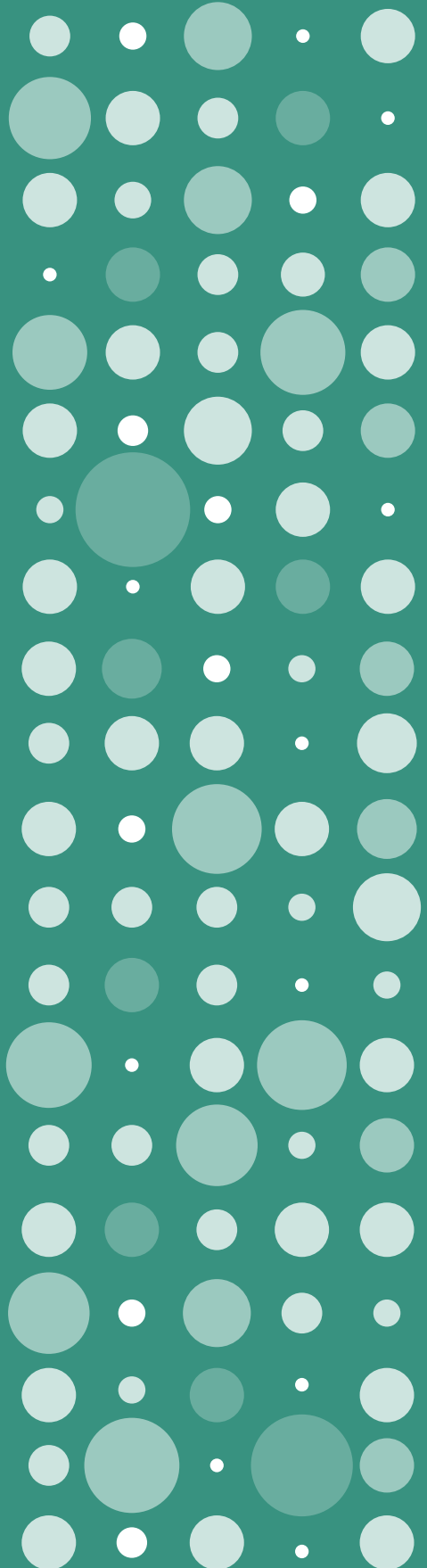

STONEWALL TOP 100 EMPLOYERS

THE DEFINITIVE GUIDE TO THE MOST
INCLUSIVE EMPLOYERS IN BRITAIN

2017



STONEWALL'S TOP 100 EMPLOYERS IS A DEFINITIVE LIST SHOWCASING THE BEST EMPLOYERS FOR LESBIAN, GAY, BI AND TRANS 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 THIRTEENTH YEAR, THIS GUIDE CELEBRATES THE PIONEERING EFFORTS OF LEADING ORGANISATIONS TO CREATE INCLUSIVE WORKPLACES.

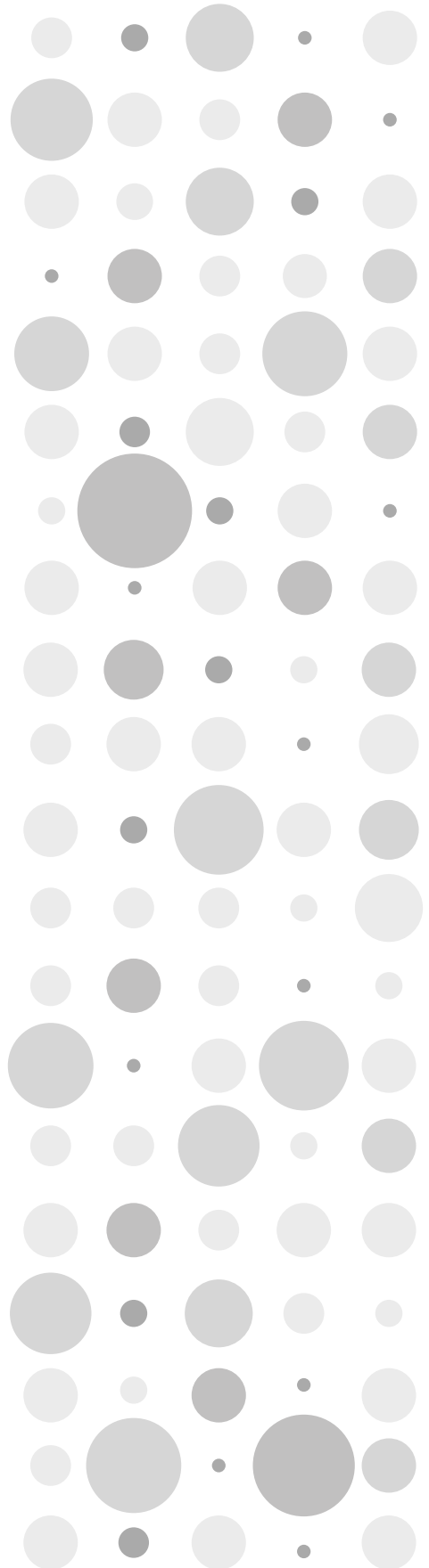
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STONEWALL TOP 100 EMPLOYERS

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2017



HIGHLIGHTS

8

organisations continue to be recognised with Star Performer status and will be working with Stonewall on bar-raising initiatives

16

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

74

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

439

employers participated in the Workplace Equality Index this year, the largest number of submissions ever

91,248

employees from across Britain took part in our staff feedback questionnaire



At Stonewall we know that people perform better when they can be themselves. We work with over 700 employers who recognise that creating an inclusive workplace is not only the right thing to do, but is also crucial to their success. Through our Diversity Champions programme, we help employers across all sectors and industries create workplaces where lesbian, gay, bi and trans staff can be themselves and, because of this, can thrive.

FOREWORD



RUTH HUNT
CHIEF EXECUTIVE

The Workplace Equality Index is a tool designed to help measure your performance and progress. By using this framework, you are actively demonstrating your commitment to LGBT equality – to your staff, service users and customers. Now in its thirteenth year, the Index is reaching more people than ever before – with over 430 employers participating, an improvement in overall scores and a record 91,248 responses to the staff feedback questionnaire.

The 2018 Index will be the first in a new three-year cycle. Informed by feedback, consultation and the best practice we've gathered, gender identity criteria will be fully integrated into the new Index. I'm proud that, for the first time, organisations will have to demonstrate their commitment to trans inclusion before they can be recognised as a Stonewall Top 100 employer.

Congratulations to the 2017 Stonewall Top 100 employers for your outstanding achievements, and thank you to all who took part. You are at the forefront of driving LGBT inclusion in the workplace and we are incredibly proud to work with you. With your continued partnership, we can ensure that all lesbian, gay, bi and trans employees across Britain are accepted without exception.



STONEWALL TOP 100 EMPLOYERS



EMPLOYER OF THE YEAR 2017

**LLOYDS
BANKING
GROUP**



**KARIN COOK
GROUP DIRECTOR,
OPERATIONS,
LLOYDS BANKING
GROUP**

Lloyds Banking Group

'I'm thrilled Lloyds Banking Group has been recognised as the leading employer for lesbian, gay, bi and trans people in the Stonewall Top 100. At Lloyds Banking Group, our goals are to become the best bank for customers, a company that reflects the diversity of modern Britain in our workforce, and provides an inclusive and welcoming environment for everyone. Ensuring our LGBT colleagues are as engaged as other colleagues is important for meeting our commitments on inclusion and diversity as part of our Helping Britain Prosper Plan. This award recognises the progress we've made in this space.

