

Monitoring: Part 1

Section 6: Monitoring

This section comprises of 7 questions and examines how the organisation monitors its employees. The questions scrutinise data collection methods, analysis and outcomes. This section is worth 11% of your total score.

Below each question you can see guidance on content and evidence. At any point, you may save and exit the form using the buttons at the bottom of the page.

Please ensure that no personally identifiable information is contained in your answers or evidence.

6.1 Does the organisation gather data on employee sexual orientation on diversity monitoring forms and/or systems?

GUIDANCE: If you collect data on multiple systems, you should paste the question/s and options you ask on the majority of the systems. In the text box, explain what proportion of systems the question is used on.

Yes

Copy and paste the question/s you ask and options staff can select:

The Imperial College Information System (ICIS) has a number of different, interlinked modules, including HR. On starting employment, individuals are asked to fill in a diversity monitoring form. We then ask all employees to access ICIS and update their personal details on an annual basis.

On ICIS the question asking for data on sexual orientation is “How would you define your sexual orientation?” which has the following options:

- Bisexual
- Gay man
- Gay woman/lesbian
- Heterosexual
- Other
- Prefer not to say/Information refused

The EDIC team has worked with the HR Recruitment Hub to ensure access to Talentlink, the recruitment system, in order to enable monitoring of EDI related data. The Talentlink question is as follows:

What is your sexual orientation?

Please select:

- Bisexual
- Gay man
- Gay woman/lesbian
- Heterosexual
- Other
- Prefer not to say/Information refused

6.2 Does the organisation gather data on whether employees are trans and/or non-binary on diversity monitoring forms and/or systems?

GUIDANCE: If you collect data on multiple systems, you should paste the question/s and options you ask on the majority of the systems. In the text box, explain what proportion of systems the question is used on.

Yes

Copy and paste the question/s you ask and options staff can select:

The Talentlink questions are as follows:

Is your gender identity the same as the gender you were originally assigned at birth?

Please select:

No

Prefer not to say/Information refused

Yes

What is your preferred gender identity, if different from your legal sex above?

Please select

Female

Male

Non Binary or Neutral

Not applicable / same as legal sex

Other

Pan or Polygender

Prefer Not To Say

The questions available on ICIS are as follows:

“Is your gender identity the same as the gender you were originally assigned at birth?”

Yes, No, Prefer not to say/Information refused

“What is your preferred identity, if different to your legal gender above?”

Female, Male, Non-binary or Neutral, Not applicable / same as legal sex, Other, Pan or Polygender, Prefer not to say

Monitoring: Part 2

6.3 Does the organisation monitor and analyse from application to appointment the success rate of LGBT applicants? Yes

GUIDANCE: This refers to external appointments to the organisation and comparing applicant diversity forms to new starter diversity forms.

Upload the most recent data showing analysis of application to appointment by sexual orientation and trans identity:

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/84997041/qhPdF58TnG/>

Describe who the analysis is seen by and action taken:

The Recruitment Team at Imperial have started to identify what they would like to report on in terms of recruitment data and they are able to pull this data on a regular basis. However, they are working for this data to be more accessible and are building a recruitment dashboard. A concept version of the dashboard should be available in September, following which the Recruitment Team will be regularly reporting on the success rate of LGBT applicants and any action will be taken, if necessary.

6.4 Does the organisation monitor and analyse through a HR system, the spread of LGBT people at different pay grades and/or levels? Yes

GUIDANCE: The system of data collection cannot be through an anonymous staff satisfaction survey.

Upload the most recent data showing analysis of pay levels and grades:

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/84997041/E6LLTx1rRs/>

Describe who the analysis is seen by and action taken:

The analysis is seen by staff in the Equality, Diversity and Inclusion Centre.

6.5 When running staff Yes

satisfaction surveys, does the organisation break down and analyse the satisfaction of LGBT employees?

GUIDANCE: This can be through collecting diversity data on a staff satisfaction survey.

Upload the most recent staff satisfaction data:

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/84997041/rwRkmECJWL/>

Describe who the analysis is seen by and action taken:

The College's Staff Survey is a comprehensive staff satisfaction survey conducted every two years to allow for closer monitoring, most recently in February 2019. LGB respondents were generally as positive as heterosexual respondents when it came to the questions "I am proud to work for the College" and "The College is an inclusive employer for all staff".

LGB respondents did seem more negative than heterosexual respondents when it came to questions about bullying and harassment. The Stonewall Workplace Equality Index Working Group at the College discussed these results at a recent meeting and decided that one action that will be taken is to put more of an emphasis around LGBT+ bullying and harassment in the new bullying and harassment policy and in the guidance and communications surrounding the new policy.

Monitoring: Part 3

6.6 What proportion of employees have answered the monitoring question asked in 6.1?

Tick one

GUIDANCE: The proportion should **not** include those who prefer not to say and should be from an HR system, not an anonymous staff survey.

Under 50%

Upload reports or data demonstrating the declaration rate:

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/84997041/Uaa2UBukXA/>

Provide a brief description of the report you have uploaded:

As of 1 May 2019 (8,620 employees):

Bisexual – 1.18% (0.83% in 2018)

Gay man – 1.76% (1.51% in 2018)

Gay woman/lesbian – 0.49% (0.47% in 2018)

Heterosexual – 44.8% (41.88% in 2018)

Other – 0.24% (0.2% in 2018)

Prefer not to say/Information refused – 6.74% (7.19% in 2018)

So overall, excluding those who prefer not to say, 48.48% of employees have answered this question on ICIS. The declaration rate has increased since last year. The declaration rate in 2018 was 44.9%.

6.7. What proportion of employees have answered the monitoring question asked in 6.2?

Tick one

GUIDANCE: The proportion should **not** include those who prefer not to say and should be from an HR system, not an anonymous staff survey.

50-59%

Upload reports or data demonstrating the declaration rate:

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/84997041/1KFhWZaBCm/>

Provide a brief description of the report you have uploaded:

As of 1 May 2019 (8,620 employees):

“Is your gender identity the same as the gender you were originally assigned at birth?”

Yes – 51.80% (48.08% in 2018)

No – 0.20% (0.25% in 2018)

Prefer not to say/Information refused – 3.41% (3.95% in 2018)

So overall, excluding those who prefer not to say, 52% of employees have answered this question on ICIS. The declaration rate has increased since last year. The declaration rate in 2018 was 48.33%.

The following question is not scored.

6.8. Do you analyse differences in staff satisfaction levels between different LGBT identities?

No

Describe who the analysis is seen by and what action is taken.

(No response)