbian, gay and bisexual respondents who are not out with anyone in the workplace are five times more likely to be dissatisfied with the support they receive from their manager and three times more likely to be dissatisfied with the training they receive when compared to those who are completely out in the workplace.

ARE YOU SATISFIED WITH THE SUPPORT YOU RECEIVE FROM YOUR MANAGER?



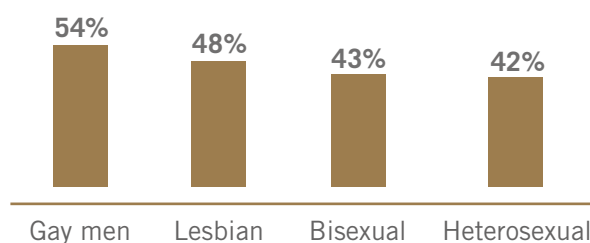
ARE YOU SATISFIED WITH THE TRAINING YOU RECEIVE?



The visibility of lesbian, gay and bisexual people

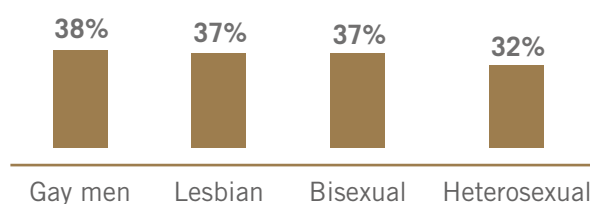
The visibility of lesbian, gay and bisexual role models continues to be a challenge across British workplaces. Over half (54 per cent) of gay respondents and two in five (42 per cent) heterosexual respondents agree that there are visible gay role models in their organisations.

I AGREE THAT THERE ARE VISIBLE GAY MALE ROLE MODELS IN MY ORGANISATION...



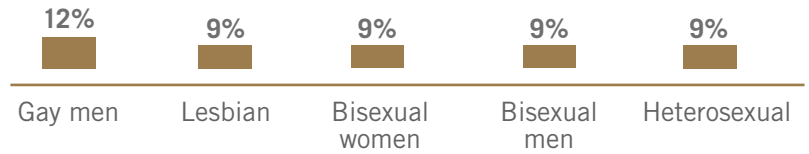
Less than four in ten (37 per cent) lesbian respondents and three in ten (32 per cent) heterosexual respondents agree that there are visible lesbian role models in their organisations.

I AGREE THAT THERE ARE VISIBLE LESBIAN ROLE MODELS IN MY ORGANISATION...



Only one in ten (nine per cent) bisexual and straight respondents agree that there are visible bisexual role models in their organisations.

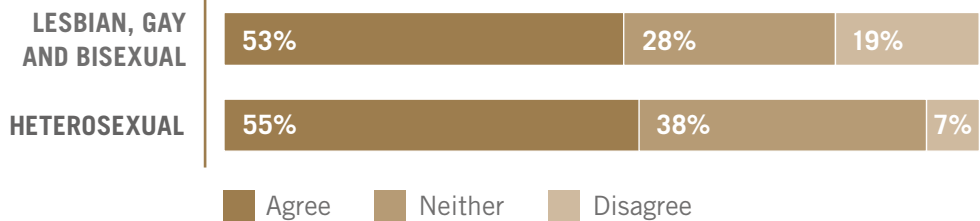
I AGREE THAT THERE ARE VISIBLE BISEXUAL ROLE MODELS IN MY ORGANISATION...



Support from senior leaders

Half (53 per cent) the lesbian, gay and bisexual respondents and half (55 per cent) the heterosexual respondents agree that senior managers in their organisations demonstrate a visible commitment to sexual orientation equality.

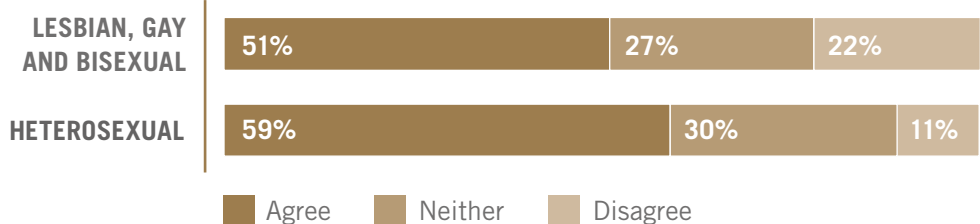
DO SENIOR LEADERS DEMONSTRATE A VISIBLE COMMITMENT TO SEXUAL ORIENTATION EQUALITY?



