

**Stonewall**

# ABOUT THIS RESOURCE

**This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.**

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at [www.stonewall.org.uk](http://www.stonewall.org.uk)

**Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)**

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.



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# TOP 100 EMPLOYERS

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## 2019



THE DEFINITIVE GUIDE TO  
THE MOST LGBT-INCLUSIVE  
EMPLOYERS IN THE UK

*#StonewallTop100 @StonewallUK*

2019

## HOW THE STONEWALL TOP 100 WORKS

The Stonewall Top 100 Employers list is compiled from the Workplace Equality Index - the UK's leading benchmarking tool for LGBT inclusion in the workplace. Completing the Workplace Equality Index is a voluntary, annual exercise which enables employers to measure, verify and improve their inclusion practice.

Organisations that enter the Index submit evidence detailing their LGBT practice across ten areas:

**Policies and benefits:** how the organisation audits, develops and communicates LGBT-inclusive policies and employee benefits

**The employee lifecycle:** how the organisation engages all employees on LGBT inclusion, from attraction and recruitment to retention, development and exit

**LGBT employee network groups:** how the activity of the organisation's network group contributes to LGBT inclusion in the organisation and beyond

**Allies and role models:** how the organisation empowers allies and role models to create change

**Senior leadership:** how the organisation engages and empowers senior leaders to create LGBT-inclusive workplaces

**Monitoring:** how the organisation collects and analyses data to improve the experiences of LGBT employees

**Procurement:** how the organisation engages their supply chain on LGBT inclusion

**Community engagement:** how the organisation demonstrates commitment to LGBT equality and creates change in the wider community

**Clients, customers and service users:** how the organisation engages and consults clients, customers, service users and partners around LGBT inclusion

**Additional work:** what additional, innovative work the organisation carries out to advance LGBT inclusion

Stonewall also seeks feedback directly from the organisations' employees who complete a confidential online questionnaire about their experiences in the workplace. This gives employers valuable feedback on their employees' experiences, knowledge and perceptions. This year 92,418 people completed the questionnaire.

Taking into account the submission evidence and the questionnaire responses, Stonewall experts then carefully mark, cross-check and rank the submissions. The 100 top scoring organisations earn a coveted place on the year's Top 100 Employers list.



**RUTH HUNT**  
CHIEF EXECUTIVE

The Stonewall Workplace Equality Index 2019, now in its fifteenth year, has been the largest yet. We're immensely delighted by this year's Top 100 Employers – and of all the 445 organisations that entered the 2019 Index – and I want to congratulate them for their continued progress on LGBT equality. You are leading the way in making workplaces more LGBT-inclusive and ensuring that LGBT employees, customers and service users can be safe, accepted and respected across the UK. Spanning diverse sectors from banking to healthcare, education to law and retail to government, the best employers are taking action to help create workplaces and services that, day by day, make a real and tangible difference to the lives of LGBT people. This year, many of our Top 100 Employers have not just led the way within their own organisations, they have also been strong voices campaigning for reform of the Gender Recognition Act, for marriage equality in Northern Ireland, for greater inclusivity in sport and more.

I'm particularly delighted that this year the Index recognises our very first Employer of the Year in Northern Ireland. This follows the 2018 launch of our Diversity Champions programme in Northern Ireland – a partnership between Stonewall and The Rainbow Project Northern Ireland who we are incredibly proud to be working with. Building on last year's Top Trans Employers list, this year we also announce the first Bi-Inclusive Workplace Award winner. With almost two in five bi people (38 per cent) not comfortable enough to be out at work, there's more to do on bi inclusion in UK workplaces; this award celebrates achievement and we hope will inspire others to follow.

Despite many employers making progress on workplace inclusion, much remains to be done. Our 2018 LGBT in Britain - Work report found almost one in five LGBT staff had been the target of negative comments or conduct from work colleagues over the last year because they are LGBT. Employees who are LGBT and black, asian or minority ethnic, LGBT and disabled, or trans, are likely to face even greater workplace harassment or discrimination. Six times as many trans people report being physically attacked at work than LGB people who aren't trans. Nineteen per cent of black, asian and minority ethnic LGBT staff and 16 per cent of LGBT disabled staff report being denied jobs or promotions because of their identity, compared to 10 per cent for LGBT staff in general.

Changing things for the better needs us all to work together – across workplaces, across sectors, across communities – and using tools like the Workplace Equality Index helps systematically achieve sustainable change. Collectively, we can, and will, build a world where all LGBT people are accepted without exception. So, thank you to all of our Top 100 and to every one of the 445 organisations who took part in this year's Index and here's to working together to continue to change the world.





“THE  
WORKPLACE  
EQUALITY INDEX  
PROVIDES  
US WITH  
CONFIDENCE  
THAT OUR  
APPROACH IS  
DELIVERING  
SUCCESS FOR  
OUR STAFF AND  
COMMUNITIES.”

MELANIE HOCKENHULL  
CHESHIRE FIRE AND RESCUE SERVICE

# HIGHLIGHTS

445

A RECORD 445 EMPLOYERS SUBMITTED TO THE 2019 WORKPLACE EQUALITY INDEX

20

ENTRANTS REPRESENT 20 DIFFERENT SECTORS

3,721,121

COLLECTIVELY, THESE ORGANISATIONS EMPLOY 3,721,121 PEOPLE

92,418

92,418 EMPLOYEES TOOK PART IN THE STAFF FEEDBACK QUESTIONNAIRE

66%

66% IS THE AVERAGE WORKPLACE EQUALITY INDEX SCORE FOR TOP 100 EMPLOYERS

THIS IS A  
SNAPSHOT  
OF LGBT  
INCLUSION  
PRACTICE  
ACROSS  
ALL 445  
ENTRANTS  
TO THE  
WORKPLACE  
EQUALITY  
INDEX.

