# Creating an LGBTQ+ inclusive workplace

Members Equality Board September 2021



# LEARNING & DEVELOPMENT

Equality is a golden thread through all our learning and development starting with the corporate induction for all new recruits to the council right through to our Leadership Development Curriculum.

In addition to our Equality Awareness learning programmes and workshops, we have a number of modules specifically centred around LGBTQ+ topics. We also carry out awareness campaigns through Staff Matters and Culture Matters – our two staff magazines.

The Council has recently launched a refreshed mentoring programme which includes a Network Mentoring stream for staff from different backgrounds to form one-to-one mutual mentoring relationships in order to gain a better understanding of cultural differences or challenges, such as LGBTQ+, disabilities, ethnicities etc.

#### **LGBTQ+ Awareness Module**

New module added 28 July 2021. Consulted with LGBTQ+ Network for comments

#### **Trans Awareness Module**

New module launch in September Consulted with LGBTQ+ Network for comments

## Bi Inclusion in the workplace workshop

Delivered during national Inclusion Week 2020

**EqIA** training

**Staff Matters articles** 

**Network Mentoring Stream** 



## HR POLICIES & PROCESSES

We have reviewed our HR policies in collaborations with Stonewall to identify potential for unconscious bias and make good practice improvements.

HR continues to advertise job roles on LGBTQ+ job boards

### HR policies reviewed

- Dignity at Work Principles
- Transgender Equality Policy
- Leaving the Council Procedure
- Adoption Policy
- Leave Policy
- Paternity Policy
- Maternity Policy
- Shared Parental Leave Policy



## STAFF-LED NETWORK

The LGBTQ+ staff network has grown and developed over the past year with support from the Employee Experience (previously known as L&OD) team and Stonewall.

Our staff-led network groups act as ambassadors for the council and help to make sure decisions are properly informed by diverse and representative points of view.

The groups are run by their members and work together to inform our policies, processes and training, and help all of us celebrate our diversity with events throughout the year.

Members elect a chair, or co-chairs, for the group, along with several other roles. This core team takes responsibility for leading the network groups' agenda and delivery.

## ACTIVE LGBTQ+ STAFF NETWORK

The LGBTQ+ staff network has grown and developed over the past year with support from the Employee Experience (previously known as L&OD) team and Stonewall.

#### Initiatives delivered by the network include:

- Incorporating new LGBTQ+ flag into Network logo and to fly the flag outside the Civic Centre
- Active Intranet and Yammer pages
- A refresh of the LGBTQ+ magazine Prism
- LGBTQ+ webinars open to all staff





**Intranet & Yammer** 

Prism magazine

LGBTQ+ Awareness and Inclusion webinar for all staff

Trans Awareness and Inclusion webinar for all staff

## ALLIES PROGRAMME

A well attended workshop was delivered by Stonewall as part of the relaunch of the LGBTQ+ staff network and to create an 'Allies' programme. An LGBTQ+ Ally badge has been introduced and used across the Council.

We are also promoting pronouns to be voluntarily used within staff email signatures with a micro internet site set up explaining what pronouns are and why we use them.

#### **Stonewall Allies Workshop**

## Pronouns & badges in email signatures



#### Kind regards

**Glyn Drew** - Pronouns: He / Him <u>(Click here to find out why I'm using pronouns)</u> Head of Employee Experience

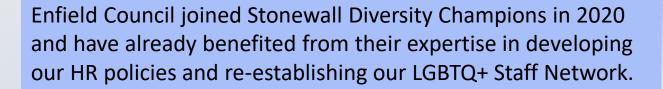
Direct Line: 0208 148 4900

Employee Experience Team London Borough of Enfield Silver Street Enfield EN1 3XA alvn.drew@enfield.gov.uk





## STONEWALL ACCREDITATION



We are working towards the Stonewall UK Workplace Equality Index, however due to COVID 19, Stonewall have changed the normal annual submission and benchmarking index and have replaced it with a comprehensive series of Workplace Equality Index Support for 2021. This has enabled us to use this period and work to prepare for our first submission during 2022.

The recommendations from the Workplace Equality Index report will help develop our ongoing strategy to strengthen Enfield Council as an inclusive employer.

# EDIVERSITY CHAMPIONS

Stonewall work with 750+ organisations Incl. 57 UK local government organisations.

- Expertise & resources
- Visibility & branding
- Networking & events
- Benchmarking & assessment

Submitting entry for Stonewall accreditation 2022

