

STONEWALL WORKPLACE EQUALITY INDEX 2022

EMPLOYER FEEDBACK REPORT

BRADFORD METROPOLITAN DISTRICT COUNCIL

SUMMARY

Stonewall's Workplace Equality Index is about recognising the work that goes into creating LGBT inclusive workplaces in the UK. By ensuring all LGBTQ+ people feel safe and welcomed in the workplace, we can cultivate a culture of inclusivity that allows our LGBTQ+ colleagues the freedom to be themselves without fear of harassment.

This report will guide you through your submission by detailing our feedback to each section of the criteria and ending with our findings from the Staff Feedback Questionnaire (if applicable). We'll highlight what you've done well and focus on improvements for the future.

We understand this has been a difficult time for everyone, especially as we adapt to new working practices, so we greatly appreciate the time you took to continue your inclusion journey and to complete your submission. We recognise the commitment it takes to put an application together and you should feel incredibly proud of what you've achieved in what has been both a demanding and challenging year.

The Workplace Equality Index is an opportunity to measure, progress and celebrate the work you're doing to make your organisation a better place for LGBTQ+ employees. From new policies to Pride events, leadership briefings to updating your training - each small change, can make a big difference to our communities.

We hear incredible stories every year of workplaces making real impact, transforming the environments we work in every day. We know it's not easy work, but every day we move closer to a world in which LGBTQ+ people are free to be their true selves.

Thank you so much for taking part, and I hope we continue to work together over 2022.

Emma Kosmin, she/her, Associate Director of Workplace Client Relationships

Bradford Metropolitan District Council ranked 310 with a score of 35.5 out of 200

Bradford Metropolitan District Council has been awarded a bronze award

Section	Marks available	Marks claimed	Marks awarded	Marks claimed, but not awarded
1) Policies and benefits	17	12	3	9

Section	Marks available	Marks claimed	Marks awarded	Marks claimed, but not awarded
2) The employee lifecycle	22	9	4	5
3) LGBT employee network group	26	14.5	10.5	4
4) Empowering individuals	20	4.5	0	4.5
5) Leadership	18	13	8.5	4.5
6) Monitoring	20	7.5	0	7.5
7) Supply chains	17	3	0	3
8) External engagement	40	23	9	14
Staff Feedback Questionnaire	20	n/a	0.5	n/a

† When marking, sometimes our markers spot evidence that counts towards questions you didn't claim. In those cases, we award the points anyway.

SECTORAL AND GEOGRAPHICAL CONTEXT

We understand the different challenges organisations may face depending on the sector and location they are based in. That is why we separate this data out. It allows for organisations to benchmark themselves against others in a similar field or part of the UK, and it gives organisations ideas about how to develop their progress in a way that works for them and gives them context on what they can achieve.

We know that regulatory incentives, budgetary constraints, organisational size and operating with a dispersed workforce can all be factors in creating or removing barriers to inclusion.

Each sector and location has its own unique challenges. What's important is how we face these challenges and how you can achieve the best outcomes for your organisation.

Bradford Metropolitan District Council ranked 44 in the Government & Regulators sector

Bradford Metropolitan District Council ranked 7 in employers headquartered in Yorkshire and the Humber

Bradford Metropolitan District Council ranked 86 in employers that operate in Yorkshire & the Humber

MARGINALISED OR UNDER-REPRESENTED LGBT GROUPS

This section focusses on those within our community whose stories and experiences we rarely get to hear. By breaking down this data, we aim to show you how you are progressing with this work.

Bi erasure and biphobia are real problems. They create a culture of stigmatisation, and many bi people are still wary about being open about their bi identity in the workplace.

Transphobia and anti-non-binary discrimination are an area of concern for many workplaces, with staff feeling scared and unable to be their authentic selves around colleagues.

We all have multiple facets of our identities, and different forms of oppression such as racism and ableism. These oppressions also affect many LGBT people in the working world. Tackling one form of oppression requires tackling them all: ending misogyny and making work welcoming for people of faith are equally important for making all LGBT people feel welcome.