**80%** of entrants had an LGBT employee network group with a terms of reference

**80%** of entrants had enabled non-LGBT allies to signal their commitment to LGBT equality, for example through email signatures, lanyards, mugs and in other ways

**73%** of entrants had used their social media and online presence to demonstrate commitment to LGBT equality

**59%** of entrants had collaborated with other organisations on an initiative to promote LGBT equality in the wider community

**46%** of entrants had supported LGBT employees to become visible role models through training, programmes and resources

**42%** of senior management teams had engaged with their board to discuss LGBT equality

**35%** of entrants' LGBT employee network groups had held campaigns, initiatives, seminars or events engaging with BAME LGBT identities

**34%** of employee network groups had implemented formal mechanisms to ensure trans identities were represented in activity, and 29 per cent had done so for bi identities

**31%** of entrants had offered diversity and inclusion training or guidance to their procurement team, inclusive of LGBT equality content

**27%** of employee network groups had run mentoring or coaching programmes

**14%** of entrants had profiled visible LGBT role models at board level

## EMPLOYER OF THE YEAR

### PINSENT MASONS

Pinsent Masons has been a high performer in the Stonewall Top 100 Employers list over the last 10 years, securing the number two spot in both 2017 and 2018.

The firm is passionate about diversity and inclusion which forms a core part of its values and purpose. Pinsent Masons believes that embedding a culture in which all its employees feel empowered to bring their whole selves to work requires ongoing commitment and the continuous implementation of transformational steps to promote progress.

Pinsent Masons has developed specific training for its HR department to remove barriers to employment for trans individuals, and training to ensure that all employees are able to create a welcoming environment for trans colleagues, clients and visitors.

The firm also offers development opportunities, including some specifically for LGBT women, supporting them to overcome the 'double-glazed glass ceiling'.

Their active LGBT and allies employee network group engages with intersectional LGBT identities and offers a range of support and mentoring. Representatives across each of the firm's eight UK offices deliver a comprehensive programme of events and initiatives.

For instance, in Belfast, Pinsent Masons is focused not only on shaping a truly inclusive work environment but also on ensuring they use their resource and influence to have a wider impact. In the last year, Pinsent Masons has played an integral role in establishing Businesses for Love Equality, a group of employers in Northern Ireland who published a joint statement in September 2018 in support of the extension of equal marriage. Pinsent Masons in Belfast has become an important role model to other employers across Northern Ireland when it comes to LGBT inclusion.

Pinsent Masons engages deeply with the LGBT community right across the UK. It supports organisations and community groups in England, Scotland and Northern Ireland and uses its position to campaign for wider LGBT equality publicly. It works with a number of schools to promote LGBT equality, acceptance and education.

With its senior executives playing a visible role in the firm's initiatives for LGBT, the firm is explicit in its commitment to championing change for the LGBT community and enabling everyone to feel welcomed, supported and motivated regardless of their sexual orientation or gender identity.



Pinsent Masons

1

**Pinsent Masons**  
Employer of the Year for England,  
Scotland and Northern Ireland

2

**Bryan Cave Leighton  
Paisner**

3

**Cheshire Fire and  
Rescue Service**

4

**MI5**

=5

**National Assembly for  
Wales**  
Employer of the Year for Wales

=5

**Newcastle City Council**

7

**Lloyds Banking Group**

8

**Welsh Government**

9

**Citi**

10

**Baker McKenzie**

11 CARDIFF UNIVERSITY  
12 MINISTRY OF JUSTICE  
=13 ENVIRONMENT AGENCY  
=13 INTELLECTUAL PROPERTY OFFICE  
=15 DENTONS UKMEA LLP  
=15 ROYAL NAVY AND ROYAL MARINES  
17 HOME GROUP  
=18 CHESHIRE CONSTABULARY  
=18 SKILLS DEVELOPMENT SCOTLAND  
=20 THE UNIVERSITY OF MANCHESTER  
=20 TOUCHSTONE  
22 MANCHESTER METROPOLITAN UNIVERSITY  
23 THE UNIVERSITY OF SHEFFIELD  
24 GSK  
25 TRAVERS SMITH  
26 RIVERSIDE  
27 VICTIM SUPPORT  
=28 BARCLAYS PLC  
=28 CENTRAL AND NORTH WEST LONDON NHS  
FOUNDATION TRUST  
30 NOTTINGHAMSHIRE COUNTY COUNCIL  
31 DE MONTFORT UNIVERSITY  
=32 NORTON ROSE FULBRIGHT LLP  
=32 VODAFONE  
=34 FUJITSU  
=34 HOGAN LOVELLS INTERNATIONAL LLP  
36 LANCASHIRE CONSTABULARY  
=37 ALLEN & OVERY  
=37 BETSI CADWALADR UNIVERSITY HEALTH BOARD

=37 CLIFFORD CHANCE  
=37 GOLDEN JUBILEE FOUNDATION  
=37 TAYLOR WESSING  
42 ST MUNGO'S  
43 UNIVERSITY OF SOUTH WALES  
=44 MOODY'S  
=44 NOTTINGHAM CITY HOMES  
46 BURY COUNCIL  
=47 SWANSEA UNIVERSITY  
=47 TEESSIDE UNIVERSITY  
=47 VIRGIN MONEY  
50 BANK OF AMERICA MERRILL LYNCH  
=51 CROWN OFFICE AND PROCURATOR FISCAL  
SERVICE  
=51 KPMG UK  
=51 LINKLATERS LLP  
=51 THE BRITISH ARMY  
55 TATE  
=56 DEPARTMENT FOR EDUCATION  
=56 NEWHAM COLLEGE LONDON  
58 NORTH EAST AMBULANCE SERVICE  
FOUNDATION TRUST  
59 DWF  
60 CAPGEMINI UK  
61 SHEFFIELD CITY COUNCIL  
62 LEICESTERSHIRE COUNTY COUNCIL  
63 SKY UK  
=64 CREDIT SUISSE  
=64 JLL  
66 EVERSHEDES SUTHERLAND LLP  
67 JOSEPH ROWNTREE FOUNDATION/  
JOSEPH ROWNTREE HOUSING TRUST  
68 ROYAL AIR FORCE  
69 FINANCIAL CONDUCT AUTHORITY

