

# Dorset County Council

## WORKPLACE EQUALITY INDEX 2019: FEEDBACK REPORT

**Dorset County Council**  
**Local government**

Congratulations on taking part in Stonewall's 2019 Workplace Equality Index. Regardless of where you ranked, you've demonstrated commitment to your LGBT staff and the wider LGBT community. In this report, you will find feedback from Stonewall to help you action plan your year ahead and drive forward LGBT inclusion in your workplace.

### WHAT THIS REPORT CONTAINS

The report is specific to your organisation and tells you the following information:

- Your scores across the ten different sections of your submission
- A short qualitative summary on performance across sections
- Comparison data to the averages of 3 groups of entrants –
  - The overall average for all entrants
  - The sector average
  - The Top 100 average
- Your employee survey data on key indicators of inclusion

Additional information will also be supplied to you:

- Employee survey data across sector, the overall and Top 100 averages
- Overall analysis of trans employee survey data and trans inclusion practice

### HOW TO USE THIS REPORT

Your Stonewall Account Manager will organise a feedback meeting with you to talk through the strengths and weaknesses of your current LGBT inclusion work, best practice and give you tips for action planning in the future. During this meeting, the Account Manager may not go through the whole report, but touch on work that is most relevant to your organisation.

You should use this report, along with the verbal feedback from your Account Manager to make the short and long-term changes necessary to drive inclusion in your workplace.

#### SCORE AND RANK CARD

<b>Total score:</b>	34.5
<b>Rank 2019:</b>	351
<b>Sector rank:</b>	29
<b>Entrants in sector:</b>	31
<b>Trans inclusion work:</b>	12%

#### QUICK FACTS

445 organisations took part in the 2019 Index

20 different sectors were represented

132 is the average score for a Top 100 employer

92,418 employees took part in the employee feedback survey

## SUBMISSION SCORE SUMMARY AND OVERVIEW

The below table gives you a summary and overview of how you scored across the sections of your submission. These are then compared to three separate groups of entrants. See below the table for an explanation of the different columns.

Section		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
1	Policies and benefits	6	15	9	11	6.2	7.7	10.5
2	The employee lifecycle	3.5	27	23.5	9	10.3	11.2	17.9
3	LGBT employee network group	2	22	20	6	9.2	9.7	16.3
4	Allies and role models	1	22	21	6	7.1	7.4	13.4
5	Senior leadership	1	17	16	2.5	5.8	7.2	11.2
6	Monitoring	2	21	19	2	5.7	8.0	9.4
7	Procurement	0	17	17	5	4.1	5.7	10.0
8	Community engagement	12	20	8	18	9.2	14.1	15.7
9	Clients, customers and service users	0	17	17	0	6.0	6.7	11.6
10	Additional work	0	2	2	0			
	Employee feedback survey	7	20	13		9.5	7.5	15.1

- **Your score** – your scores across all sections and the employee feedback survey
- **Full marks** – the total amount of marks available across all sections and the employee feedback survey
- **Variance** – the difference between your score and the full marks available
- **Self-score** – the marks you claimed for in your submission across all sections
- **Comparisons to** –
  - The overall average for all the entrants by section
  - The sector average by section
  - The Top 100 average by section

## SECTION 1: EMPLOYEE POLICIES AND BENEFITS

This section examines the policies and benefits the organisation has in place to support LGBT staff. The questions scrutinise the policy audit process, policy content and communication.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
1	Policies and benefits	6	15	9	11	6.2	7.7	10.5

### SECTION NOTES:

Your transitioning at work policies need some work in regards to who they are intended for and how they are meant to be used. They are currently more guidance pieces rather than policies and could be much stronger for both those who are transitioning and those who need support in this process.

### WHAT YOUR EMPLOYEES SAY:

I know the process of reporting homophobic and biphobic bullying to my employer...

73% of your LGB employees said yes

If I was a victim of homophobic or biphobic bullying and harassment, I would feel confident in reporting it to my employer...

87% of your LGB employees agreed

**NOTES:** use this space to make extra notes during your benchmarking meeting

## SECTION 2: THE EMPLOYEE LIFECYCLE

This section examines the employee lifecycle within the organisation; from attraction and recruitment through to employee development. The questions scrutinise how you engage and support employees throughout their journey in your workplace.

	Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
2 The employee lifecycle	3.5	27	23.5	9	10.3	11.2	17.9

### SECTION NOTES:

We are looking for a specific process where protected characteristics are analysed during the exit interview/survey, inclusive of sexual orientation and gender. If this doesn't look clear or more 'ad hoc' than systematic, we cannot give marks. Great to see you have trans awareness training, however this is asked for in another part of the submission.

### WHAT YOUR EMPLOYEES SAY:

**I am aware that my organisation is a Stonewall Diversity Champion...**

43% of your LGBT employees said yes  
43% of your non-LGBT employees said yes

**As a result of the training, I understand trans identities...**

78% of your LGBT employees agreed  
66% of your non-LGBT employees agreed

**NOTES:** use this space to make extra notes during your benchmarking meeting

### SECTION 3: LGBT EMPLOYEE NETWORK GROUP

This section examines the activity of your LGBT employee network group. The questions scrutinise its function within the organisation.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
3	LGBT employee network group	2	22	20	6	9.2	9.7	16.3

#### SECTION NOTES:

Some work to be done in engaging multiple identities within the LGBT community i.e LGBT and BAME, LGBT and Age, LGBT and Mental Health. We are also looking for how the network specifically offers help to LGBT employees and allies, rather than officers within the organisation as a whole. .

#### WHAT YOUR EMPLOYEES SAY:

**My organisation has an LGBT employee network group...**

68% of your LGBT employees said yes  
68% of your non-LGBT employees said yes

**Over the past year I have taken part in LGBT employee network group activities, events, initiatives or seminars...**

10% of your LGBT employees said yes  
4% of your non-LGBT employees said yes

**I am aware of the activities the LGBT employee network group undertakes...**

67% of your LGBT employees agreed  
49% of your non-LGBT employees agreed

**I would feel confident approaching my employer's LGBT employee network group for confidential support or advice...**

76% of your LGBT employees agreed  
74% of your non-LGBT employees agreed

**NOTES:** use this space to make extra notes during your benchmarking meeting

## SECTION 4: ALLIES AND ROLE MODELS

This section examines the process of engaging allies and promoting role models. The questions scrutinise how the organisation empowers allies and role models and then the individual actions they take.

	Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
4 Allies and role models	1	22	21	6	7.1	7.4	13.4

### SECTION NOTES:

Look to visibly profile people within the LGBT community within your organisation, it currently looks like you don't do any visible profiling of any LGBT employees or anyone within Dorset who identifies as LGBT. This would be great in highlighting the multiple identities within the LGBT community. It is also clear that you don't currently have a working allies group that supports your LGBT network, this is something that should be rectified so that everyone in your organisation can support LGBT employees.

**I understand why my employer is committed to LGBT equality...**

94% of your non-LGBT employees agreed

**I feel confident in supporting my LGBT colleagues...**

86% of your non-LGBT employees agreed

**NOTES:** use this space to make extra notes during your benchmarking meeting

## SECTION 5: SENIOR LEADERSHIP

This section examines how the organisation engages senior leaders. The questions scrutinise how the organisation empowers senior leaders at different levels and the individual actions they take

	Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
5 Senior leadership	1	17	16	2.5	5.8	7.2	11.2

### SECTION NOTES:

There are many ways senior management and board can get involved in LGBT inclusion, including speaking at internal events about their commitment to LGBT inclusion and a zero tolerance approach to homophobia, biphobia and transphobia. We are also looking for the board going to network meetings, rather than the network lead going to them.

### WHAT YOUR EMPLOYEES SAY:

#### Senior managers demonstrate visible commitment to lesbian, gay and bi equality...

42% of your LGBT employees agreed  
44% of your non-LGBT employees agreed

#### Senior managers demonstrate visible commitment to trans equality...

33% of your LGBT employees agreed  
34% of your non-LGBT employees agreed

**NOTES:** use this space to make extra notes during your benchmarking meeting



## SECTION 6: MONITORING

This section examines how the organisation monitors its employees. The questions scrutinise data collection methods, analysis and outcomes.

	Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
6 Monitoring	2	21	19	2	5.7	8.0	9.4

### SECTION NOTES:

Good to see you monitor sexual orientation, however clearly some work to do in declaration rates and in monitoring gender identity, Discuss at benchmarking: are you able to start monitoring gender identity? If so, please speak to your client account manager about how best to do this. . . .

### WHAT YOUR EMPLOYEES SAY:

**I understand why my employer monitors the sexual orientation of its employees...**

83% of your LGB employees agreed

**I would feel confident telling my employer my sexual orientation on a monitoring form...**

73% of your LGB employees agreed

**NOTES:** use this space to make extra notes during your benchmarking meeting

## SECTION 7: PROCUREMENT

This section examines how the organisation affects change in its supply chain. The questions scrutinise the steps taken to ensure LGBT inclusive suppliers are procured and held to account.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
7	Procurement	0	17	17	5	4.1	5.7	10.0

### SECTION NOTES:

Is there any way you can collaborate with your suppliers in sharing your best practice and inviting them to network meetings? There are some wins here that you could consider. We are also looking to see if you scrutinise your suppliers policies to make sure they ban discrimination on the grounds of sexual orientation and gender identity, rather than if you have a policy for this,

**NOTES:** use this space to make extra notes during your benchmarking meeting

## SECTION 8: COMMUNITY ENGAGEMENT

This section examines the outreach activity of the organisation. The questions scrutinise how the organisation demonstrates its commitment to the wider community and the positive impact it has.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
8	Community engagement	12	20	8	18	9.2	14.1	15.7

### SECTION NOTES:

Make sure to include social media screen shots here rather than internal comms such as Yammer. Section 9 is in relation to your services so make sure to include any information regarding adoption and fostering there rather than section 8. Great to see how you are engaging community groups and supporting their events. Some work to be done in engaging trans community groups.

**NOTES:** use this space to make extra notes during your benchmarking meeting

## SECTION 9: CLIENTS, CUSTOMERS AND SERVICE USERS

This section examines how the organisation engages with clients, customers, services users or partners.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
9	Clients, customers and service users	0	17	17	0	6.0	6.7	11.6

### SECTION NOTES:

Why do you not speak about Adoption and Fostering here? You have clearly written in section 8 about how you advertise these services as being inclusive of LGBT people. It is a shame that is not explained in more detail in this section. Look to your client account manager about how best to map your services and make sure they are inclusive for LGBT people.

**NOTES:** use this space to make extra notes during your benchmarking meeting

## SECTION 10: ADDITIONAL WORK

Your score: 0   Full marks: 20   Self-score: 0

**NOTES:** use this space to make extra notes during your benchmarking meeting

### ADDITIONAL EMPLOYEE FEEDBACK SURVEY ANALYSIS

#### RESPONDENT PROFILE

**Total respondents: 217**

#### QUICK FACTS

92,418 employees took part in the employee feedback survey

If you did not receive over 10 LGBT responses, your LGBT survey data will be blank, as analysis will not have been carried out. Analysing numbers below this threshold risks outing individuals and is not reliable.

## DISCLOSING SEXUAL ORIENTATION:

Would you feel comfortable disclosing your\* sexual orientation at work...

	All or some
To colleagues	40%
To managers/senior colleagues	33%
To customers/clients/service users	19%

\*Data represents LGB respondents

## BEING MYSELF IN THE WORKPLACE:

I feel able to be myself in the workplace...

73% of your LGBT employees said yes

## CHALLENGING BEHAVIOUR

I would feel confident challenging inappropriate behaviour or discrimination towards LGBT people in the workplace...

90% of your non-LGBT employees said yes

## PRIORITIES FOR THE YEAR AHEAD

Use this space to identify your organisation's top three LGBT-inclusion priorities for the year ahead, arising from the discussion. You may like to consider how you will work with Stonewall in order to achieve these.

Your Priorities	What would success look like in a year?	What steps will you take to achieve that success?
<i>Example: To engage senior champions in LGBT inclusion</i>	<i>Example: Improved score in section five of the Index, and improved responses to survey questions on senior leadership</i>	<i>Example: Three senior managers will attend a Stonewall Workplace Conference; allies training will be delivered to the board</i>
<b>Priority one:</b> <i>Write your priority here</i>		
<b>Priority two:</b> <i>Write your priority here</i>		
<b>Priority three:</b> <i>Write your priority here</i>		