

Oxfordshire County Council WORKPLACE EQUALITY INDEX 2019: FEEDBACK REPORT

Oxfordshire 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

Total score:	69.5
Rank 2019:	220
Sector rank:	21
Entrants in sector:	31
Trans inclusion work:	16%

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	8.5	15	6.5	10	6.2	7.7	10.5
2	The employee lifecycle	6.5	27	20.5	18.5	10.3	11.2	17.9
3	LGBT employee network group	11	22	11	12	9.2	9.7	16.3
4	Allies and role models	2	22	20	8.5	7.1	7.4	13.4
5	Senior leadership	6.5	17	10.5	10	5.8	7.2	11.2
6	Monitoring	9	21	12	8	5.7	8.0	9.4
7	Procurement	6	17	11	8	4.1	5.7	10.0
8	Community engagement	14	20	6	16	9.2	14.1	15.7
9	Clients, customers and service users	5	17	12	6	6.0	6.7	11.6
10	Additional work	0	2	2	2			
	Employee feedback survey	1	20	19		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	8.5	15	6.5	10	6.2	7.7	10.5

SECTION NOTES:

Make sure if you claim for a mark that the relevant upload is added, we cannot give marks if the upload does not corroborate. Do you not currently have a transitioning at work policy for employees who are looking to transition? If not, please look at our resource material online to help you create this.

WHAT YOUR EMPLOYEES SAY:

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

70% 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...

80% 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	6.5	27	20.5	18.5	10.3	11.2	17.9

SECTION NOTES:

Language, stereotypes and assumptions must have specific examples for sexual orientation and gender identity. When considering routes to reporting, this must have clear sign posts for homophobic, biphobic and transphobic bullying.

WHAT YOUR EMPLOYEES SAY:

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

57% of your LGBT employees said yes
63% of your non-LGBT employees said yes

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

33% of your LGBT employees agreed
56% 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	11	22	11	12	9.2	9.7	16.3

SECTION NOTES:

Lots of good work done here by the cross Thames Valley network. Make sure in future to include how oxfordshire county council was instrumental in this network. It seems like the Fire and Rescue service do a lot but I would be interested in knowing how other services get involved in LGBT inclusion.

WHAT YOUR EMPLOYEES SAY:

My organisation has an LGBT employee network group...

31% of your LGBT employees said yes
31% 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...

38% of your LGBT employees said yes
38% of your non-LGBT employees said yes

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

60% of your LGBT employees agreed
57% of your non-LGBT employees agreed

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

70% of your LGBT employees agreed
76% 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	2	22	20	8.5	7.1	7.4	13.4

SECTION NOTES:

Lots of work here to be done in regards to role modelling internally and to get staff within oxfordshire county council up to speed in how to be allies to the LGBT community. It is great that there are allies who currently are involved, however there is more work to be done in understanding how they can be effective.

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

93% of your non-LGBT employees agreed

I feel confident in supporting my LGBT colleagues...

90% 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	6.5	17	10.5	10	5.8	7.2	11.2

SECTION NOTES:

Some good work here. Flag raising is great but what we are looking for is how that was communicated out to all staff, how did they know about the flag raising? What communications came with it to explain what it meant to the council to raise the flags on Trans day of Remembrance or IDAHOBIT? That is where the marks are lost in this section. As an LGBT organisation, we are focusing on what senior management and board level employees have done to clearly commit to LGBT inclusion in the past year.

WHAT YOUR EMPLOYEES SAY:

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

34% of your LGBT employees agreed
49% of your non-LGBT employees agreed

Senior managers demonstrate visible commitment to trans equality...

29% of your LGBT employees agreed
44% 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	9	21	12	8	5.7	8.0	9.4

SECTION NOTES:

Your declaration rates are really good here, great to see so many people have engaged with this question. Why do you not currently monitor trans identities? This is something we need to talk about within benchmarking.

WHAT YOUR EMPLOYEES SAY:

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

73% of your LGB employees agreed

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

80% 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	6	17	11	8	4.1	5.7	10.0

SECTION NOTES:

Some of this work can be put in section 9 in how you engage with your services. But generally there is some strong work in how you have engaged your suppliers and how you have disseminated est practice.

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	14	20	6	16	9.2	14.1	15.7

SECTION NOTES:

Great to see your work as an education champion is acknowledged here in how you have impacted the wider community. It would be great to see how you support specific trans community groups alongside Oxford Pride.

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	5	17	12	6	6.0	6.7	11.6

SECTION NOTES:

Great to see you using Pride as a means to communicate that your services are inclusive. Why do you not currently map the journey of an LGBT service user for more of your risk services? You can do this using our resources, please search our website for more information.

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

SECTION 10: ADDITIONAL WORK

Your score: 0 Full marks: 2 Self-score: 2

All of this is given elsewhere in other parts of the submission. We are looking for something that hasn't been claimed elsewhere

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

ADDITIONAL EMPLOYEE FEEDBACK SURVEY ANALYSIS

RESPONDENT PROFILE

Total respondents: 152

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	30%
To managers/senior colleagues	27%
To customers/clients/service users	10%

*Data represents LGB respondents

BEING MYSELF IN THE WORKPLACE:

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

77% of your LGBT employees said yes

CHALLENGING BEHAVIOUR

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

66% 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>
Priority one: <i>Write your priority here</i>		
Priority two: <i>Write your priority here</i>		
Priority three: <i>Write your priority here</i>		