

University of Dundee: Workplace Equality Index 2020

Feedback

Congratulations on taking part in Stonewall's 2020 Workplace Equality Index. As an employer that has taken the time to participate, 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 plan your year ahead to drive forward LGBT inclusion in your workplace.

What this report contains

This report is specific to your organisation. It gives you the following information:-

- Your overall score
- Your overall rank, and rank within the education sector
- Your performance on key questions for bi and trans staff
- Your scores in the ten sections of your submission
- A short qualitative summary of your performance in each section
- Comparison data for different groups of entrants:-
 - All entrants
 - Entrants in the education sector
 - Top 100
 - Top 100 threshold: those ranked one hundred to eighty-five, typical of organisations newly entering the Top 100

Additional information will be provided to you on the staff feedback questionnaire that you sent to your employees:-

- How your employees responded to key questions about LGBT equality
- How employees of similar organisations in the education sector and your region responded

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 go through the 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

- Total score: 49.5
- Rank: 331st
- Education sector rank: 44th
- Education sector entrants: 54
- Bi inclusion score: 24%
- Trans inclusion score: 22%

Quick facts

- Over 500 organisations took part
- 109 820 people responded to the Staff Feedback Questionnaire
- The average Top 100 score is 137.5
- The average Top 100 Bi Inclusion Score is 67%
- The average Top 100 Trans Inclusion Score is 60%

Summary and overview

The below table gives you a summary of how you scored across the ten sections of the Workplace Equality Index.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Education sector	Top 100	Top 100 Threshold Entrants
1 Policies and benefits	5	15	7.5	2.5	10		6.5	7.5	10.5	10.5
2 The employee lifecycle	15.5	27	21	5.5	11.5		10	13	17.5	15
3 LGBT employee network group	6.5	22	9.5	3	15.5		9.5	10	17	14.5
4 Allies and role models	4.5	22	4	-0.5	17.5		7.5	8.5	14.5	13
5 Senior leadership	4	17	6	2	13		6	7	12.5	11
6 Monitoring	0	21	4	4	21		6	9	10.5	8.5
7 Procurement	0	17	3	3	17		4	5	10.5	8.5
8 Community engagement	6	20	6	0	14		9	11	15.5	13.5
9 Clients, customers and service users	4	17	7	3	13		6	8	12.5	9.5
10 Additional work	2	2	2	0	0		0.5	1	1	1
Staff feedback questionnaire	2	20	n/a		18		10.5	8.5	16	16

- **Your score** – the number of points allocated based on the answers and evidence provided
- **Total marks** – the number of points available in that section
- **Marks claimed** – the number of marks that your organisation claimed in the submission[†]
- **Marks claimed, not awarded** – the difference between marks claimed and your score
- **Marks available, not awarded** – the difference between marks available and your score
- **Averages** – mean averages of the scores awarded to...
 - **All entrants** – all organisations, over 500, who entered the Workplace Equality Index 2020
 - **Education sector** – all organisations which entered in the education sector
 - **Top 100** – all organisations which ranked in the Top 100 employers
 - **Top 100 Threshold** – all organisations which ranked between 100 and 85, the typical score of an organisation that is newly entering the Top 100

[†] If this number is less than your score this shows that the evidence you submitted is worth more points than you claimed

[†] Referred to in previous reports as 'self-score'

Section 1: 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.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Education sector	Top 100	Top 100 Threshold
1 Policies and benefits	5	15	7.5	2.5	10		6.5	7.5	10.5	10.5

Feedback from your marker

The University of Dundee has a clear audit procedure that looks at the barriers that may exist for LGBT people. You have a really statement against homophobic, biphobic and transphobic discrimination, bullying and harassment - these could be developed further to be more comprehensive. You have developed your policies to be largely gender neutral, however there is still some gendered language and some are not explicitly inclusive of same sex relationships or trans identities. We recommend that you remove the terms "mother" and "father" from the body of your policies, in order to ensure that everyone within your organisation is covered by your policies. Your definition of who the policy applies to can still include the term "mother" and refer to any relevant government legislation, but we'd recommend using gender neutral language in the body of the policy. Stonewall can support with this, and advise on how this could be adapted to be fully inclusive. We would recommend developing a transitioning at work policy which is explicit of non-binary identities and we understand that this work is underway, which we can support with. Note that "Bi" is seen as being more inclusive than "bisexual".

Your notes

Stonewall opportunities

Best practice guides are available to you, as a Stonewall Diversity Champion for free. Talk to your account manager about how to best use these resources.

Open programmes are available for up to three people from University of Dundee to attend. Trans allies is available in [London on the 28th of April](#) and in [Liverpool on the 25th of June](#). Open Programmes are available as part of the Scotland Empowerment Week from [18th to 22nd May in Scotland and the north-east of England](#).