Bradford Metropolitan District Council scored 9.5 on questions related
marginalised or underrepresented LGBT identities

Bradford Metropolitan District Council scored 1.5 on questions about bi inclusion
and anti-biphobia

Bradford Metropolitan District Council scored 8 on questions about trans
inclusion and anti-transphobia

Bradford Metropolitan District Council scored 2.5 on questions about non-binary
inclusion and that strand of anti-transphobia

Bradford Metropolitan District Council scored 0 on questions about
intersectionality and inclusion of LGBT who experience multiple
marginalisations, such as racism and ableism

SECTION ONE: POLICIES AND BENEFITS

This section examines the policies and benefits the organisation has in place to support LGBT staff. The questions scrutinise the policy feedback process, policy content and provision of specific support.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
Bradford Metropolitan District Council	12	3	9
Government & Regulators	12.5	8	4.5
Headquartered in Yorkshire and the Humber	13	7.5	5.5
Bronze	11.5	7	4.5
Silver	13.5	8	5.5

Having inclusive policies can support staff to feel included within Bradford Metropolitan District Council. A fantastic way to ensure that your policies are inclusive could be to introduce a feedback mechanism on your policies, allowing staff to feedback on the inclusivity of policies can create an environment where all staff are empowered to ensure they are included in your internal policies.

When looking at your Code of Conduct policy it is clear that the policy provides protection for sexual orientation and gender but it could be strengthened by being clear in how it applies to trans people, an easy way to do this would be to add 'Gender identity and gender expression' to the list of characteristics that the policy covers. It is good practice to include 'gender identity and expression', as well as the protected characteristic of 'gender reassignment' in your statement banning bullying, discrimination and harassment.

Your parental and compassionate leave policies could also benefit from a review to make them uniform in providing clarity of access. Some of the policies have a statement to describe who the policy applies to, and some of them don't. This statement can help to provide clarity to same sex couples as well as trans people as to who the policy applies to. We'd also recommend ensuring that your policies provide clarity of access to all eligible employees, including LGBTQ+ employees. You can achieve this by using additive language ('this applies to [women/men] and other employees who [...]'), gender neutral or gender inclusive language ('all employees who [...]') or second person language ('you').

Your transitioning at work policy, has a lot of impressive work, including the content on confidentiality, the checklist for people transitioning and the name change information. You could build upon this good work by introducing specific guidance for managers and colleagues on how to support their trans colleagues. You may also wish to explore how you can make this policy apply to non-binary people, a good starting point for this could be by being more explicitly non-binary inclusive in your dress code and facilities sections.

You do use the word transsexual in the policy. The term 'transsexual' was used in

the past as a more medical term. It's still used by some, although many people prefer the terms 'trans' or 'transgender'. While it is a term that some people use to describe their own identity, many people find it outdated or offensive. The term is used in the Equality Act and so it should be used when directly referring to the language of the Equality Act 2010 or other relevant legislation. It may also be appropriate to include within a glossary of terms, along with some context about the use of this word.

Where you're not referring to legislation, we would recommend using the term 'trans' which is widely understood as an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

It was really promising to read about your commitment to introduce gender neutral facilities in the future and look forwards to seeing what work you do upon launching your new Equality, Diversity and Inclusion strategies. In future submissions we'd like to hear more about the practical steps being taken to introduce these and, if possible, a timeline to achieve it.

SECTION TWO: THE EMPLOYEE LIFECYCLE

This section examines the employee lifecycle within the organisation, starting with recruitment practices and finishing with exit processes. The questions scrutinise how the organisation engages and supports employees throughout their journey in the workplace.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
Bradford Metropolitan District Council	9	4	5
Government & Regulators	16	7.5	8.5
Headquartered in Yorkshire and the Humber	17.5	7	10.5
Bronze	14.5	6.5	8
Silver	17.5	6.5	11

Your internal communications are a highlight of this section; strong internal communications which speak about LGBTQ+ equality is a fantastic way to demonstrate your commitment to inclusion as well as raising awareness surrounding the experiences of LGBTQ+ people. There was one internal communication that was out of date so it may be a good focus area to ensure you are consistent with your messaging each year which will allow you to have continuing and developing conversation around LGBTQ+ identities. It would also be a beneficial exercise to ensure that all of your communications are explicit in highlighting the identities they are about.