'I'm extremely passionate about ensuring our LGBT colleagues can bring their whole selves to work. In 2017, we will continue to listen to colleagues, using their feedback to drive priorities to ensure we remain a top LGBT employer, and focus on improving our processes so we can make the Group easier for the LGBT community to interact with. My goal is to see Lloyds Banking Group recognised as an LGBT employer and brand of choice and I am confident we will succeed in this.' – Karin Cook

Lloyds Banking Group operates the UK's largest retail bank and is committed to recognising and supporting the needs of their customers and communities, as well as the needs of their colleagues. They strive to continually improve their employment experience for LGBT colleagues and are committed to ensuring all colleagues feel included and can bring their whole selves to work. Through their Helping Britain Prosper Plan, the Group has made a public commitment to consistently increase the engagement levels of their LGBT colleagues in all roles over the coming years.

The Group's LGBT strategy covers colleagues, customers and the community and is championed by Karin Cook, Group Director, Operations, and Group Executive Sponsor for sexual orientation and gender identity. Her visibility, reach and impact has been profoundly felt across the organisation throughout 2016. In addition to a strong senior champion, their award-winning Rainbow Network, with almost 5,000 members and supporters, supports the Group's strategy by focusing on professional development and promoting visible role models and allies.

The Group has recently extended their private healthcare provision to include interventions and support for trans colleagues, working closely with their private healthcare provider BUPA to become the first UK-owned company to make the policy addition.

The Group also launched a new colleague volunteering programme, forming official partnerships with LGBT charities Mermaids, Opening Doors London and the Albert Kennedy Trust. Colleagues and leaders spent 1,000 hours volunteering with these charities and have raised £30,000 throughout the past year. They've also supported Bisexual Awareness Day and Transgender Day of Visibility, with new training tools, social media campaigns, and by flying the bisexual flag and transgender flags at 35 of their key sites.

The Lloyds Bank 'For Your Next Step' campaign featured a same-sex marriage proposal, which was reported in the LGBT and mainstream press and has received positive feedback from the LGBT community.

2	PINSENT MASONS	25	WELSH GOVERNMENT
3	J.P. MORGAN	28	HOUSE OF COMMONS
4	CLIFFORD CHANCE	28	TOUCHSTONE
5	MI5	28	YOUR HOMES NEWCASTLE
5	NATIONAL ASSEMBLY FOR WALES	31	CITI
7	BAKER MCKENZIE	31	CMS CAMERON MCKENNA
8	BERWIN LEIGHTON PAISNER	31	THE CO-OPERATIVE GROUP
8	CHESHIRE FIRE & RESCUE SERVICE	31	SWANSEA UNIVERSITY
10	NORTON ROSE FULBRIGHT	35	NOTTINGHAMSHIRE POLICE
10	KPMG	36	DWF
12	TOWER HAMLETS HOMES	36	LEICESTERSHIRE COUNTY COUNCIL
13	CROWN OFFICE & PROCURATOR FISCAL SERVICE	38	NEWCASTLE CITY COUNCIL
13	RBS	39	AVIVA
15	LEICESTERSHIRE POLICE	39	DE MONTFORT UNIVERSITY
16	CHESHIRE POLICE	41	MANCHESTER METROPOLITAN UNIVERSITY
17	DENTONS	41	UNIVERSITY OF MANCHESTER
17	HOGAN LOVELLS	43	K&L GATES
19	PWC	43	LONDON BOROUGH OF TOWER HAMLETS
20	MI6	43	ST ANDREW'S HEALTHCARE
20	POLICE SCOTLAND	43	ST MUNGO'S
20	VICTIM SUPPORT	47	ENVIRONMENT AGENCY
23	CARDIFF UNIVERSITY	48	FUJITSU
24	HERBERT SMITH FREEHILLS	49	CLEARY GOTTLIEB STEEN & HAMILTON
25	ASDA	50	SCOTTISH GOVERNMENT
25	FRESHFIELDS BRUCKHAUS DERINGER		

51	BP	75	GCHQ
51	BURY COUNCIL	75	REED SMITH
51	MACQUARIE	75	UNIVERSITY OF BIRMINGHAM
51	NOTTINGHAMSHIRE COUNTY COUNCIL	79	SUSSEX POLICE
51	OFFICE FOR NATIONAL STATISTICS	80	L&Q
51	TEESSIDE UNIVERSITY	80	METROPOLITAN
57	ESSEX COMMUNITY REHABILITATION COMPANY	82	BIRMINGHAM CITY COUNCIL
58	FINANCIAL CONDUCT AUTHORITY	82	CARDIFF & VALE UNIVERSITY HEALTH BOARD
58	TRAVERS SMITH	82	ROYAL NAVY
60	NORTH EAST AMBULANCE SERVICE NHS TRUST	82	UNIVERSITY OF GREENWICH
60	THE RIVERSIDE GROUP	86	NATIONAL CRIME AGENCY
60	VISION WEST NOTTINGHAMSHIRE COLLEGE	87	HSBC BANK
63	GOLDEN JUBILEE FOUNDATION	88	UNIVERSITY OF SHEFFIELD
63	WOLVERHAMPTON HOMES	89	CREDIT SUISSE
65	HAMPSHIRE CONSTABULARY	89	NOTTINGHAM CITY HOMES
65	SHEFFIELD CITY COUNCIL	89	TATE
67	THOMSON REUTERS	89	YORK ST JOHN UNIVERSITY
68	BARNARDO'S	93	CIRCLE HOUSING GROUP
69	EVERSHEDS	93	THE OPEN UNIVERSITY
70	LAND REGISTRY	95	BETSI CADWALADR UNIVERSITY HEALTH BOARD
70	SLAUGHTER AND MAY	95	LEEDS BECKETT UNIVERSITY
72	BNP PARIBAS UK	95	NORTHUMBRIA HEALTHCARE NHS FOUNDATION TRUST
72	NEWHAM COLLEGE OF FURTHER EDUCATION	98	BNP PARIBAS PERSONAL FINANCE (LASER UK)
74	EDF ENERGY	99	THE ARMY
75	CHESHIRE WEST AND CHESTER COUNCIL	99	NOTTINGHAMSHIRE FIRE & RESCUE SERVICE

Top Employers in Wales

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

Top Employers in Scotland

- 1 LLOYDS BANKING GROUP
- 2 PINSENT MASONS
- 3 J.P. MORGAN
- 4 CROWN OFFICE & PROCURATOR FISCAL SERVICE
- 5 RBS

Top Local Government

- 1 LEICESTERSHIRE COUNTY COUNCIL
- 2 NEWCASTLE CITY COUNCIL
- 3 LONDON BOROUGH OF TOWER HAMLETS
- 4 BURY COUNCIL
- 4 NOTTINGHAMSHIRE COUNTY COUNCIL