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.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Education sector	Top 100	Top 100 Threshold
2 The employee lifecycle	15.5	27	21	5.5	11.5		10	13	17.5	15

Feedback from your marker

It is great to see that the University is using several different methods to ensure that it is advertising itself as an LGBT inclusive organisation to prospective employees. The University also has comprehensive training for your staff who are responsible for recruitment that covers the common issue that face LGBT people in the recruitment cycle and how interviewers can avoid these. We would however recommend that your all staff Equality and Diversity training is updated in terms of the language it contains in relation to LGBT identities to ensure it is reflective of current terminology as a priority action. Stonewall can support with this. A development point could also be identifying ways in which you can share development opportunities with LGBT staff members.

Your notes

Stonewall opportunities

London Workplace Conference is on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations.

Cymru Workplace Conference is on the 14th of February. [Tickets are available](#) for £110+VAT for public-sector organisations. Tickets can be bought on a buy-three-get-one-free basis.

Global dial-in tickets for London Workplace Conference [are available](#) for £50 (or three for £120), with discounts available to Global Diversity Champions.

Workplace Allies is an empowerment programme which [can be booked](#) to be run in-house for up to 36 delegates from University of Dundee.

Stonewall Workshops are available, on topics such as bi inclusion, trans inclusion, allyship, and leadership. Email conference@stonewall.org.uk.

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.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Education sector	Top 100	Top 100 Threshold
3 LGBT employee network group	6.5	22	9.5	3	15.5		9.5	10	17	14.5

Feedback from your marker

The University of Dundee's Staff LGBT network has hosted and taken part in a number of great events over the past year, and it is great to see its involvement in both Dundee Pride and Trans Pride Scotland. It is great that the university has consulted with the staff group on its Equality and Diversity policy review, and that the network is engaging with other networks both internal and externally. The event for Black History Month sounds like a really interesting event talking about the intersections on BAME and LGBT identities. To move forward, you mention that you support colleagues with recognising HBT bullying and harassment, and that the university has harassment advisors which is a great initiative. How does the network engage with these advisors, and how can they support colleagues from across the university understand the support that this available to them, particularly lesbian, gay, bi and trans staff and students?

Your notes

Stonewall opportunities

Workplace Allies, Workplace Trans Allies and Workplace Role Models are empowerment programmes which [can be booked](#) to be run in-house for up to 36 delegates from University of Dundee. **LGBT Network Group Masterclass** is available in June in Birmingham (email conference@stonewall.org.uk to reserve your place) and on [24th of April in Scotland](#).

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.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Education sector	Top 100	Top 100 Threshold
4 Allies and role models	4.5	22	4	-0.5	17.5		7.5	8.5	14.5	13

Feedback from your marker

The University has some really active allies as part of their LGBT network who are involved in organising and attending a range of different activities across the year. It would be great to see an event arranged to talk about the importance of allies to drive this work forward - Stonewall can support with this with a Lunch and Learn. The profile of [redacted] in One Dundee is really great, and it is fantastic to see this highlighted in a message from the Principle. Last year the university provided a resource that had been created talking about being out in Dundee from staff and students. Is this resource still live, or has there been any further communications around? LGBT history month/National Coming out Day/IDAHOBIT/Prides are a great opportunity to show work like this that has already been completed.

Your notes

Stonewall opportunities

Inclusive Future Leaders is a tailored programme designed to form part of a graduate or management training programme, which [can be booked](#) in-house at University of Dundee.

Workplace programmes including [LGBT Role Models](#), [Allies](#) and [Trans Allies](#). They are available as open programmes for up to three people or the programmes can be booked to be run in-house for up to 36 delegates from University of Dundee. Open Programmes are available as part of the Scotland Empowerment Week from [18th to 22nd May in Scotland and the north-east of England](#).

Inclusive Leadership is a newly developed programme which will be made available from May, email empowerment@stonewall.org.uk for more information.

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

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Education sector	Top 100	Top 100 Threshold
5 Senior leadership	4	17	6	2	13		6	7	12.5	11

Feedback from your marker

It is great to see University senior management have been involved with LGBT inclusion in a number of ways and the university has as taken steps to engage the board with LGBT issues. The court has demonstrated a strong message on equality for LGBT people. It is great to see such a strong message of inclusion too from the principle, which will have been really impactful. To move forward, it would be great to see how senior management, court and senate can engage with internal/external LGBT events and how they are empowered to understand issues facing LGBT, both in employment and in their place of study.

Your notes

Stonewall opportunities

LGBT Leadership is an empowerment programme for LGBT leaders. Our [next open programme](#) is in London 15th to 17th of July, and can be [booked to be run](#) in-house for University of Dundee.

Inclusive Leadership is a newly developed programme which will be made available from May, email empowerment@stonewall.org.uk for more information.