When looking at your current recruitment practices the Council could benefit by making an active effort to advertise positions using diverse recruitment websites which attract members of the LGBTQ+ community. This could also be built upon by sharing information about your LGBT network and your commitment to D&I through your recruitment materials. The recruitment training you have focuses on general inclusion and we couldn't see any LGBTQ specific content within it. We recommend including specific information about LGBTQ+ identities in your recruitment training because it allows you to focus on specific nuances that an LGBTQ+ person may experience during the recruitment process that another person may not. Providing guidance or training for all employees with recruitment responsibilities on how to carry out inclusive recruitment is important to make sure that your recruitment process is as inclusive as possible and your organisation doesn't inadvertently alienate candidates.

In order to make your induction process more inclusive we would recommend that you include a reference to your commitment to LGBT inclusion. It could also be good to reference relevant equality, diversity and inclusion related policies and make it clear how they apply to all LGBTQ+ staff. Your induction could also signpost your LGBTQ+ network or diversity working group so that new joiners are able to get involved.

It's good to see that you enable non-binary employees to have their identities recognised on one system.

You may also wish to consider implimenting specific equality, diversity and inclusion related questions within your process for employees who are leaving the organisation, this can be an important means of collecting information about people's experiences at work and any instances of homophobic, biphobic or transphobic behaviors.

SECTION THREE: LGBT EMPLOYEE NETWORK GROUP

This section examines the work of your LGBT employee network group. The questions scrutinise the support the group is given by the organisation, its commitment to inclusivity, and the activities it carries out.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
Bradford Metropolitan District Council	14.5	10.5	4
Government & Regulators	18.5	13.5	5
Headquartered in Yorkshire and the Humber	15	11	4
Bronze	17	11	6
Silver	20	14	6

In general your LGBTQ+ network has some really good ongoing work which you should be proud of. The network is defined using a Terms of Reference which outlines some really clear aims and objectives for their network. In order to ensure that your network keeps up this impressive momentum you might want to include more information with the terms of reference which systemises the current network work. This could include how often you meet, information about how your committee is elected, and how you ensure you engage with marginalised identities.

The network has hosted a number of LGBTQ+ related events which sound impressive and really thought through. It's particularly positive to see how the network considered it's hardest to reach employees and take effort to engage them with this activity. A good way to build on this work could be to consider hosting Bi and/or non-binary specific events, you might find our Diversity Champions events calendar helpful in finding ways to do this.

To push your network's strategy further it would be great to see some more work which focuses on underrepresented and intersectional LGBTQ+ identities. This could include taking a focus on LGBTQ+ parent, LGBTQ+ religious people, or LGBTQ+ people of colour. A good way to ensure you engage with underrepresented identities is to create formal mechanisms for bi and trans issues to be engaged with and then taking steps to promote itself as being inclusive of all LGBTQ+ identities including those with multiple marginalisations. Some good practice here could be introducing specific spaces for underrepresented LGBTQ+ groups.

SECTION FOUR: EMPOWERING INDIVIDUALS

This section examines the process of engaging individuals to create an LGBT inclusive culture at the organisation. The questions scrutinise how the organisation empowers LGBT and non-LGBT employees to step up as change makers and allies.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
Bradford Metropolitan District Council	4.5	0	4.5
Government & Regulators	11.5	7	4.5
Headquartered in Yorkshire and the Humber	10	6.5	3.5
Bronze	9.5	4.5	5
Silver	13	7.5	5.5

It's good to see that the council is taking steps to empower people to stand up for marginalised people. One example of this is the R.E.S.P.E.C.T programme which sounds really promising. The programme's values were listed within the submission which was powerful however the response didn't provide a clear picture regarding how this programme systematically empowers and develops change makers.