Top Education Organisations

- 1 CARDIFF UNIVERSITY
- 2 SWANSEA UNIVERSITY
- 3 DE MONTFORT UNIVERSITY
- 4 MANCHESTER METROPOLITAN UNIVERSITY
- 5 UNIVERSITY OF MANCHESTER

Top Law Firms

- 1 PINSENT MASONS
- 2 CLIFFORD CHANCE
- 3 BAKER MCKENZIE
- 4 BERWIN LEIGHTON PAISNER
- 5 NORTON ROSE FULBRIGHT

Top Health & Social Care Organisations

- 1 ST ANDREW'S HEALTHCARE
- 2 ESSEX COMMUNITY REHABILITATION COMPANY
- 3 NORTH EAST AMBULANCE SERVICE NHS TRUST
- 4 GOLDEN JUBILEE FOUNDATION
- 5 CARDIFF & VALE UNIVERSITY HEALTH BOARD

Top Emergency Services

- 1 CHESHIRE FIRE & RESCUE SERVICE
- 2 LEICESTERSHIRE POLICE
- 3 CHESHIRE POLICE
- 4 POLICE SCOTLAND
- 5 NOTTINGHAMSHIRE POLICE

Top Financial Services Organisations

- 1 LLOYDS BANKING GROUP
- 2 J.P. MORGAN
- 3 RBS
- 4 CITI
- 5 MACQUARIE

Top Government Organisations

- 1 NATIONAL ASSEMBLY FOR WALES
- 2 CROWN OFFICE & PROCURATOR FISCAL SERVICE
- 3 WELSH GOVERNMENT
- 4 HOUSE OF COMMONS
- 5 ENVIRONMENT AGENCY

Top Housing Organisations

- 1 TOWER HAMLETS HOMES
- 2 YOUR HOMES NEWCASTLE
- 3 THE RIVERSIDE GROUP
- 4 WOLVERHAMPTON HOMES
- 5 L&Q
- 5 METROPOLITAN

Top Defence Organisations

- 1 MI5
- 2 MI6
- 3 GCHQ
- 4 ROYAL NAVY
- 5 THE ARMY

Top Third Sector Organisations

- 1 VICTIM SUPPORT
- 2 TOUCHSTONE
- 3 ST MUNGO'S
- 4 BARNARDO'S



The eight Star Performers – Accenture, Barclays, EY, Gentoo, Goldman Sachs, Home Office, Nottinghamshire Healthcare NHS Foundation Trust 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 10 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 supplement evidence submitted by employers, Stonewall seeks feedback directly from the entrants' staff. This year Stonewall received over 90,000 responses to the staff questionnaire. The questionnaire asks 11 short questions covering key indicators of workplace culture, including:

- Are lesbian, gay and bi people comfortable disclosing their sexual orientation at work?
- Are there visible lesbian, gay, bi and trans role models in the organisation?
- Are lesbian, gay, bi and trans employees supported by managers and senior managers?
- Are staff confident reporting homophobic, biphobic and transphobic bullying in the workplace?

TRANS INCLUSION AND THE INDEX

We know that people perform better when they can be themselves. We also know employers can have a huge impact on the lives of their trans staff and the wider trans community.

Trans staff face distinct challenges in the workplace which differ significantly from lesbian, gay and bi experiences. In the 2016 index we included trans-inclusive questions for the first time, which provided a baseline assessment of the work that was being done by employers and allowed us to gather best practice from organisations across Britain.

Using this information, we partnered with trans*formation to develop six resources for employers on supporting their trans staff.



The full resources are available at [stonewall.org.uk/workplace-resources](https://www.stonewall.org.uk/workplace-resources)

During the 2017 Index we have continued to track progress, refine criteria and guide employers on their journey.

In 2018 we begin a new three-year Index cycle and trans criteria will be fully integrated. For the first time gender identity work will count towards an organisation's overall score and ranking. No organisation will be recognised in the Top 100 without demonstrating they are committed to trans inclusion in their workplace.



AWARD WINNERS



NETWORK GROUP OF THE YEAR 2017



UNIVERSITY OF GREENWICH LGBT+ STAFF NETWORK

University of Greenwich LGBT+ Staff Network

'The University of Greenwich LGBT+ Staff Network is truly proud to be named Stonewall's Network Group of the Year 2017. This accolade recognises the invaluable work that network members have undertaken over the past three years to promote LGBT+ equality, diversity and inclusion within the university, as well their exceptional engagement with our external communities, friends, supporters and allies. It is through network members' dedication, imagination and energy that we have gone from strength to strength, and we would like to take this opportunity to thank everyone who has supported us over the years.' – Neil Cormack-Bissett (Network Chair) and Christopher Hallas (Senior LGBT+ Champion)

The University of Greenwich LGBT+ Staff Network has undergone a dramatic transformation, building a strong profile within the university and beyond through an ambitious programme of events, initiatives and partnerships over the past year.

Their impressive seminar series, utilising the university's higher education setting, included topics such as LGBT+ Rights in the Commonwealth and Mentoring: Models, Values and Benefits for the LGBT+ Community. This was complemented by the network's annual symposium Building Our Communities, attended by representatives from a diverse group of organisations including the LGBT Consortium, Regard, Greenwich Mencap and trans*formation.

Collaboration has been key to the success of the network. Working in partnership with Wotever DIY Films, they showcased short independent films that promoted and celebrated the visibility of the trans community, tackling the mainstream media's negative stereotypes.

The LGBT+ Staff Network has also established a collaboration with Opening Doors London (ODL), a charity supporting the older LGBT community, whereby events and meetings for ODL members are sponsored. Their seminar series, based on university expertise, aimed to encourage the older LGBT community to engage and socialise in an effort to combat loneliness and isolation.

In addition to external events and collaboration, the network has undertaken a wide range of internal initiatives and social media campaigns. These have centred around Diversity Week, Mental Health Week, Trans Awareness Week, IDAHoBiT, Pride and Older Persons Day.

SENIOR CHAMPION OF THE YEAR 2017



NEV KEMP
CHIEF SUPERINTENDENT,
SUSSEX POLICE
COMMANDER FOR
BRIGHTON AND HOVE,
SUSSEX POLICE

Nev Kemp

'This award means a huge amount to me and I know from having spoken to colleagues, it means a huge amount to the organisation too. I became the Senior Champion for Sussex Police because I believe strongly that people perform at their best if they can be themselves. In policing we value courage and it is courage that many lesbian, gay, bi and trans* people have had to show just to be themselves. Making a stand as Champion brought me into conflict on a personal level with a person close to me, as well as members of the public, and so I am sadly aware of the prejudice and discrimination that LGBT people have experienced. My own experience only made me more resolute. I have been proud to be an LGBT Champion, to be part of an organisation that values difference and I am overwhelmed to have received this award.' – Nev Kemp

Chief Superintendent Nev Kemp is the Sussex Police Commander for Brighton and Hove. A proud ally, Nev became the LGBT Equality Champion for Sussex Police in 2013, where his first achievement was to lead the Proud Allies initiative within the organisation. Nev has driven real change across the force, his passion being felt by both staff and the wider Brighton and Hove community alike.

