

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

EqlA 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 ([Click here to find out why I'm using pronouns](#))
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STONEWALL ACCREDITATION

Enfield Council joined Stonewall Diversity Champions in 2020 and have already benefited from their expertise in developing our HR policies and re-establishing our LGBTQ+ Staff Network.

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.

Stonewall **DIVERSITY 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