Perhaps a future focus point for the organisation could be to focus on sharing the workplace experiences of LGBTQ+ people with a range of identities to all employees. We would recommend making the person's identity explicit so that people can recognise similar identities to their own. Good practice would be sharing experiences of internal employees although equally, it is important to be wary of putting pressure on LGBTQ+ employees to be visible in this way so a suitable alternative would be to share experiences of LGBTQ+ people from outside your organisation but within your sector.

Providing opportunities for all non-LGBTQ+ employees to become LGBTQ+ allies is an important step of embedding LGBTQ+ inclusion across the organisation. We'd recommend providing specific nuances within this training on the general LGBTQ+ community, the bi community, the trans & non-binary community, and people with multiple marginalised identities. Training on how to step up as an ally to marginalised LGBTQ+ communities would be a good way to raise awareness of identity-specific barriers.

SECTION FIVE: LEADERSHIP

This section examines how the organisation engages senior leaders and line managers in their responsibility to set an LGBT-inclusive culture. The questions scrutinise how the organisation empowers senior leaders, the individual actions senior leaders take, and how all line managers are encouraged to recognise LGBT inclusion as key to their role.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
Bradford Metropolitan District Council	13	8.5	4.5
Government & Regulators	9.5	6	3.5
Headquartered in Yorkshire and the Humber	8	5	3
Bronze	8.5	4.5	4
Silver	10	5.5	4.5

Bradford Metropolitan District Council has clearly considered how they engage their Senior Leaders in Equality, Diversity and Inclusion. You have strong appraisal and recruitment questions which clearly ensure that your leaders are aware and engaging in wider Equality Diversity and Inclusion work.

The Council may now wish to explore ways in which they can support their senior leaders to achieve the appraisals targets and ensure that LGBTQ+ equality is a focus area. We recommend considering measures such as reverse mentoring, or senior leaders coaching other senior leaders, as well as signposting LGBTQ+ specific conferences and seminars to empower your senior leaders to develop an indepth understanding of the experience of LGBTQ+ people.

Having senior leaders actively participating in LGBTQ+ inclusion work can play a huge role in creating an enviroment that is inclusive through a top level downwards approach. We believe that your response indicates that your senior leaders are communicating clear commitments regarding LGBTQ+ inclusion but unfortunately your responses didn't provide clear enough examples of the type of content. For some of the question you didn't talk about what the involvement from the senior leader was. When responding to questions asking for evidence of LGBTQ+ inclusion activities by the senior management we'd need to see the date the activity took place, the role of the individual performing the activity and in some cases a copy of the communications.

A strong area of performance in this section was the work done by the senior leaders and communications team to ensure that their messages reached all of your employees, this demonstrates a clear commitment to reach all staff and engage them in inclusion work.

SECTION SIX: MONITORING

This section examines how the organisation uses monitoring to understand the representation and experiences of its LGBT employees. The questions scrutinise data collection methods, analysis and outcomes.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
Bradford Metropolitan District Council	7.5	0	7.5
Government & Regulators	9.5	3	6.5
Headquartered in Yorkshire and the Humber	9.5	2.5	7
Bronze	7.5	2.5	5
Silver	8.5	2.5	6

Creating confidence in disclosing delicate information can be a really difficult task. A key way in which you can do this is by making sure the questions you ask are sensitive and provide options which affirm a person's identity.

Your monitoring questions could benefit from a refresh in order to achieve what we believe to be inclusive practices. A more inclusive way to monitor sexual orientation would be to ask:

'What best describes your sexual orientation?

- a. Bi
- b. Gay/lesbian
- c. Heterosexual/straight
- d. I use another term: _____
- e. Prefer not to say'

Similarly your question monitoring gender identity could benefit from being refreshed. We would recommend you ask:

'What best describes your gender?

- a. Man
- b. Non-binary
- c. Woman
- d. I use another term: _____
- e. Prefer not to say'

You can then separately ask a question that collects information about a person's trans identity, we'd recommend asking:

'Are you trans?

- a. Yes
- b. No
- c. Unsure
- d. Prefer not to say'

When it comes to your reporting on the data you collected, including in your staff satisfaction surveys, we'd recommend carrying this same language listed above through to your reporting.