Nev has been on a journey to learn more about the history of discrimination against LGBT individuals and communities. He has built his knowledge by creating a strong relationship with the Sussex Police LGBT Network, who have guided his understanding of the issues for LGBT employees in the culture of policing. Nev's passion and tenacity were demonstrated when he responded to a criticism over a Sussex Police rainbow police car for Brighton Pride 2015 by covering the largest vehicle he could find (a van) in rainbows for Pride 2016. This showed his support for the LGBT community in the boldest way possible and earned him overwhelmingly positive national media coverage.

He introduced LGBT liaison officers across Sussex, offering both additional support to members of the public and also awareness training for officers and staff. He's built a strong relationship with local LGBT communities, networks and individuals through chairing the Sussex Police External Reference Group and speaking at LGBT events such as the East Sussex Fire and Rescue Pre-Pride Conference and the Brighton and Hove City Council Trans Inclusion Conference.

Nev has been central in implementing gender neutral facilities in the main police stations across Sussex and challenging the organisation to remove gender specific ID lettering systems on staff ID, so from 2017 employee personal numbers no longer reference gender. He was also crucial in the change to uniform policy so that flat cap headwear is now gender neutral.

ROLE MODEL OF THE YEAR 2017



JENNY FALLOVER
DELIVERY PROGRAMME
MANAGER,
THOMSON REUTERS

Jenny Fallover

‘When I first heard that I had won Stonewall Role Model of the Year I was ecstatic and a little emotional – this recognition means so much to me when it comes from an organisation that does such fantastic work to make schools, workplaces and sports inclusive places for LGBT people. Until recently I struggled with the concept of being a role model but Stonewall made me realise that anyone can be a role model. For me it’s about being visible and vocal, educating those around you and challenging unacceptable behaviour, always being curious and putting yourself in someone else’s shoes.’ – Jenny Fallover

Back in 2010, Jenny Fallover was one of the few women in her IT department. Now, she stands out in a different way. Jenny is driving change in Britain’s tech scene, making one of the fastest-growing parts of the global economy more inclusive, diverse and welcoming to the lesbian, gay, bi and trans community.

Jenny jointly leads the EMEA chapter of Thomson Reuters global Pride at Work network – covering over 50,000 staff globally – and has been instrumental in making the network more inclusive. She’s helped move the network events into gender neutral spaces and has organised women-focused events like the Let’s Hear it For the Girls social gathering, in addition to reaching out individually to each of the women in the network to introduce herself.

Out of work, Jenny’s impact is just as impressive. She is the London city director of Lesbians Who Tech and a board member of the Gay Women’s Network, where she works with the network to promote initiatives on career development, women in tech, digital workshops and female entrepreneurship.

Jenny has mentored young coders across the UK, working with Apps for Good and CoderDojo, including an all-girls team at Stratford Grammar School whose app, I’m Okay, a mobile-based support tool for young LGBT people, won the information category in the Apps for Good awards. She has big plans to work with various tech partners to create diversity-themed coding events for children in the near future.

Jenny was also in this year’s Brummell Magazine’s 30 Ones to Watch list and has recently started an opinion editorial column for Gay Star News.

ALLY OF THE YEAR 2017



MAZIAR JAMNEJAD
SENIOR ASSOCIATE,
FRESHFIELDS
BRUCKHAUS DERINGER

Maziar Jamnejad

'I am absolutely delighted to be recognised for my efforts to encourage openness and equality for my LGBT colleagues at Freshfields. I wear the label 'ally' with immense pride and look forward to continuing to work to help the firm be an inclusive and welcoming place for all.' – Maziar Jamnejad

Maziar Jamnejad is a senior associate at the global law firm Freshfields Bruckhaus Deringer. Maziar took an early role in the firm's LGBT outreach work, becoming the first non-LGBT member of Halo, Freshfields' global LGBT network. He was also instrumental in setting up the firm's ally network, Halo Champions, and developing and conducting training for new members. Within both networks, he has been relentless in his efforts to raise the visibility and profile of the Freshfields LGBT and ally community.

Maziar also became the bi and trans reps for Halo when the roles were created, as there was no specific representation from these communities at that time. He proactively introduced a discussion around bi and trans equality to the quarterly Halo meetings. He has also been key in creating sessions to share knowledge of bi and trans issues, including a Tea for T event, which brought together trans people from leading charities and corporates, and he presented Bisexuality in the Workplace together with one of the firm's clients at Halo's annual conference.

Maziar actively promotes both staff networks to junior and senior members of the firm. On many occasions he has coached partners on LGBT issues and helped colleagues with concerns they may face when coming out.

Maziar regularly liaises with the firm's clients' LGBT networks, speaks at global LGBT conferences, and was part of the team that led the firm's event, Being LGBT in an International Law Firm, for students considering careers in the City.

STONEWALL STAR PERFORMERS

Eight employers have repeatedly demonstrated their commitment to creating inclusive workplaces by ranking in the top 10 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 inclusive workplaces where 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 future best practice. From launching global campaigns to revolutionising service delivery, these eight organisations will share their expertise and pave the way for other organisations to follow.

Each Star Performer actively mentors another organisation that's working to create a workplace culture that is inclusive of lesbian, gay, bi and trans people. Through regular contact, the two organisations work together to develop strategies that will help transform the workplace culture of the mentee.

Over the past year, the Star Performers have each created a piece of thought leadership within an area of their expertise. These guides explore each organisation's journey and share tips and best practice. You can download the pieces of thought leadership from [stonewall.org.uk](https://www.stonewall.org.uk)



STAR PERFORMER THOUGHT LEADERSHIP



Over the past year, the Star Performers have each created a piece of thought leadership within an area of their expertise. These guides explore each organisation's journey and share tips and best practice. You can download the pieces of thought leadership from [stonewall.org.uk](https://www.stonewall.org.uk)

Engaging the majority to create an LGBT-inclusive workplace

Accenture, as a large employer with more than 380,000 staff globally, recognise the opportunity they have to engage the non-LGBT majority in their diversity and inclusion work. This guide explores the innovative ways they have embedded inclusive values, engaged allies and trained all staff on LGBT inclusion. It summarises their key learnings into helpful tips for others to follow.



An LGBT inclusion journey: sharing effective strategies for success in India

Barclays has operations in many environments where same-sex relationships are criminalised and LGBT people are not protected from discrimination. This poses serious legal, ethical and practical challenges to Barclays as a global employer. This guide explores the ways Barclays has reached out to staff and fostered a community within their LGBT and allies network in India.



Driving LGBT workplace equality across multiple locations

EY, as a large multinational, faces the challenges of engaging a dispersed workforce in equality initiatives and ensuring every LGBT person has an equal chance to flourish. This guide explores the practical ways EY have built a community across their business and made sure their diversity initiatives have an impact on every staff member. It offers practical tips and links to the partner organisations that have supported them along the way.



Inclusivity – without the cost

As one of the largest employers in Sunderland and landlords in the North East, Gentoo recognise the opportunity they have to advance equality and inclusion across the region. This guide explores the creative ways that diversity and inclusion principles can be brought to life, without a hefty price tag. It offers a range of ideas that any organisation can implement without significant cost.

Goldman Sachs

Lead from the top: the importance of engaging senior allies

Goldman Sachs recognise that success depends on their ability to attract and retain the best talent around the world and to foster a culture where their people can reach their full potential. This guide explores how they have empowered and utilised senior leaders to create an LGBT inclusive culture within the firm. It explains the structure of their senior allies programme and provides a step by step journey to take you from identifying potential senior allies to empowering them to lead, as well as giving readers a helpful top tips sheet for allies to take away.