70 SLAUGHTER AND MAY  
71 OLIVER WYMAN  
=72 LEEDS CITY COUNCIL  
=72 SCOTTISH GOVERNMENT  
=72 UNIVERSITY OF BRIGHTON  
=72 UNIVERSITY OF LEICESTER  
76 SUNDERLAND CITY COUNCIL  
=77 LINCOLNSHIRE PARTNERSHIP NHS  
FOUNDATION TRUST  
=77 YOUR HOMES NEWCASTLE  
79 ABERYSTWYTH UNIVERSITY  
80 UNIVERSITY OF READING  
=81 CITY OF GLASGOW COLLEGE  
=81 SUSSEX POLICE  
83 TROWERS & HAMLINS LLP  
=84 TYNE AND WEAR FIRE AND RESCUE SERVICE  
=84 UNIVERSITY HOSPITALS BIRMINGHAM  
NHS FOUNDATION TRUST  
=86 MI6  
=86 NORTHUMBERLAND COUNTY COUNCIL  
=88 CHANGE GROW LIVE  
=88 NHS BUSINESS SERVICES AUTHORITY  
=88 NORTHUMBRIA POLICE  
91 THOUGHTWORKS  
92 LONDON SCHOOL OF ECONOMICS  
AND POLITICAL SCIENCE  
=93 UNIVERSITY OF ESSEX  
=93 UNIVERSITY OF OXFORD  
=95 CARDIFF METROPOLITAN UNIVERSITY  
=95 LLOYD'S  
=95 NOTTINGHAM CITY COUNCIL  
98 GOWLING WLG UK LLP  
99 NOTTINGHAMSHIRE FIRE AND RESCUE SERVICE  
100 NATIONAL CRIME AGENCY

# TOP TRANS EMPLOYERS

Trans employees face distinct challenges in the workplace. These can range from those around physical spaces, to direct discrimination and harassment. Stonewall's Top Trans Employers represent the organisations that received the highest scores in the Workplace Equality Index for creating trans-inclusive workplaces

## EXAMPLES OF TRANS-SPECIFIC WORK:

- Does the organisation provide support and guidance to individuals who are transitioning while in their workplace, and to their managers?
- Does the organisation enable non-binary employees to be recognised on workplace systems?
- Does the organisation communicate trans-specific events such as Trans Day of Visibility?
- Does the organisation profile trans people in employee communications?
- Do senior leaders send strong messages about their commitment to trans equality?
- Does the organisation offer practical support to trans community groups and events?



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**65%** of entrants had a policy explicitly banning discrimination on the grounds of gender identity and gender expression

**51%** of entrants had work-related guidance for managers on how to support an employee who is transitioning

**50%** of entrants enabled non-binary employees to have their identities recognised on workplace systems

**50%** of LGBT employee network groups had held a trans equality awareness raising event

**44%** of entrants had supported all non-trans employees (including lesbian, gay and bi employees) to become trans allies through training, programmes and resources

**43%** of entrants had work-related guidance on the process for an employee to change their name and gender marker on workplace systems

**37%** of entrants had work-related guidance for employees on how to support a colleague who is transitioning

**29%** of entrants had guidance on facilities and dress code for non-binary employees

**21%** of entrants had profiled non-binary people in employee communications

**4%** of entrants had profiled visible trans role models from their senior management team

# TOP 100 BY SECTOR

## CONSUMER GOODS AND RETAIL

VODAFONE **32**

## EDUCATION

CARDIFF UNIVERSITY **11**

SKILLS DEVELOPMENT SCOTLAND **18**

THE UNIVERSITY OF MANCHESTER **20**

MANCHESTER METROPOLITAN UNIVERSITY **22**

THE UNIVERSITY OF SHEFFIELD **23**

DE MONTFORT UNIVERSITY **31**

UNIVERSITY OF SOUTH WALES **43**

SWANSEA UNIVERSITY **=47**

TEESSIDE UNIVERSITY **=47**

## EMERGENCY SERVICES

CHESHIRE FIRE AND RESCUE SERVICE **3**

CHESHIRE CONSTABULARY **18**

LANCASHIRE CONSTABULARY **36**

NORTH EAST AMBULANCE SERVICE FOUNDATION TRUST **58**

## DEFENCE AND SECURITY

MI5 **4**

ROYAL NAVY AND ROYAL MARINES **15**

THE BRITISH ARMY **51**

ROYAL AIR FORCE **68**

MI6 **86**

NEWHAM COLLEGE LONDON **56**

UNIVERSITY OF BRIGHTON **=72**

UNIVERSITY OF LEICESTER **=72**

ABERYSTWYTH UNIVERSITY **79**

UNIVERSITY OF READING **80**

CITY OF GLASGOW COLLEGE **81**

LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE **92**

UNIVERSITY OF ESSEX **=93**

UNIVERSITY OF OXFORD **=93**

CARDIFF METROPOLITAN UNIVERSITY **95**

SUSSEX POLICE **81**

TYNE AND WEAR FIRE AND RESCUE SERVICE **84**

NORTHUMBRIA POLICE **88**

NOTTINGHAMSHIRE FIRE AND RESCUE SERVICE **99**

# TOP 100 BY SECTOR

## FINANCIAL SERVICES

LLOYDS BANKING GROUP **7**

CITI **9**

BARCLAYS PLC **28**

## GOVERNMENT

NATIONAL ASSEMBLY FOR WALES **5**

WELSH GOVERNMENT **8**

MINISTRY OF JUSTICE **12**

ENVIRONMENT AGENCY **=13**

INTELLECTUAL PROPERTY OFFICE **=13**

## HEALTH AND SOCIAL CARE

GSK **24**

CENTRAL AND NORTH WEST LONDON NHS FOUNDATION TRUST **28**

BETSI CADWALADR UNIVERSITY HEALTH BOARD **=37**

GOLDEN JUBILEE FOUNDATION **=37**

MOODY'S **44**

VIRGIN MONEY **47**

CREDIT SUISSE **64**

FINANCIAL CONDUCT AUTHORITY **69**

CROWN OFFICE AND PROCURATOR FISCAL SERVICE **51**

DEPARTMENT FOR EDUCATION **56**

SCOTTISH GOVERNMENT **72**

NATIONAL CRIME AGENCY **100**

LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST **77**

UNIVERSITY HOSPITALS BIRMINGHAM NHS FOUNDATION TRUST **84**

CHANGE GROW LIVE **=88**

NHS BUSINESS SERVICES AUTHORITY **=88**



# TOP 100 BY SECTOR

## HOUSING

HOME GROUP	17
RIVERSIDE	26
NOTTINGHAM CITY HOMES	44
YOUR HOMES NEWCASTLE	77

## INVESTMENT BANKING AND ASSET MANAGEMENT

BANK OF AMERICA MERRILL LYNCH	50
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## LEGAL

