



5th March 2021

Dear Ms Amies,

Many thanks for your Freedom of Information request, as received 5th February. Please find our response to your enquiry below.

1. Any application you made in 2019 or 2020 to be a “Stonewall Diversity Champion” or to be included on Stonewall’s “Workplace Equality Index,” including any attachments or appendices to those applications. Please redact personal details if necessary.

The Museum of London is a Stonewall Diversity Champion for which we pay an annual renewal premium. There is no formal application process for this programme.

We supplied information for benchmarking as part of the Workplace Equality Index in 2019, and 2020 respectively. The application process requires the Museum to provide copies of internal policies and procedures, and answer a series of questions regarding the organisation as a whole. In addition, staff are asked to participate in a survey around their experiences of working at the Museum. This is generated and managed by Stonewall, and is not something we hold or submit.

We have provided you with copies of our Workplace Equality Index submission for both 2019 and 2020, in PDF format, including the supplementary information we hold, which we sent as part of our submission. We have however omitted some of the supplementary information on the following basis:

- The information is copies of internal Museum of London policies and procedures, the relevant sections of which are quoted in the applications themselves.
- The information is a PowerPoint presentation created and provided by an external training provider, utilised by the Museum of London for training purposes, and is the intellectual property of the training provider. The content of this presentation has been described in our application.
- The information is a series of Twitter and Facebook posts, publicly available on Museum of London social media handles.
- The information is staff biographies from members of the Museum’s LGBTQ+ staff network, or data around the sexual orientation of staff members. We believe the release of this information would be a breach of their personal data.

Please note that under Section 40 (2) of the Freedom of Information Act, we have withheld the names and contact details of third parties, as there is no lawful basis for processing this data and releasing it to you, and its release would breach GDPR principle A. We have also redacted Museum of London email addresses, and the names of employees not in the Senior Leadership Team, as it is not our policy to publish them.

2. Any feedback you received in 2019 or 2020 from Stonewall in relation to either application or programme.

Please be advised that we require further time to apply the Public Interest Test in relation to the application of a qualified exemption to this information – which is the feedback received as part of the Workplace Equality Index applications. We will return to you within the following 20 working days with our outcome. The relevant exemption is s43 (2), which exempts information if its disclosure under the Act would, or would be likely to prejudice the commercial interests of any person (an individual, a company, the public authority itself or any other legal entity).

3. Any other communication you have received from Stonewall in 2019 or 2020 unless privileged or otherwise exempt from disclosure (but if you claim privilege or exemption in relation to any material, please say in broad terms what the material is and the basis on which you claim to be entitled to withhold it).

Please find copies of communication received from Stonewall attached. Please note that we have excluded general e-newsletters sent by Stonewall, and have focused on email correspondence, however please do let us know if the e-newsletters are of interest. We have also omitted some of the email attachments, on the following basis:

- The attachments are copies of information published and made available by Stonewall, i.e. survey data or Stonewall policies.
- The attachments are feedback reports from Stonewall regarding our Workplace Equality Index submission, to which we are applying the Public Interest Test under s43(2), as detailed in our response to the second part of this request.
- One of the attachments is the results of a staff survey carried out by Stonewall at the Museum of London, which we have deemed not in scope for this request, as it is not communication received from Stonewall, but the results of a survey of our staff.

Please note that under Section 40 (2) of the Freedom of Information Act, we have withheld the names and contact details of third parties, as there is no lawful basis for processing this data and releasing it to you, and its release would breach GDPR principle A. We have also redacted Museum of London email addresses, and the names of employees not in the Senior Leadership Team, as it is not our policy to publish them.

4. Full details of any equality impact assessment you carried out connected with any of these applications (including any equality impact assessment carried out prior to an earlier application of the same kind, if no further assessment was done).

The Museum of London has not carried out any form of equality impact assessment in relation to our Stonewall Diversity Champion membership, or the Workplace Equality Index, and we do not hold this information.

5. Details of the total amount of money you paid to Stonewall (i) in 2019; (ii) in 2020, whether or not as payment for goods or services.

The Museum of London spent £45.83 on Stonewall rainbow laces in 2018/19, and £2,500 on Stonewall Diversity Champions membership in 2019/20 and 2021/21, respectively.

6. Whether you intend to continue your membership of any Stonewall scheme in the future, and if so which.

At present, we plan to continue our Stonewall Diversity Champion membership, and participate again in the Workplace Equality Index.

We hope this information is of interest to you. Please do not hesitate to get in touch directly should have any further queries or concerns.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of this response to your original email and should be addressed to enquiries@museumoflondon.org.uk.

If you are dissatisfied with the outcome or the conduct of the Museum's internal review, you may seek an independent review from the Information Commissioner. Report your concern via the ICO website at <https://ico.org.uk/concerns> or call their helpline 0303 123 1113.

Yours sincerely,

Ruth Thomson

Museum Archivist and Records Manager