Unlocking the power of employee resource groups: the role of the Spectrum network in advancing the LGBT equality agenda at the Home Office

The Home Office, a large employer working across all corners of the UK, has a very well-established LGBT network that has been instrumental in driving change at all levels. This guide showcases their approach and offers practical tips on how to establish, structure and recruit to a network, as well as how to measure impact and consistently adapt to changing priorities.



Leadership in trans equality

Nottinghamshire Healthcare NHS Foundation Trust, as a major provider of mental health, intellectual disability and community healthcare services for the people of Nottinghamshire, provides vital services to extremely diverse communities. This guide outlines their approach to embedding trans equality and inclusion in all that they do. It includes links to downloadable training for staff on trans equality as well as a useful glossary of terms. It details how working in partnership can have a hugely positive impact on equalities outcomes.

Simmons & Simmons

Embedding LGBT Equality into procurement practices and supply chain management

Simmons & Simmons have a well-established programme of engagement with their supply chain and have proactively embedded LGBT equality principles into their procurement practices. This practical and instructive guide gives you the tools you need to do the same, including sample audit questionnaires and event agendas, as well as ways to measure impact and further useful resources.



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, bi and trans people across entrants' workplaces. 5 per cent of the total marks available for the Index are based on the responses to this questionnaire.

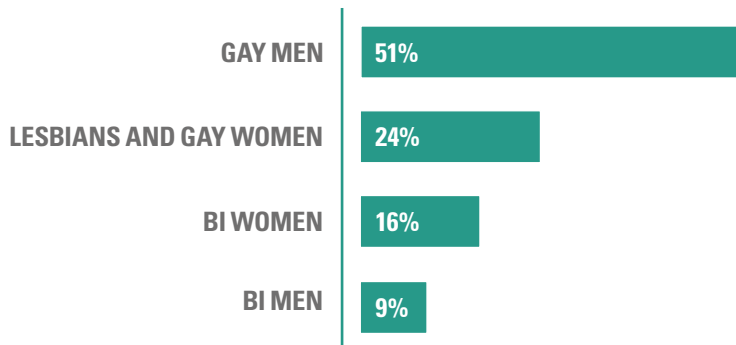
91,248 employees participated in the 2017 questionnaire, a significant increase from the 2016 questionnaire (60,506).

Respondent profile

Lesbian, gay and bi respondents

Of the respondents, 16,039 identified as lesbian, gay or bi. Half of these respondents identified as gay men (51 per cent), a quarter identified as bi (25 per cent) and a quarter identified as lesbians or gay women (24 per cent).

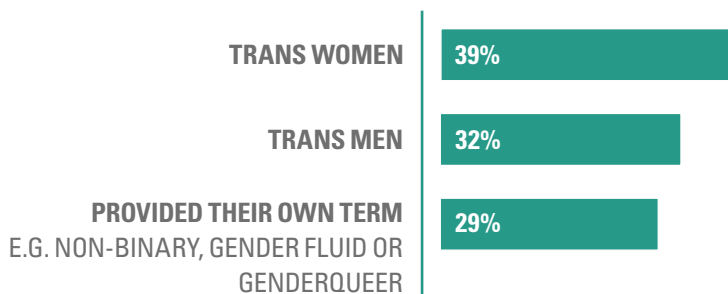
PROPORTION OF LESBIAN, GAY AND BI RESPONDENTS WHO IDENTIFIED AS...



Trans respondents

Of the respondents, 627 reported they identified as trans. Over a third of these respondents identified as trans women (39 per cent), around a third identified as trans men (32 per cent) and just under a third identified using their own terms, for example non-binary, gender fluid or genderqueer (29 per cent).

PROPORTION OF TRANS RESPONDENTS WHO IDENTIFIED AS...

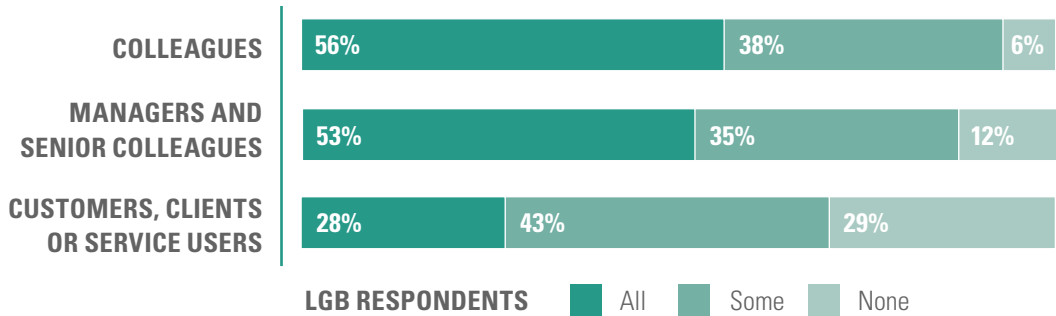


Disclosing sexual orientation in the workplace

People perform better when they can be themselves and organisations should aim to create a working environment in which lesbian, gay and bi employees can disclose their sexual orientation if they wish to.

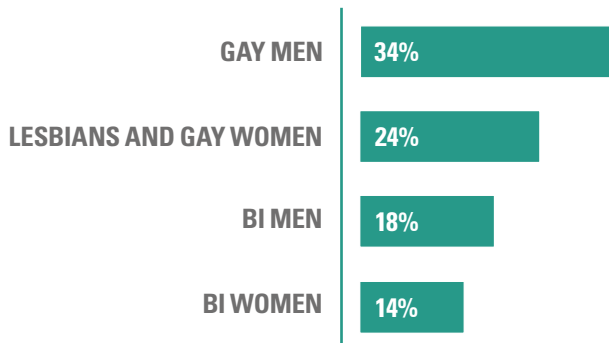
Of the lesbian, gay and bi respondents to the questionnaire, many felt able to disclose their sexual orientation to all or some of following groups in their workplace.

ARE YOU COMFORTABLE DISCLOSING YOUR SEXUAL ORIENTATION TO...