PINSENT MASONS	1	CLIFFORD CHANCE	=37
BRYAN CAVE LEIGHTON PAISNER	2	TAYLOR WESSING	=37
BAKER MCKENZIE	10	LINKLATERS LLP	51
DENTONS UKMEA LLP	15	DWF	59
TRAVERS SMITH	25	EVERSHEDS SUTHERLAND LLP	66
NORTON ROSE FULBRIGHT LLP	32	SLAUGHTER AND MAY	70
HOGAN LOVELLS INTERNATIONAL LLP	34	TROWERS & HAMLINS LLP	83
ALLEN & OVERY	=37	GOWLING WLG UK LLP	98

## INSURANCE

LLOYD'S	95
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## LEISURE, ARTS AND MEDIA

TATE	55
SKY UK	63

# TOP 100 BY SECTOR

## LOCAL GOVERNMENT

NEWCASTLE CITY COUNCIL	5
NOTTINGHAMSHIRE COUNTY COUNCIL	30
BURY COUNCIL	46
SHEFFIELD CITY COUNCIL	61

## PROFESSIONAL SERVICES

KPMG UK	51
CAPGEMINI UK	60
OLIVER WYMAN	71

## TECHNOLOGY

FUJITSU	34
THOUGHTWORKS	91

LEICESTERSHIRE COUNTY COUNCIL	62
LEEDS CITY COUNCIL	72
SUNDERLAND CITY COUNCIL	76
NORTHUMBERLAND COUNTY COUNCIL	86
NOTTINGHAM CITY COUNCIL	95

## PROPERTY, ENGINEERING AND CONSTRUCTION

JLL	64
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## THIRD SECTOR

TOUCHSTONE	20
VICTIM SUPPORT	27
ST MUNGO'S	42
JOSEPH ROWNTREE FOUNDATION/ JOSEPH ROWNTREE HOUSING TRUST	67

# HIGHLY COMMENDED NETWORK GROUPS

LGBT Employee Network Groups are hugely important to creating inclusive workplaces. The following organisations achieved the highest scores in the Employee Network Group section of the Workplace Equality Index.

BARCLAYS PLC  
 BRYAN CAVE LEIGHTON PAISNER  
 CARDIFF UNIVERSITY  
 CHESHIRE CONSTABULARY  
 CHESHIRE FIRE AND RESCUE SERVICE  
 CITI  
 CLIFFORD CHANCE  
 DE MONTFORT UNIVERSITY  
 DENTONS UKMEA LLP  
 ENVIRONMENT AGENCY  
 EVERSLEDs SUTHERLAND LLP  
 GSK

HOME GROUP  
 INTELLECTUAL PROPERTY OFFICE  
 KPMG UK  
 LANCASHIRE CONSTABULARY  
 LLOYDS BANKING GROUP  
 MANCHESTER METROPOLITAN UNIVERSITY  
 MI5  
 MINISTRY OF JUSTICE  
 MOODY'S  
 NEWCASTLE CITY COUNCIL  
 NORTON ROSE FULBRIGHT LLP  
 PINSENT MASONS LLP  
 ROYAL NAVY AND ROYAL MARINES  
 SWANSEA UNIVERSITY  
 THE UNIVERSITY OF MANCHESTER  
 VODAFONE  
 WELSH GOVERNMENT



# AWARD WINNERS

Every year, as part of the Workplace Equality Index, Stonewall recognises individuals and groups who have gone above and beyond in promoting equality – both in their workplace and the wider community. The awards highlight the amazing work of passionate individuals across many sectors..

## LESBIAN ROLE MODEL OF THE YEAR



**JACQUELINE QUINN**  
SENIOR LEARNING  
EXPERIENCE  
MANAGER, SKY UK

Jacqueline Quinn is a network lead for Sky UK's LGBT+ network, and an outstanding campaigner for LGBT equality and disability rights.

Jacqueline has pioneered professional development and mentor programmes for LGBT+ employees, leaders and allies. She's facilitated dynamic roadshows, hosted fundraising events and brings a focus to intersectionality through her own experiences and powerful storytelling. Jacqueline's passion for learning and development has powered change at Sky. She is known for changing mindsets and inspiring leaders to build more inclusive workplaces through her empowering engagement programmes.

Her restlessness to deliver equality has supported Sky's journey to become a Stonewall Top 100 Employer.

## GAY ROLE MODEL OF THE YEAR



**RAY VINCENT**  
UNIVERSITY OF SOUTH  
WALES

Ray Vincent has worked as associate chaplain at the University of South Wales for 12 years and has been a Baptist minister for over 50 years. Ray is in his 80s and speaks about the fear that he experienced as a young, gay man at a time when homosexuality was classified as both a mental deformity and a crime.

During his time at the University of South Wales he has: become Chaplaincy LGBT Champion; organised LGBT History Month events for several years; created the University of South Wales Staff LGBT Network (in 2015); introduced rainbow lanyards, which are now being worn by over 2,000 staff members, and is a strong ally to all in the LGBT community.

In a blog post titled 'A Gay Christian Minister Comes Out', Ray shared his experience of coming out to his congregation for the first time, reflecting that: "One or two people in the church already knew I was gay... but this was the first time for me to come out to a whole congregation. It was a lovely experience of being warmly embraced".

## BI ROLE MODEL OF THE YEAR



**HAFSA QURESHI**  
MINISTRY OF JUSTICE

Hafsa works in recruitment support for Her Majesty's Courts and Tribunals Service in Birmingham, part of the Ministry of Justice (MoJ).

Hafsa is very active in the Midlands subgroup of the Department's LGBT network, Spirit. This includes helping to organise an event for Bi-Visibility Day in the region and speaking on the panel, and arranging the MoJ presence at Birmingham Pride. Hafsa is also an ally of a:gender, the cross Civil Service trans network.