Diversity training

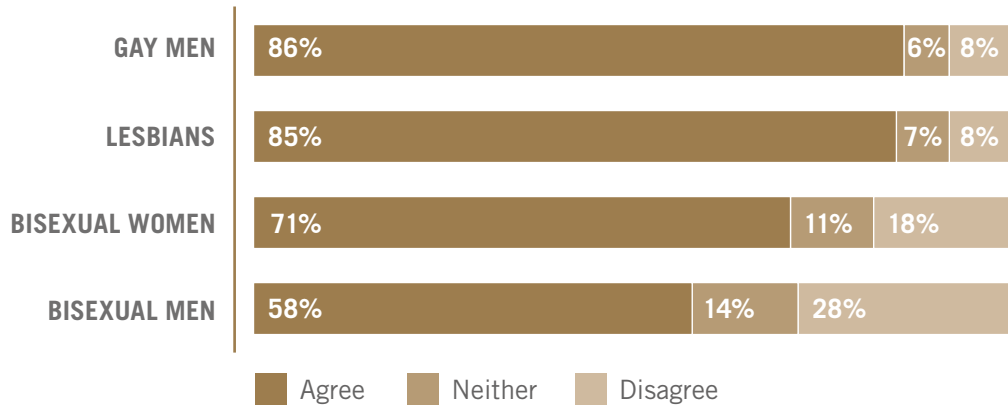
Six in ten (59 per cent) heterosexual respondents and five in ten (51 per cent) lesbian, gay and bisexual respondents agree that diversity training equips staff well with knowledge on sexual orientation issues.

DOES DIVERSITY TRAINING IN YOUR WORKPLACE EQUIP STAFF WELL WITH KNOWLEDGE ON SEXUAL ORIENTATION ISSUES?

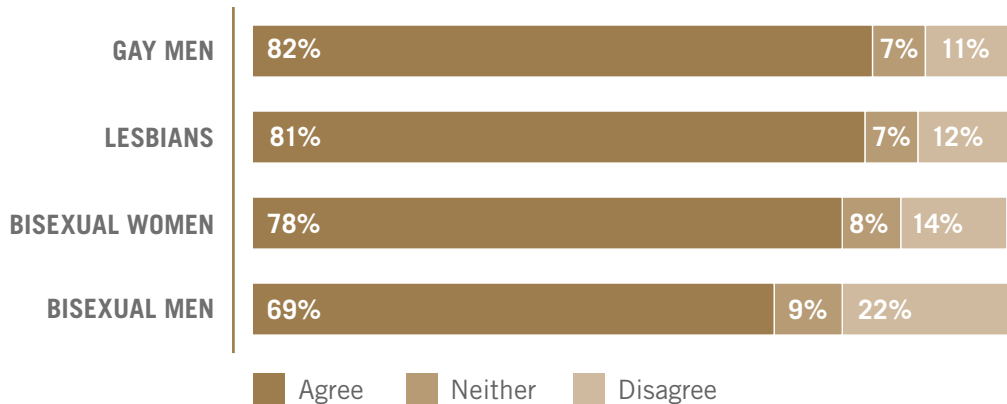


Monitoring organisational culture

WOULD YOU FEEL CONFIDENT DECLARING YOUR SEXUAL ORIENTATION ON A MONITORING FORM?



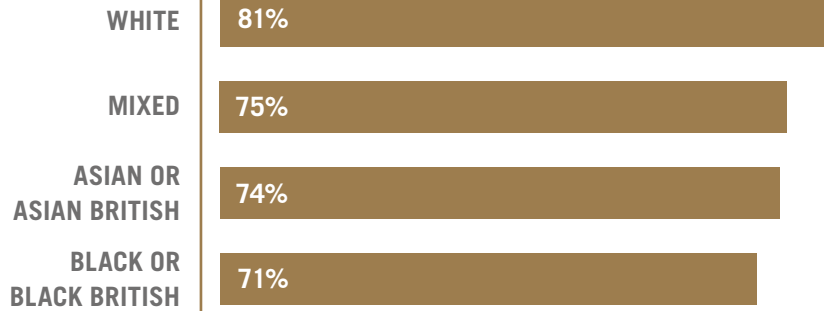
IF YOU WERE THE VICTIM OF BULLYING ON THE GROUNDS OF SEXUAL ORIENTATION, WOULD YOU FEEL CONFIDENT TO REPORT IT?



Pockets of challenges

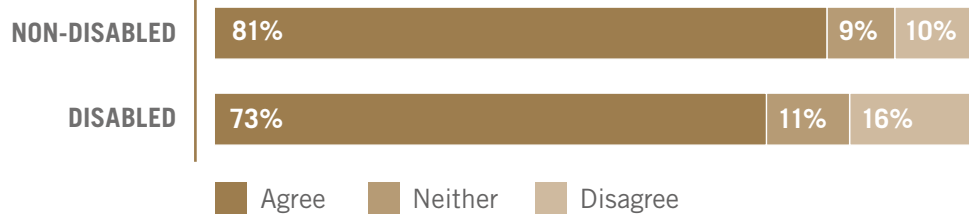
Experiences vary within the lesbian, gay and bisexual community. Lesbian, gay and bisexual people who are Asian or Asian British are seven percentage points less likely than white lesbian, gay and bisexual respondents to agree with the statement 'I feel able to be myself in the workplace'. This difference is more pronounced for Black or Black British respondents who are ten percentage points less likely to agree with the same statement when compared to white respondents.