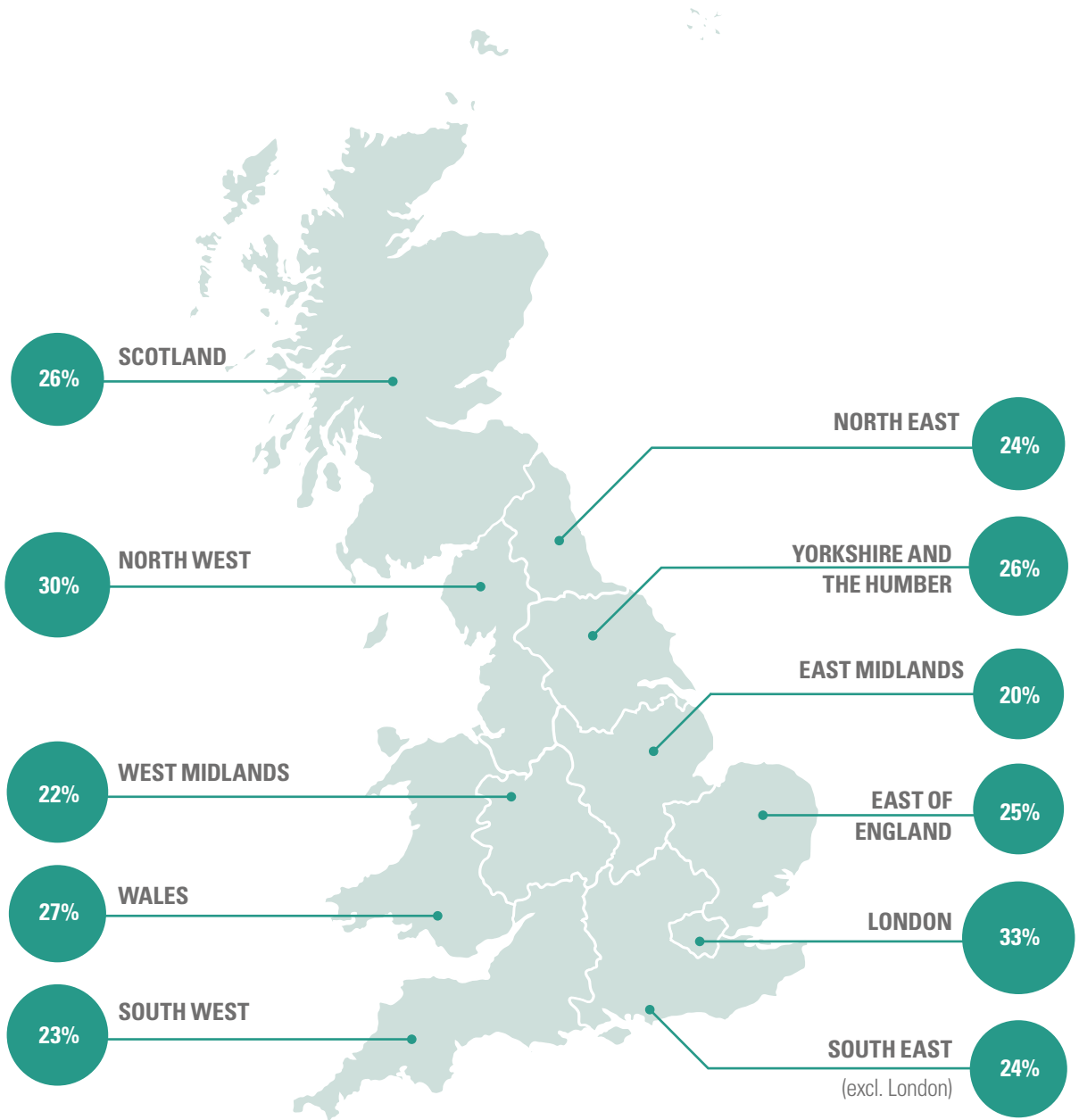


Gay men were the most likely to be out to all colleagues, managers and customers or service users (34 per cent) when compared with lesbians and gay women (24 per cent) and bi people (15 per cent). Bi men were also slightly more likely to be out (18 per cent) than bi women (14 per cent).

LESBIAN, GAY AND BI RESPONDENTS WHO WERE COMFORTABLE BEING OUT TO ALL COLLEAGUES, MANAGERS AND CUSTOMERS OR SERVICE USERS...



LGB RESPONDENTS WHO ARE COMFORTABLE BEING COMPLETELY OUT IN THE WORKPLACE...



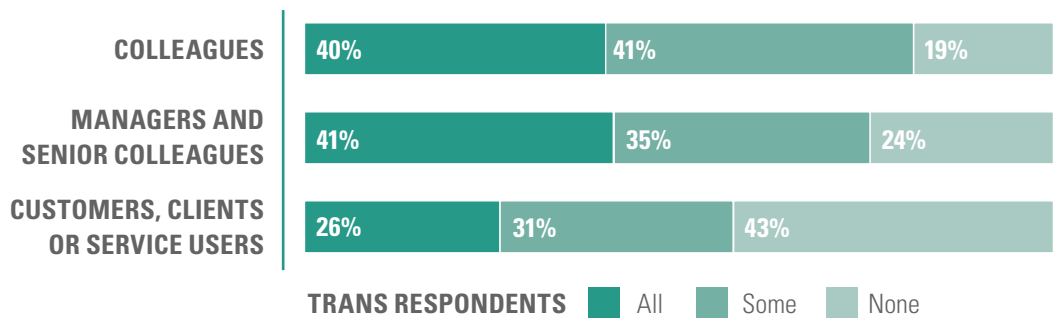
Disclosing trans identities in the workplace

The following analysis includes respondents who proactively identified themselves as trans (including non-binary, gender fluid and genderqueer people). Some people, after transitioning, see their trans history as exactly that – part of their history and not a current part of their identity.

Through trans inclusion work you should aim to create an environment in which people can disclose their trans identity if they wish to and feel comfortable doing so.

Nearly a fifth of trans respondents were not comfortable disclosing their trans identity to colleagues (19 per cent), nearly a quarter (24 per cent) to managers and senior colleagues, and just under half (43 per cent) to customers, clients or service users.

ARE YOU COMFORTABLE DISCLOSING YOUR TRANS IDENTITY TO...



25%

25 PER CENT of trans respondents were comfortable disclosing their trans identity to all colleagues, managers and customers or service users.

17%

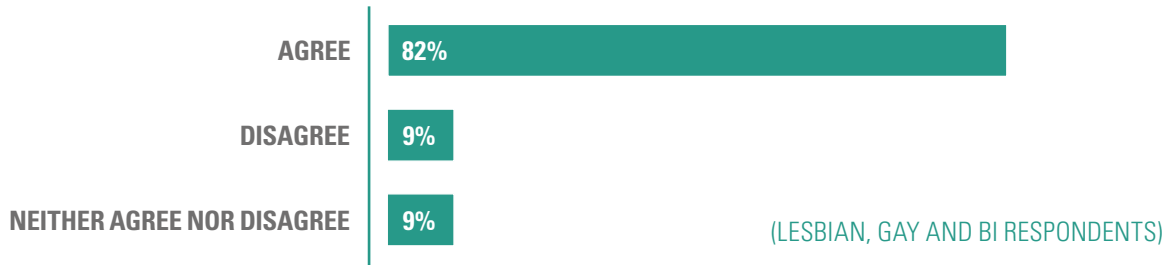
17 PER CENT of trans respondents were not comfortable disclosing their trans identity to any colleagues, managers and customers or service users.

Lesbian, gay, bi and trans experiences in the workplace

One key indicator of inclusiveness within an organisation is whether staff feel able to be themselves in the workplace.

Of lesbian, gay and bi respondents, the majority (82 per cent) agreed they feel able to be themselves in the workplace, with a smaller proportion (9 per cent) disagreeing with the statement.

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



In contrast nearly two thirds of trans respondents (64 per cent) agreed they feel able to be themselves in the workplace and a fifth (21 per cent) disagreed.

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



LGBT respondents who agreed they can be themselves in the workplace were more than twice as likely to be satisfied with their sense of achievement compared to those who disagreed (84 per cent compared to 38 per cent).