In September, Hafsa featured in a Department-wide campaign promoting its values and how she exemplifies the value of 'humanity'. Following this she shared the stage alongside senior leaders to speak about diversity and inclusion and her experiences as a BAME, LGBT Muslim woman as well as someone who has a disability.

## TRANS ROLE MODEL OF THE YEAR



**CAPTAIN HANNAH  
GRAF MBE REME**  
THE BRITISH ARMY

In 2013, Captain Hannah Graf came out as a trans woman and became the highest ranking trans person in the British Army.

Hannah has supported the army with updating its facilities and policies, including developing a new guide to Gender Identity.

Alongside her work commitments, for five years she has been the trans representative for the Army's LGBT forum.

She has built a wide network of support and has become the leading voice of change for LGBT issues, achieving huge impact at all levels. She is also spokesperson for the Army Engagement Group and a mentor to others.

With a positive, inspirational message, Hannah has championed enormous culture change, removing barriers for trans people and moving the Army's diversity agenda forward.

Hannah is known for her openness and her willingness to support others, her dignity and her selflessness; she has been a trailblazer and has made a real impact in the Army and beyond.

## ALLY OF THE YEAR



**DAVID MATHERS**  
CREDIT SUISSE

David is Group Chief Financial Officer of Credit Suisse, and Chief Executive of Credit Suisse International, the bank's main UK business. He is a proud member – and strong advocate – of Credit Suisse's LGBT Ally programme.

David has been a vocal and supportive champion for LGBT issues within Credit Suisse, both in the UK and across the bank as a whole. His support is important given his place in the firm, and the visibility he brings to the Ally programme. He has been a strong supporter of the Bank's Ally programme, encouraging employees throughout the organisation to sign-up as members. He also featured in a video, published internally and externally, which discussed the importance of diversity and inclusion within the workplace and was shared with the bank's 45,000 employees globally. The video was particularly powerful in encouraging support for the LGBT programme at Credit Suisse.

When reverse mentoring was first introduced to the UK Executive Committee, David was the first to volunteer as a mentee, and encouraged other senior leaders to sign up. He meets with his mentor regularly and says that he has learnt a huge amount about LGBT identities, and in particular about intersectionality, by taking part.

David has helped to secure funding for the LGBT and Ally networks, and has led on the introduction of LGBT Ally lanyards across the UK campus and beyond. He regularly highlights the work of the LGBT Ally network at senior leadership events and through his monthly UK CEO newsletter.



## SENIOR CHAMPION OF THE YEAR



**JONATHAN SLATER**  
DEPARTMENT FOR  
EDUCATION

Jonathan Slater, Permanent Secretary, joined the Department for Education in 2016, with a real interest and passion for inclusion.

He has made a commitment to actively seek to increase the diversity of the department's workforce at all levels, including senior roles.

He is the board sponsor for the LGBT+ Network, meeting regularly with the network, and has championed the introduction of gender neutral toilets in the department's Coventry, London and Nottingham offices. He has been pushing for more inclusive procurement, as well driving a number of key cross-government issues forward. These have included engaging with Civil Service Employee Policy (CSEP) to create LGBT+ inclusive guidance for use across the entire civil service and the introduction of the 'Mx' title on the department's HR system.

He is the first Permanent Secretary to attend the Stonewall face-to-face feedback meeting to hear first-hand about how the department might build on the positive work that has already been started, learn about best practice and lead change.

## EMPLOYEE NETWORK GROUP OF THE YEAR

### SPECTRUM, GSK

GSK's LGBT+ network, Spectrum, has grown from a small support group for LGBT+ employees to over 1,000 members, LGBT+ and allies, across GSK's UK sites.

Spectrum aims to connect like-minded employees, provide support and help GSK shape a more inclusive environment for LGBT+ employees.

This year Spectrum ran a very popular selfie campaign to mark International Day against Homophobia, Biphobia and Transphobia, and organised flying the rainbow flag at GSK's sites during Pride, a gesture that has since been replicated globally.

Spectrum helps to advise the business with members sitting on the Global LGBT+ council next to senior executives from across the business, which has helped shape policy, engagement and training across the business. Network members also take part in reverse-mentoring, as LGBT+ mentors to senior leaders. This year, 22 senior leaders have participated in the scheme.

Externally, Spectrum has also helped to form two external networks that aim to drive LGBT+ equality in science, including the Proud Science Alliance, the first science-based LGBT+ network in the world.



do more  
feel better  
live longer

## BI-INCLUSIVE WORKPLACE OF THE YEAR

CITI

Citi has made bi-inclusion a priority for their LGBT+ strategy. Working closely with the LGBT network group, Citi has ensured that all of its policies are inclusive of bi employees and explicitly define and prevent biphobic bullying and harassment.

Citi has given visibility to its bi employees, including people of faith and people of colour. In 2018, their Pride Network London co-chair and Bi Role Model of the Year, Clare Eastburn, was featured on their global social media channels and Citi website.

The network has a bi rep who runs internal awareness sessions about bi identities and issues, including bi erasure within the LGBT community. The network also celebrates Bi Visibility Day and communicates to the whole organisation about this work. Senior bi staff members also speak at a range of external events.



# EMPLOYEE FEEDBACK SURVEY

EVERY YEAR TENS OF THOUSANDS OF EMPLOYEES ACROSS THE UK TAKE PART IN STONEWALL'S STAFF FEEDBACK QUESTIONNAIRE, AS PART OF THEIR EMPLOYERS'S SUBMISSIONS TO THE WORKPLACE EQUALITY INDEX. FOR THE 2019 INDEX, THE SURVEY RECEIVED A TOTAL OF 92,418 RESPONSES. FINDINGS OVERLEAF SUMMARISE HEADLINES FROM THESE RESPONDENTS.