A final step to increasing the confidence in LGBTQ+ people within monitoring would be to be active in communicating around these exercises. Good practice here would be to share why monitoring matters specifically to LGBTQ+ people, how previous exercises have led to improvements for LGBTQ+ people, as well as practical information such as how you'll keep data safe and the definitions of language used in your monitoring practices.

SECTION SEVEN: SUPPLY CHAINS

This section examines how the organisation affects change in its supply chain. The questions scrutinise the steps taken to ensure suppliers are LGBT-inclusive, from tendering new suppliers to monitoring current contracts.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
Bradford Metropolitan District Council	3	0	3
Government & Regulators	7	4	3
Headquartered in Yorkshire and the Humber	6	3	3
Bronze	5	2	3
Silver	6.5	2.5	4

Leading organisations scrutinise the LGBTQ+ inclusion work of its suppliers on a basic level.

This includes asking to see a potential supplier's policies and ensuring they are inclusive of LGBTQ+ people. When these policies are not up to standard, it would be great to see you implementing a clear and consistent process for requiring improvements in LGBTQ+ inclusion work e.g. including tangible goals and timeframe for improvement within the contract itself. The most inclusive practice would be to also offer support/signposting to training for suppliers.

It would also be great to see the procurement team undertaking LGBTQ+ inclusive training in their area of practice. Once contracts are awarded, consider implementing a formal process that holds the supplier to account and encourages improvement. These processes don't need to focus on every supplier relationship, but could focus on supplier relationships with most impact (e.g. those providing external-facing services). You may wish to explore how you ensure a standard and systematic supplier monitoring system in more detail with your Client Account Manager.

One final way to ensure that your supply chains are inclusive is to find ways to collaborate with your suppliers on training or awareness raising events that are relevant to LGBTQ+ inclusion. This could be through collaborative network events or by inviting suppliers to partake in your allyship programme.

SECTION EIGHT: EXTERNAL ENGAGEMENT

This section comprises of three parts. Part 1 (Community Engagement) examines the outreach activity of the organisation and how it supports wider LGBT communities. Part 2 (Sector Engagement) examines how the organisation promotes LGBT equality to other organisations in its sector. Part 3 (Service Delivery) examines how the organisation ensures it meets the needs of any service users or customers.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
Bradford Metropolitan District Council	23	9	14
Government & Regulators	16.5	8.5	8
Headquartered in Yorkshire and the Humber	19	7	12
Bronze	13	5.5	7.5
Silver	19	8	11

The council has a really clear commitment to engaging the LGBTQ+ community through a number of different initiatives including supporting some really great campaigns such as IDAHOBIT and LGBTQ History Month.

The work supporting LGBTQ+ Equality mark by Equity Partnership is really positive and looks like a fantastic initiative to support organisations. For next year it would be good to hear more how specifically you supported with this work and about the outcomes of this work. We'd like to hear about some specific organisations that you have supported and the ways in which they have used your contributions.

The council also uses its social media accounts to put out a number of strong messages of support to the LGBTQ+ community which is good practice and demonstrates to those who engage with the council that you are committed to LGBTQ+ equality.

There is a definite gap around your service delivery work which could be a good future focus area. We'd recommend that you start by exploring the journey of an individual LGBTQ+ service user to identify where they might come up against any barriers. A next step from that piece of work could be to build on your specific training for public facing staff are LGBTQ+ inclusion or perhaps to encourage more staff to partake in this course. It could also highlight a need to consider implementing a monitoring system for customers similar to the one we described in section six of the index.

STAFF FEEDBACK QUESTIONNAIRE

As part of the Workplace Equality Index, employees from across the UK take part in Stonewall's Staff Feedback Questionnaire (SFQ).

The SFQ is an anonymous questionnaire that employers share with their staff. The results help us generate each employer's score and gives them a deep understanding of their employees' experiences at work.

Entrant	Marks claimed	Marks awarded	Marks claimed, not awarded
Bradford Metropolitan District Council	n/a	0.5	n/a
Government & Regulators	n/a	7	n/a
Headquartered in Yorkshire and the Humber	n/a	6.5	n/a
Bronze	n/a	6.5	n/a
Silver	n/a	7.5	n/a