Perceptions of inclusion and the visibility of role models

GAY MEN

86%

86 PER CENT of respondents who identified as gay men thought their workplace was inclusive of gay men

63%

63 PER CENT of respondents who identified as gay men see visible gay male role models in their workplace

LESBIAN AND GAY WOMEN

82%

82 PER CENT of respondents who identified as lesbians or gay women thought their workplace was inclusive of lesbians and gay women

53%

53 PER CENT of respondents who identified as lesbians or gay women see lesbian and gay women role models in their workplace

BI PEOPLE

66%

66 PER CENT of respondents who identified as bi thought their workplace was inclusive of bi people

23%

23 PER CENT of respondents who identified as bi see bi role models in their workplace

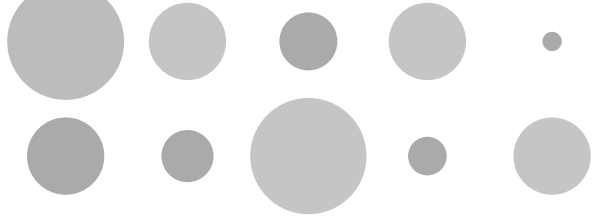
TRANS PEOPLE

58%

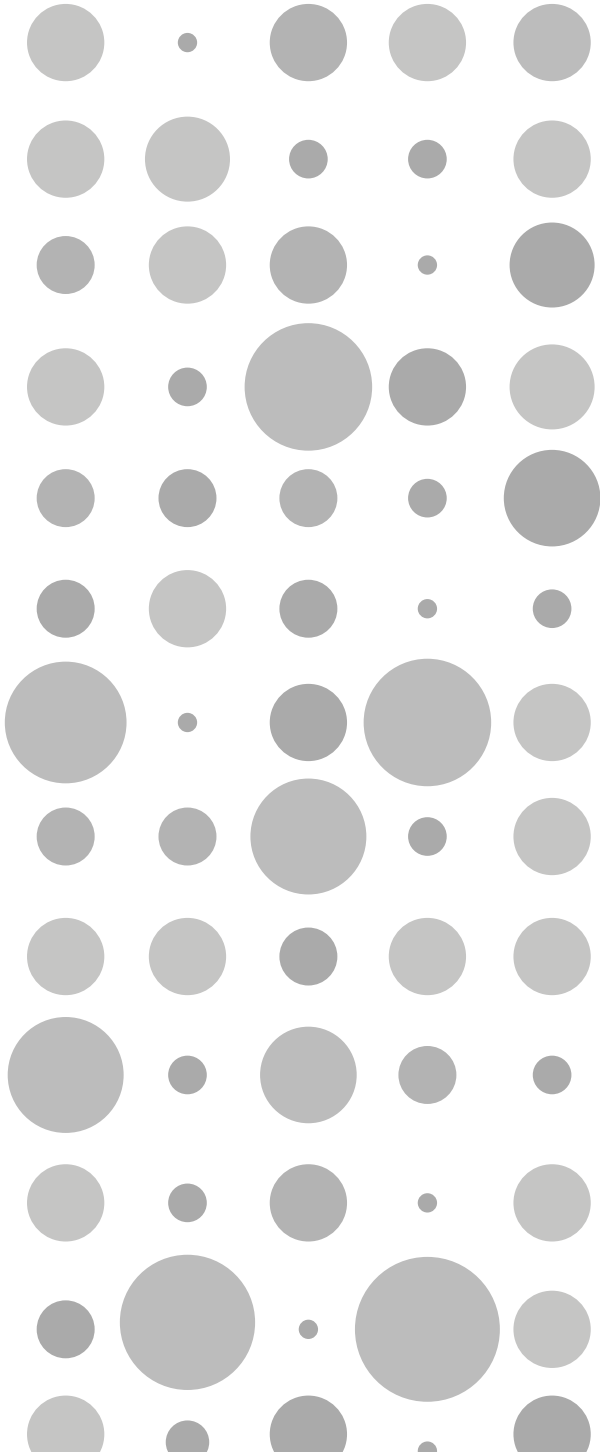
58 PER CENT of respondents who identified as trans thought their workplace was inclusive of trans people

32%

32 PER CENT of respondents who identified as trans see trans role models in their workplace



WORKING WITH STONEWALL



We believe that people perform better when they can be themselves. That's why we launched our Diversity Champions programme back in 2001. We've grown a lot since then and now work with over 700 organisations, all of whom share our core belief in the power of a workplace that is truly equal.

DIVERSITY CHAMPIONS



DUNCAN BRADSHAW
DIRECTOR OF
MEMBERSHIP
PROGRAMMES



Thanks to our Diversity Champions, we've become Britain's leading programme for ensuring all lesbian, gay, bi and trans staff are accepted without exception in the workplace.

Our member organisations come in all shapes and sizes, and through them we've reached almost a quarter of the UK workforce. New members can expect various benefits, from improved talent acquisition and retention to higher levels of staff motivation.

New members will also benefit from the features of the programme, including a dedicated Stonewall account manager and use of our logo and branding in your messaging. Additionally, you'll receive a tailored annual meeting after your Workplace Equality Index submission, giving you detailed feedback so you can help your workforce achieve its full potential.

Membership 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 best practice on topical issues. Our national conferences provide an inspiring line-up of keynote speakers and masterclasses, so you'll return to your organisation with innovative and practical ideas. The conferences also offer unique networking opportunities, where you can share ideas and collaborate on new initiatives with over 700 employers from different sectors and regions.

Employers operating internationally also have the opportunity to join Stonewall's Global Diversity Champions programme. Our growing network of top international employers all receive Stonewall's guidance on how to support LGBT staff wherever they are in the world. Members benefit from dedicated events and research on issues specific to international employers. Additionally, you'll receive in-depth feedback on your Global Workplace Equality Index submission. Our global programme gives you the tools you need to ensure your values are embedded in your workplaces across the globe.

Congratulations to all our Diversity Champions who made it into Stonewall's Top 100 Employers 2017. Thank you for your hard work and dedication to creating workplaces and communities where LGBT people are accepted without exception.

Help your workforce achieve its full potential: join the programme today by emailing memberships@stonewall.org.uk, calling **+44(0)20 7593 3473**, or learn more at stonewall.org.uk/divchamp

In addition to our longstanding UK benchmarking tool, Stonewall offers a Global Workplace Equality Index designed to meet the specific needs of multinational organisations.

GLOBAL WORKPLACE EQUALITY INDEX



Established in 2011, the Global Index has been developed in consultation with our members and celebrates the top global employers for LGBT people worldwide.

In more than half the world, LGBT people may not be protected by workplace law. LGBT people face discrimination in every country, and sexual acts between people of the same sex are criminalised in more than 70. This poses serious legal, ethical and practical challenges to global employers.

The Global Workplace Equality Index helps organisations navigate these challenges and make progress towards LGBT equality, no matter where in the world they operate. Participating organisations are invited to tell us about their work against a range of criteria, from global anti-discrimination policies to LGBT staff networks and the way they support community groups around the world. Each section covers foundations, next steps and best practice, helping organisations to self-assess their progress and identify priorities.

All participating organisations who are Global Diversity Champions receive feedback and support on their resulting action plans from our team of experts.

High-performing organisations will be celebrated as Top Global Employers with a number of additional awards available.