# BEING YOURSELF IN THE WORKPLACE

**83%** 83 PER CENT OF LESBIAN, GAY AND BI EMPLOYEES FEEL ABLE TO BE THEMSELVES IN THE WORKPLACE (87 PER CENT OF GAY OR LESBIAN EMPLOYEES AND 72 PER CENT OF BI EMPLOYEES)

65 PER CENT OF TRANS EMPLOYEES FEEL ABLE TO BE THEMSELVES IN THE WORKPLACE

**65%**

## WORKPLACE CULTURE

**57%** 57 PER CENT OF TRANS PEOPLE FEEL THAT THE WORKPLACE CULTURE IS INCLUSIVE OF TRANS PEOPLE

86 PER CENT OF GAY WOMEN/LESBIANS FEEL THAT THEIR WORKPLACE IS INCLUSIVE OF THEM, COMPARED TO 87 PER CENT OF GAY MEN, 69 PER CENT OF BI WOMEN, AND FALLING TO 63 PER CENT FOR BI MEN

**86%**

### THE BEST EMPLOYERS..

STRIVE TO CREATE AN INCLUSIVE ENVIRONMENT WHERE ALL LGBT PEOPLE CAN FLOURISH

UNDERSTAND THAT WHEN PEOPLE ARE FORCED TO HIDE PARTS OF THEIR IDENTITY, THEIR PERFORMANCE SUFFERS

ACTIVELY COMMUNICATE THEIR COMMITMENT TO LGBT EQUALITY TO ALL EMPLOYEES

PROFILE VISIBLE LGBT ROLE MODELS FROM ACROSS THE ORGANISATION – AND ESPECIALLY AT SENIOR LEVELS – TO DEMONSTRATE IT’S OK AND VALUED FOR EMPLOYEES TO BE THEMSELVES

# ROLE MODELS

**37%**

JUST 37 PER CENT OF TRANS PEOPLE FEEL THAT THEY HAVE VISIBLE TRANS ROLE MODELS IN THEIR WORKPLACE

**25%**

JUST 25 PER CENT OF BI MEN, AND 24 PER CENT OF BI WOMEN, FEEL THAT THEY HAVE VISIBLE BI ROLE MODELS IN THEIR WORKPLACE

**63%**

63 PER CENT OF LESBIANS/GAY WOMEN, AND 68 PER CENT OF GAY MEN FEEL THAT THEY HAVE VISIBLE GAY/LESBIAN ROLE MODELS IN THEIR WORKPLACE

# SUPPORT FROM SENIOR LEADERS

65%

65 PER CENT OF EMPLOYEES (65 PER CENT OF GAY AND LESBIAN STAFF, 57 PER CENT OF BI STAFF, AND 65 PER CENT OF HETEROSEXUAL/STRAIGHT STAFF) FEEL THAT SENIOR MANAGERS IN THEIR WORKPLACE DEMONSTRATE VISIBLE COMMITMENT TO LESBIAN, GAY AND BI EQUALITY

BUT ONLY 49 PER CENT OF TRANS EMPLOYEES FEEL THAT SENIOR MANAGERS IN THEIR WORKPLACE DEMONSTRATE VISIBLE COMMITMENT TO TRANS EQUALITY

49%

## COMING OUT

66 PER CENT OF LESBIAN AND GAY EMPLOYEES FEEL COMFORTABLE DISCLOSING THEIR SEXUAL ORIENTATION TO ALL OF THEIR COLLEAGUES, COMPARED TO ONLY 29 PER CENT OF BI EMPLOYEES.

15 PER CENT OF BI RESPONDENTS SAID THAT THEY WOULDN'T FEEL COMFORTABLE COMING OUT TO ANYBODY, COMPARED TO JUST 2 PER CENT OF GAY AND LESBIAN RESPONDENTS

36 PER CENT OF TRANS EMPLOYEES FEEL COMFORTABLE DISCLOSING THEIR TRANS IDENTITY TO ALL COLLEAGUES

63 PER CENT OF LESBIAN AND GAY EMPLOYEES FEEL COMFORTABLE DISCLOSING THEIR SEXUAL ORIENTATION TO MANAGERS/SENIOR MANAGERS

JUST 28 PER CENT OF BI EMPLOYEES FEEL COMFORTABLE DISCLOSING TO MANAGERS. 6 PER CENT OF GAY AND LESBIAN EMPLOYEES, AND 27 PER CENT OF BI EMPLOYEES, WOULD NOT FEEL COMFORTABLE DISCLOSING THEIR SEXUAL ORIENTATION TO ANY MANAGERS

38 PER CENT OF TRANS EMPLOYEES FEEL COMFORTABLE DISCLOSING THEIR TRANS IDENTITY TO MANAGERS/ SENIOR MANAGERS

JUST 36 PER CENT OF LESBIAN AND GAY EMPLOYEES FEEL COMFORTABLE DISCLOSING THEIR SEXUAL ORIENTATION TO ALL CUSTOMERS, CLIENTS OR SERVICE USERS, WITH 16 PER CENT OF BI EMPLOYEES FEELING COMFORTABLE DISCLOSING TO ALL

22 PER CENT OF LESBIAN AND GAY EMPLOYEES, AND ALMOST HALF - 49 PER CENT - OF BI EMPLOYEES, REPORTED THAT THEY WOULD NOT FEEL COMFORTABLE DISCLOSING THEIR SEXUAL ORIENTATION TO ANY CUSTOMERS, CLIENTS OR SERVICE USERS

JUST 22 PER CENT OF TRANS EMPLOYEES FEEL COMFORTABLE DISCLOSING THEIR TRANS IDENTITY TO ALL CLIENTS, CUSTOMERS AND SERVICE USERS



# NEGATIVE COMMENTS AND CONDUCT

41 PER CENT OF LESBIAN, GAY AND BI EMPLOYEES HAD EXPERIENCED NEGATIVE COMMENTS OR CONDUCT FROM COLLEAGUES AT WORK, ON AT LEAST ONE OCCASION, BECAUSE OF THEIR SEXUAL ORIENTATION (42 PER CENT OF LESBIANS/GAY WOMEN AND GAY MEN, AND 38 PER CENT OF BI PEOPLE) IN THE LAST YEAR

