

STONEWALL WORKPLACE EQUALITY INDEX 2022

ACTION PLANNING

HOW TO USE THIS PLANNING DOCUMENT

This is a document for you to use to help you. We've given a suggested format, but it might be that this doesn't work for your organisation, context or working preferences. Customise to your heart's content!

Write in as formal or informal style as you like. Use this to make notes, scribble down ideas, or include links.

The key way to use this document is to track changes that you want to make and that you think you're able to implement. We've included a short example, but your benchmarker will support you to develop a richer, more nuanced action plan to progress LGBTQ+ inclusion in your workplace

Example Plan

Action	Evidence for Action	Good Practice	Person Responsible	Resources & Support	Target Completion
Consult the Pride Network on adding a bi rep	Question 3.1 A Less than ¼ of bi staff felt included	Have a position on the network committee to represent bi issues	WO	Send ToR from similar networks with a rep	May 2022
Revise induction training slides	Questions 2.5 B, C & D Staff feedback from last quarter	Give examples of discrimination on basis of biphobia, transphobia & multiple bases & practical routes to challenge if seen	TW	Use Stonewall resource library Links up with sector colleagues	June 2022(?)
Present analysis of LGBT pay gap	Question 6.5	Analyse by orientation, gender (including non-binary!) & trans status separately	WO	Use Stonewall resource library	Next board – May 2022

PLANNER

Action	Evidence for Action	Good Practice	Person Responsible	Resources & Support	Target Completion
Expand allies programme	Section 4	An initiative, group or programme that the organisation has put in place to engage and utilise non-LGBT allies, including bi and trans specific strands		<ul style="list-style-type: none"> • Stonewall Bi Visibility Hub • Allyship resources • Allyship blogs • Truth about Trans page • Trans inclusion resources • Allyship empowerment programmes • Trans report 	
Ensure policies are inclusive and gender neutral	Section 1	Ensuring policies do not contain gendered language, and including the statement 'this policy applies to all employees regardless of their gender or the gender of their partner'. Removing or inclusively defining gendered terms such as 'mother' and 'father'		Stonewall policies guidance and resources Policy reviews from client account manager	
Improving monitoring questions	Section 6 and section 8	Robust correct questions which gather useful data for analysis on monitoring forms		Webinars on current Index criteria Monitoring resources	
Expanding transitioning at work policy	Section 1	Including specific information for trans employees on what support is available, guidance for managers on how to support, information on how to change names and gender markers (making it clear no documentation is required), advice for colleagues on how to be allies, link to Stonewall glossary		Policy reviews from client account manager Good practice examples	