The Global Workplace Equality Index is free to enter and is open to any organisation with a multinational footprint. Find out more at stonewall.org.uk/gwei-2017

HELD ANNUALLY IN CARDIFF, EDINBURGH, MANCHESTER AND LONDON, AND KINDLY SUPPORTED BY EY, STONEWALL WORKPLACE CONFERENCES ARE BRITAIN'S LEADING EVENTS ON LGBT EQUALITY AND INCLUSION.

STONEWALL WORKPLACE CONFERENCES



LEARN

Interactive breakout sessions, lively Q&As and inspiring keynote addresses offer a unique chance to discover emerging best practice on LGBT inclusion. Whether you're starting out or looking to grow your work, sessions including mental health, trans inclusion and global workforces offer innovative steps towards inclusion for all.



SHARE

Networking events will enable you to share the latest ideas and build a lasting network from hundreds of senior leaders, HR and diversity professionals, LGBT staff and allies from many different sectors and organisations.



CHANGE

Return to your organisation with innovative ideas and a practical action plan that will help to ensure all LGBT people reach their full potential.

'The conference was exceptional – I loved every second of it! Connections are now stronger, collaboration is better and there is already a more positive and inclusive feeling in my workplace.'

For more information, please visit:
[stonewall.org.uk/workplace-conferences](https://www.stonewall.org.uk/workplace-conferences)

GIVING SENIOR LGBT PROFESSIONALS THE SPACE TO EXPLORE AUTHENTIC AND INCLUSIVE LEADERSHIP.

STONEWALL LEADERSHIP PROGRAMME



A two-day programme for senior LGBT professionals to better understand themselves as leaders and how they can make their workplaces more inclusive. Employers can book individuals onto our flagship open Leadership programme or hold an in-house Leadership programme for up to 36 of their senior staff.

THE LEADERSHIP PROGRAMME:

- Gives senior LGBT professionals the opportunity to explore what it means to be an authentic leader
- Creates a space to reflect on how their identity as an LGBT person has an impact on leadership performance in the workplace
- Results in empowered leaders with action plans for becoming positive change agents within their organisation

'The programme offers everyone the opportunity to take something tangible away, some measurable way in which they can influence and affect change, and to be the best and most authentic leader they can be.'

For more information, please visit:
stonewall.org.uk/leadership

STONEWALL ALLIES PROGRAMME

EMPOWERING INDIVIDUALS TO STAND BY THE SIDE OF THEIR LGBT COLLEAGUES.

A one-day programme for professionals to reflect on what it means to be authentic and to explore ways in which they can be effective allies to LGBT people in their workplace. Employers can book individuals onto an open Allies programme, hold an in-house Allies programme for up to 36 of their staff or partner with other organisations to host an Allies programme for up to 36 members of their collective workforce.

THE ALLIES PROGRAMME:

- Gives professionals the space to gain insights into what it means to be themselves
- Results in practical ways to create positive change in the workplace
- Empowers professionals to support their LGBT colleagues

'I now understand the importance of others being themselves in the workplace and the collective benefit that brings.'

For more information, please visit: [stonewall.org.uk/allies](https://www.stonewall.org.uk/allies)

STONEWALL LGBT ROLE MODELS PROGRAMME

EMPOWERING LGBT PROFESSIONALS TO STEP UP AS VISIBLE ROLE MODELS IN THEIR WORKPLACE.

A one-day programme for professionals to reflect on what it means to be an authentic and inclusive LGBT role model in the workplace. Employers can book individuals onto an open LGBT Role Models programme, hold an in-house LGBT Role Models programme for up to 36 of their staff, or partner with other organisations to host an LGBT Role Models programme for up to 36 members of their collective workforce.

THE LGBT ROLE MODELS PROGRAMME:

- Gives LGBT professionals the chance to explore what it means to be authentic and what it means to step up as a role model
- Empowers individuals to create more inclusive workplace environments
- Creates visible LGBT role models within the workplace

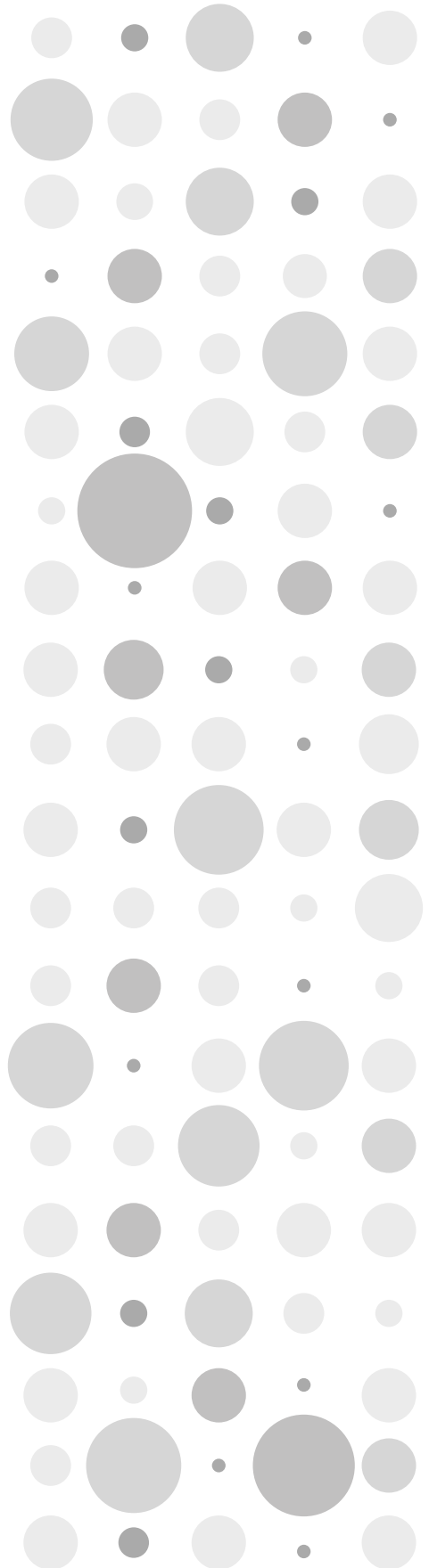
'It was a truly emotional and uplifting day and I left feeling really inspired.'

For more information, please visit:
[stonewall.org.uk/lgbtrolemodels](https://www.stonewall.org.uk/lgbtrolemodels)

STONEWALL TOP 100 EMPLOYERS

THE DEFINITIVE GUIDE TO THE MOST
INCLUSIVE EMPLOYERS IN BRITAIN

2017



‘BEING ABLE TO BENCHMARK AGAINST A BROAD RANGE OF ORGANISATIONS THROUGH THE WORKPLACE EQUALITY INDEX PROVIDES US WITH CONFIDENCE THAT OUR APPROACH IS DELIVERING SUCCESS FOR OUR STAFF AND COMMUNITIES.’

‘UTILISING THE WORKPLACE EQUALITY INDEX TO LEARN FROM EXEMPLAR PRACTICE HAS ENSURED OUR INCLUSIVITY AGENDA STANDS IN HIGH REGARD THROUGHOUT THE ORGANISATION.’

Produced by Peter Holmes

Designed by Alex Long, Stonewall
and Soapbox, www.soapbox.co.uk

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