41%

84 PER CENT OF LESBIAN, GAY OR BI EMPLOYEES SAID THAT IF THEY WERE A VICTIM OF HOMOPHOBIC OR BIPHOBIC BULLYING AND HARASSMENT IN THE WORKPLACE, THEY WOULD FEEL CONFIDENT REPORTING IT TO THEIR EMPLOYER, (86 PER CENT OF LESBIANS/GAY WOMEN AND GAY MEN, AND 78 PER CENT OF BI PEOPLE)

84%

## THE BEST EMPLOYERS..

EXPLICITLY PROHIBIT HOMOPHOBIA, BIPHOBIA AND TRANSPHOBIA IN THEIR BULLYING AND HARASSMENT POLICIES, WITH CLEAR EXAMPLES OF UNACCEPTABLE BEHAVIOUR

ACTIVELY COMMUNICATE ROUTES FOR REPORTING HOMOPHOBIC, BIPHOBIC AND TRANSPHOBIC BULLYING AND HARASSMENT

TRAIN THEIR EMPLOYEES TO RECOGNISE, CHALLENGE AND REPORT HOMOPHOBIA, BIPHOBIA AND TRANSPHOBIA IN THE WORKPLACE

UTILISE THEIR LGBT EMPLOYEE NETWORK GROUP AS A SOURCE OF CONFIDENTIAL SUPPORT AND GUIDANCE

28%

28 PER CENT OF TRANS EMPLOYEES HAD EXPERIENCED NEGATIVE COMMENTS OR CONDUCT FROM COLLEAGUES AT WORK BECAUSE OF THEIR GENDER IDENTITY

69%

69 PER CENT OF TRANS PEOPLE SAID THAT IF THEY WERE A VICTIM OF TRANSPHOBIC BULLYING AND HARASSMENT IN THE WORKPLACE, THEY WOULD FEEL CONFIDENT REPORTING IT

## ALLYSHIP

- 92% 92 PER CENT OF NON-LGBT EMPLOYEES SUPPORT LGBT EQUALITY
- 93% 93 PER CENT OF NON-LGBT EMPLOYEES SAY THAT THEY UNDERSTAND WHY THEIR EMPLOYERS ARE COMMITTED TO LGBT EQUALITY
- 92% 92 PER CENT OF NON-LGBT EMPLOYEES SAY THAT THEY FEEL CONFIDENT IN SUPPORTING THEIR LGBT COLLEAGUES
- 80% 80 PER CENT OF HETEROSEXUAL/STRAIGHT EMPLOYEES FEEL THAT THEY UNDERSTAND LESBIAN, GAY AND BI IDENTITIES AND ISSUES
- 68% 68 PER CENT OF NON-TRANS EMPLOYEES FEEL THAT THEY UNDERSTAND TRANS IDENTITIES AND ISSUES

## CHALLENGING BEHAVIOUR

- 89% 89 PER CENT OF EMPLOYEES (AND 90 PER CENT OF HETEROSEXUAL/STRAIGHT EMPLOYEES) WOULD FEEL CONFIDENT CHALLENGING INAPPROPRIATE BEHAVIOUR AND DISCRIMINATION TOWARDS LGBT PEOPLE IN THE WORKPLACE
- 78% 78 PER CENT OF TRANS EMPLOYEES WOULD FEEL CONFIDENT CHALLENGING INAPPROPRIATE BEHAVIOUR OR DISCRIMINATION TOWARDS LGBT PEOPLE IN THE WORKPLACE

## CAREER BARRIERS

11%

11 PER CENT OF LESBIAN, GAY OR BI EMPLOYEES, AND 16 PER CENT OF TRANS EMPLOYEES, REPORT HAVING EXPERIENCED BARRIERS TO CAREER PROGRESSION IN THE WORKPLACE

### THE BEST EMPLOYERS..

UNDERSTAND THAT IT TAKES EVERYONE TO CREATE AN INCLUSIVE WORKPLACE

EDUCATE NON-LGBT EMPLOYEES ON LGBT IDENTITIES AND EXPERIENCES

EMPOWER NON-LGBT EMPLOYEES TO BECOME ACTIVE ALLIES AND TAKE SPECIFIC ACTIONS WITHIN THEIR ORGANISATION





# WORKING WITH STONEWALL



# JOIN OUR DIVERSITY CHAMPIONS PROGRAMMES

Our leading employers' programmes support you to ensure all LGBT employees are accepted without exception in the workplace.

We have two programmes: Diversity Champions, for organisations operating only in the UK, and Global Diversity Champions, for organisations operating in the UK and globally.

## WHY BECOME A DIVERSITY CHAMPION?

### EMBED LGBT INCLUSION IN YOUR WORKPLACE

The most inclusive employers embed inclusion across their entire organisation in a structured and systematic way, using tools like the Workplace Equality Index and through advice on policies and practice from working with us as a Diversity Champion.

As a Diversity Champion, we'll help you embed LGBT inclusion by:

Supporting you to enter the Workplace Equality Index, providing detailed feedback on where you're doing great things and where and how you can improve.

Providing tailored email and phone support and advice through a dedicated account manager.

### ATTRACT AND RETAIN THE BEST TALENT

A diverse workforce creates diversity of thought, action and innovation, but in a competitive market, your workplace culture needs to stand out to jobseekers.

As a Diversity Champion, we'll help you attract and recruit LGBT talent by:

- Giving you the Diversity Champion logo to use on promotional materials.
- Advertising five jobs for free on **Proud Employers**, our exclusive LGBT-inclusive jobsite.
- Listing you on the UK's only LGBT careers guide website, **Starting Out**.

### BUILD YOUR PROFESSIONAL NETWORK

Becoming a Diversity Champion means joining a community of almost 800 employers. Collaboration and learning from your peers keeps you at the cutting edge of best practice.

As a Diversity Champion, we'll help you build your network through:



- Access to our annual series of seminars and webinars.
- Discounted rates to our workplace conferences, where you can connect with hundreds of colleagues across different sectors.
- Facilitated introductions to other organisations through our Memberships team.

### LEARN FROM OUR EXPERTISE

We've been running the Diversity Champions programme since 2001. Years of working with employers in the UK and globally have informed our knowledge and expertise.