I FEEL ABLE TO BE MYSELF IN THE WORKPLACE...



A similar trend is seen amongst disabled lesbian, gay and bisexual respondents who are one and a half times more likely to disagree with the statement 'I feel able to be myself in the workplace' when compared to non-disabled lesbian, gay and bisexual respondents.

DO YOU FEEL ABLE TO BE YOURSELF IN THE WORKPLACE?



This trend is particularly pronounced for trans lesbian, gay and bisexual people who are twice as likely to disagree with the statement 'I feel able to be myself at work' when compared to all lesbian, gay and bisexual respondents.

DO YOU FEEL ABLE TO BE YOURSELF IN THE WORKPLACE?



Stonewall's Diversity Champions programme is Britain's leading employers' forum on sexual orientation. We help businesses, charities and public services to develop inclusive workplace cultures. With over 700 members, our programme is the largest non-governmental intervention of its kind in the world.

DIVERSITY CHAMPIONS



SIMON FEEKE
DIRECTOR OF WORKPLACE
PROGRAMMES

Members receive a range of benefits, including a dedicated Client Account Manager in Stonewall's Workplace Team, an annual Workplace Equality Index benchmarking meeting and tailored advice to help enable you to tap into the full potential of your workforce.

Membership also entitles you to free and priority access to Stonewall seminars held in locations across Britain and discounted rates for our national conferences and leadership programmes.

Our seminars highlight the latest good practice on topical issues and our national conferences provide an inspiring line-up of keynote speakers and masterclasses to help delegates develop the edge over competitors. They are also incredible networking opportunities where you can share ideas with over 1000 employers across different sectors and regions.

Employers operating internationally also now have the opportunity to join Stonewall's Global Diversity Champions programme. Our growing network of top international employers benefit from Stonewall's expertise in supporting gay staff no matter which country they are based in. Members receive a range of additional benefits, including dedicated seminars and research on issues specific to international employers as well as an in-depth global benchmarking meeting to track progress.

At a time when every employer is trying to do more with less, no employer can choose to ignore their most critical resource – their workforce. To find out more about what the Diversity Champions programme offers or how Stonewall can help your organisation, please get in touch. Stonewall and our top-performing partners are here to help.

Congratulations to all our Diversity Champions who made it into Stonewall's Top 100 Employers 2015 and thank you for all your efforts to progress equality for lesbian, gay and bisexual people at work.

THE STONEWALL LEADERSHIP PROGRAMME

The Stonewall Leadership Programme provides a unique space to look at questions around sexual orientation and authenticity and how these can be used to develop an individual's leadership abilities.

For more information, please visit:
WWW.STONEWALL.ORG.UK/LEADERSHIP

THE STONEWALL ROLE MODEL PROGRAMME

Stonewall's one day Role Model Programme is designed for LGBT staff to help gain an understanding of how they can be effective and inclusive role models in their workplaces.

For more information, please visit:
WWW.STONEWALL.ORG.UK/ROLEMODELPROGRAMME

THE STONEWALL ALLIES PROGRAMME

Stonewall's one day Allies Programme is designed for allies of LGBT staff to help gain an understanding of how they can be effective and inclusive role models and allies in their workplaces.

For more information, please visit:
WWW.STONEWALL.ORG.UK/ALLIES

STONEWALL WORKPLACE RESOURCES

Stonewall produces a range of guides, research and toolkits for employers to help them create workplaces that celebrate difference. All of these resources are available to download for free on our website.

For more information, please visit:
WWW.STONEWALL.ORG.UK/WORKPLACE

STONEWALL WORKPLACE CONFERENCE 2015

Join over 600 HR professionals, Senior Champions and employees interested in equality at work at our annual flagship Workplace conference. It will give you all the tools you need to stay at the forefront of best practice in sexual orientation equality and diversity. This year has more breakout sessions than ever and an impressive line-up of speakers from leading organisations.

For more information, please visit:
WWW.STONEWALL.ORG.UK/WPC2015

‘HAVING STONEWALL’S
WORKPLACE EQUALITY INDEX
AS A GUIDE OVER THE YEARS
HAS CERTAINLY FORCED US
TO THINK INNOVATIVELY.’

‘AS A BENCHMARKING TOOL,
IT’S THE BEST IN THE CLASS.’

‘IT MEASURES PROGRESS SO
WE CAN COMPARE HOW WE
RELATE TO BOTH OUR PEERS
AND OUR COMPETITORS.’

Written by Vignesh Ashok

Designed and typeset by
Soapbox, www.soapbox.co.uk

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