

ABM University Health Board	
8 March 2018 Workforce and Organisational Development Committee Agenda Item: 11	
Subject	Stonewall Workplace Equality Index 2018
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Approved by	Kay Myatt, Head of Learning and Development
Presented by	Kate Lorenti, Acting Director of HR

1.0 Situation

This report informs the Committee of the results of the Health Board's participation in the Stonewall Workplace Equality Index 2018. The Workplace Equality Index is a national benchmarking tool that assesses work on Lesbian, Gay, Bisexual and Trans (LGBT) equality against best practice.

2.0 Background

The Health Board became a member of the Diversity Champions Cymru programme in April 2016. This is the all-Wales good practice forum for LGBT workplace issues run by Stonewall, the leading LGBT charity. It is part of a UK wide programme that brings together top employers to promote diversity in the workplace. It includes public services, private and third sectors with the aim of developing inclusive workplace cultures ensuring that all staff can perform to their full potential.

3.0 Assessment

An integral part of the Diversity Champions programme is participation in the Workplace Equality Index. This is a bench marking tool for employers that measures the inclusiveness of the workplace for LGBT employees.

434 organisations participated in the 2018 Workplace Equality Index. As a participating organisation, the Health Board compiled an evidence-based submission covering 10 different areas of practice from policy to community engagement. For the first time, Stonewall fully assessed entrants on their trans inclusivity, in addition to their work on lesbian, gay and bi inclusion.

Stonewall also sought feedback directly from entrants' employees through a survey covering key indicators of workplace culture. Submissions were marked by internal Stonewall experts, cross-checked and ranked. The top 100 organisations are celebrated as Stonewall's Top 100 Employers for LGBT people.

Stonewall Cymru informed the Health Board that ABMU had moved up 93 places in the Workplace Equality Index to the following rank:

2017 Ranking: **247**

2018 Ranking: **154**

The Health Board is edging closer to the Top 100 Employers after only a short amount of time as this is only our second year of entry. Key achievements for the last year include:

Calon: ABMU's LGBT+ Network has been rebranded to be more widely inclusive to all staff members through the explicit inclusion of Allies members (including Trans Allies). A new Calon logo has been introduced and posters and leaflets are being developed. The visibility of Calon has been improved within the Health Board through internal communications (intranet bulletins and team briefs), social media and LGBT+ equality campaigns.

End of Life Care: The Chair of Calon sat on the Q and A Panel at a Marie Curie event entitled 'End of Life Care in the LGBT Community'. The Chair liaised with internal palliative care clinicians to ensure increased awareness of LGBT+ issues at end of life care across the Health Board.

LGBT History Month: Calon linked with Cinema & Co, an independent cinema in Swansea, to show a variety of LGBT themed films throughout the LGBT History Month (February 2017). There was a photo exhibition and fundraising for Unity, a LGBT support charity in Swansea. These events offered social networking for Calon members and were open to all staff and the public.

No Bystanders Campaign: ABMU Graduate Trainees organised the campaign during August 2017 to encourage staff to speak out and stand up to LGBT+ discrimination. This campaign was a huge success throughout the Health Board with dozens of teams signing the pledge. Staff and teams across all sites and departments were photographed with the pledge, which were then posted on social media.

Training: Trans equality awareness raising was provided to ABMU's Patient Feedback Department in June 2017. Four members of Calon attended the training to increase their knowledge and understanding of trans equality issues.

Collaboration: Calon marched with other LGBT network groups in NHS Wales at Pride Cymru 2017. They joined NHS colleagues to help on the Pride stall for NHS Wales hosted by Aneurin Bevan University Health Board. A member of Calon attended Swansea University's LGBT Network's Pride and Prejudice Symposium and gave a talk on the importance of Staff Networks and Role Models.

Detailed feedback will be given to all entrants to help plan their year ahead and further develop inclusive workplaces and services. A meeting will be arranged with our Stonewall Cymru Account Manager to go through the results and benchmarking. An action plan will be put in place for the next year.

4.0 Recommendations

The Workforce and Organisational Development Committee is asked to note the WEI results and support the ongoing involvement of the Health Board in the Stonewall Diversity Champions Programme and participation in the annual Workplace Equality Index.