As a Diversity Champion, you'll learn from our expertise by:

- **Gaining access to our resources and guides.** From inclusive policy to senior leadership, our library of **resources and toolkits** is always expanding.
- **Having your policies reviewed by our in-house team of experts for LGBT inclusion.**
- **Receiving discounted rates to our empowerment programmes** so your staff can step up as allies, leaders and role models in your workplace.

Join the Diversity Champions programme today by visiting [www.stonewall.org.uk/dc](http://www.stonewall.org.uk/dc)

## WHY BECOME A GLOBAL DIVERSITY CHAMPION?

The Global Diversity Champions programme will support you to live your values, wherever you operate in the world. On top of all the UK benefits, you'll receive:

- **Tailored support** and advice on your global work, including support to enter the Global Workplace Equality Index.
- **Access to our exclusive global webinar series** and expanding library of global resources, including workplace guides and country briefings.
- **Facilitated connections** with our network of over 100 NGOs throughout the world.
- **The Global Diversity Champion logo** to use on your promotional materials.

Join the Global Diversity Champions programme today by visiting [www.stonewall.org.uk/gdc](http://www.stonewall.org.uk/gdc)





# EMPOWER YOUR TEAM

Stonewall's vision is for a world where **everyone, everywhere**, can be themselves. Our mission is to ensure that lesbian, gay, bi and trans (LGBT) people across the world can participate fully in society as free and equal citizens.

Stonewall's Empowerment Team works to enable individuals to recognize their potential to create inclusive cultures. Empowered individuals bring about positive change for themselves and for others by role modelling inclusive behaviours and helping to build workplaces, communities and services where everyone can be accepted without exception.

## LEADERSHIP

### LGBT LEADERSHIP

An intensive two-day residential programme for senior LGBT professionals which enables individuals to better understand themselves as authentic leaders, and how they can take action to make their workplaces more inclusive. For more information, please visit: [www.stonewall.org.uk/leadership](http://www.stonewall.org.uk/leadership)

### STONEWALL LGBT YOUNG LEADERS PROGRAMME

A two-day residential programme for LGBT leaders (aged 18 – 25) starting out in their careers that helps them reflect on their LGBT identity within a workplace context, develop in their career and build their professional network. For more information, please visit: [www.stonewall.org.uk/young-leaders-programme](http://www.stonewall.org.uk/young-leaders-programme)

### INCLUSIVE LEADERSHIP PROGRAMME

Stonewall is launching an exciting new two-day programme which offers non-LGBT leaders and senior professionals the opportunity to explore their potential to create positive and diverse working environments, and develop as authentic and inclusive leaders. For more information, email: [empowerment@stonewall.org.uk](mailto:empowerment@stonewall.org.uk)



## LGBT ROLE MODELS

A one-day programme for LGBT professionals at all levels to reflect on what it means to be an authentic and inclusive LGBT role model, and how to actively make positive change in the workplace. This programme combines elements of authentic leadership theory, facilitated reflection and action planning to explore the impact of role modelling inclusive behaviours. For more information, please visit: [www.stonewall.org.uk/lgbtrolemodels](http://www.stonewall.org.uk/lgbtrolemodels)

Stonewall also runs LGBT Role Models programmes for specific community groups, including: BAME/PoC LGBTQ Role Models, Bi Role Models and Trans Empowerment. For more information, please visit: [www.stonewall.org.uk/get-involved/individuals-and-communities](http://www.stonewall.org.uk/get-involved/individuals-and-communities)

## ALLIES PROGRAMME

A one-day programme designed for non-LGBT professionals at all levels to explore ways in which they can be more effective and active allies to LGBT people in their workplaces and communities. This programme works to build confidence and knowledge, and to identify tangible ways to step up as an ally. For more information, please visit: [www.stonewall.org.uk/allies](http://www.stonewall.org.uk/allies)

## TRANS ALLIES PROGRAMME

A one-day programme for non-trans identifying professionals to explore ways in which they can be more effective allies to trans people. This programme works to build knowledge, confidence and skills by covering elements such as understanding different identities, terminology, myth-busting and action planning to identify tangible ways to step up as an ally to the trans community. For more information, please visit: [www.stonewall.org.uk/trans-allies](http://www.stonewall.org.uk/trans-allies)

**For more information on any of Stonewall's Empowerment work, please contact [empowerment@stonewall.org.uk](mailto:empowerment@stonewall.org.uk)**



# FIND OUT MORE AT OUR WORKPLACE CONFERENCES

If you're looking to improve your LGBT inclusion work, Stonewall's Workplace Conferences provide the cutting-edge content, inspirational speakers and unique networking opportunities you'll need to succeed. We run Europe's leading events on LGBT workplace inclusion each year in Edinburgh, Cardiff, Manchester and London.

**Learn best practice** in CPD-accredited sessions led by Stonewall inclusion experts and featuring speakers from the UK's leading organisations, helping you to create practical action plans.

**Expand your network** by connecting with professionals from the UK's leading employers, including senior leaders, HR and diversity professionals, employee network groups and LGBT staff and allies.

**Be inspired** by our speakers and by one another. Our speakers come from a range of leading organisations and will share their experience and expertise to help you make lasting change.

Join almost over 1,000 other professionals committed to equality at work at our next Workplace Conference in London on 26 April 2019 <https://www.stonewall.org.uk/events/stonewall-workplace-conference-london-2019>.

**For more information about all of our events, visit [www.stonewall.org.uk/workplace-conferences](http://www.stonewall.org.uk/workplace-conferences).**

# COME OUT FOR LGBT.



**Come out for LGBT in 2019 by joining forces with Stonewall in our 30th anniversary year! Talk to the team about:**

- Exploring a corporate partnership or making a donation to improve LGBT lives in the UK or globally
- Advertising your job vacancies on our Proud Employers website to attract LGBT talent to your organisation
- Enabling your employees to donate and make a difference through payroll giving
- Joining our growing work in sport partnerships and the Rainbow Laces campaign to make sport everyone's game
- Organising a fundraising event to mark 30 years of change and look to your next steps on LGBT inclusion
- Rewarding great practice in your organisation through our range of merchandise
- Engaging organisations in your supply chain about our Diversity Champions programme

**Contact [memberships@stonewall.org.uk](mailto:memberships@stonewall.org.uk) to discuss these opportunities.**

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