Section 6: Monitoring

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

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Education sector	Top 100	Top 100 Threshold
6 Monitoring	0	21	4	4	21		6	9	10.5	8.5

Feedback from your marker

Monitoring is both vital for understanding lesbian, gay, bi and trans (LGBT) employees and their needs. Monitoring gender identity and sexual orientation data gives a broad overview of who's working for an organisation and how satisfied they are. the question on sexual orientation is not currently best practice and should be changes a matter of priority. Has this been changed since last year? Stonewall monitoring resources can support with this. The question currently asked for 'Gender' should also be changed as a matter of priority to reflect good practice. We would like to see staff satisfaction data cut across sexual orientation and gender identity data to ensure the organisation knows whether LGBT staff experiences are worse, the same or better than non-LGBT staff, and for sexual orientation and gender identity to be monitored across pay grades.

Your notes

Stonewall opportunities

Best practice guides are available to you, as a Stonewall Diversity Champion for free. Talk to your account manager about how to best use these resources.

London Workplace Conference includes a session on monitoring. It is held on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations.

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.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Education sector	Top 100	Top 100 Threshold
7 Procurement	0	17	3	3	17		4	5	10.5	8.5

Feedback from your marker

Training or guidance given to the procurement team should explicitly include LGBT equality in relation to procurement processes. Further information is required as to the process for scrutinising potential suppliers' documentation - for example how are suppliers asked for their policy, and what process is in place for scrutiny? Is this fully inclusive of gender identity awareness? How are the procurement team equipped to scrutinise this to ensure it is explicitly inclusive of sexual orientation and gender identity? this should be more than the all staff equality and diversity training, unless this specifically covers equality and diversity within procurement.

Your notes

Stonewall opportunities

Best practice guides are available to you, as a Stonewall Diversity Champion for free. Talk to your account manager about how to best use these resources.

London Workplace Conference includes a session on procurement. It is held on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations.

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.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Education sector	Top 100	Top 100 Threshold
8 Community engagement	6	20	6	0	14		9	11	15.5	13.5

Feedback from your marker

It is great that the university sponsored and hosted Dundee Pride last year and is doing so again this year. Its support of Trans Pride Scotland when it was hosted in Dundee in 2019 is also great. To go forward, it would be great to see how the university could continue to communicate messages of support on its social media accounts and how it could engage with local groups and events. How could the university collaborate with other organisations in its region or with other HEIs? Stonewall can support with this work.

Your notes

Stonewall opportunities

Your Stonewall account manager can advise on how to maximise your impact with community engagement.

London Workplace Conference includes a session on community engagement. It is on the 3rd of April.

[Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations.

Section 9: Clients, customers and service users

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

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Education sector	Top 100	Top 100 Threshold
9 Clients, customers and service users	4	17	7	3	13		6	8	12.5	9.5

Feedback from your marker

Great that the University of Dundee has training specific to lecturers and which focuses on both gender identity and sexual orientation, however we would look for this training to avoid problematic language. A development piece could be to identify and address issues that LGBT students may have and barriers they may face in accessing services. We recommend that organisations monitor their service users so that they can meet their needs more readily and make sure that their services are fully LGBT inclusive. We would recommend a mapping exercise of the touch points of LGBT service users as a start point, and the Stonewall 'Service Delivery Toolkit' can support with this

Your notes

Stonewall opportunities

London Workplace Conference is on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations.

Cymru Workplace Conference is on the 14th of February. [Tickets are available](#) for £110+VAT for public-sector organisations. Tickets can be bought on a buy-three-get-one-free basis.

Section 10: Additional work

This section gives outstanding employers an opportunity to share best practice not already awarded elsewhere in the submission.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Education sector	Top 100	Top 100 Threshold
10 Additional work	2	2	2	0	0		6	1	12.5	9.5

Feedback from your marker

Awarded for the evidence given

Your notes

Stonewall opportunities

Many organisations have innovative ideas for LGBT inclusion. The Stonewall Empowerment Team can work with you to design bespoke and tailored events, workshops, webinars and programmes. Email empowerment@stonewall.org.uk to discuss your ideas.

Staff Feedback Questionnaire

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.

Section	Your score	Total marks	Marks available not awarded	Averages	All entrants	Education sector	Top 100	Top 100 Threshold
Staff feedback questionnaire	2	20	18		10.5	8.5	16	13.5

Stonewall opportunities

Stonewall Workplace Conferences have expert workshops and unique networking opportunities. This gives you the holistic tool to deal with the diverse and varied issues that your LGBT staff and their allies face. London Conference is on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations. Cymru Conference is on the 14th of February. [Tickets are available](#) for £110+VAT for public-sector organisations. Tickets can be bought on a buy-three-get-one-free basis.

Your priorities

This is a space for you, in collaboration with your account manager, to set objectives for the year ahead.

Your Priorities	What would success look like in a year?	What is a six-month milestone?	What resources or senior buy-in do you need?	What specific steps can be taken to achieve it?
<i>E.g., improve the working environment for bi employees</i>	<i>E.g., increase by 50% the number of bi employees who are comfortable to disclose to colleagues</i>	<i>E.g., three intranet campaigns raising awareness of bi issues with clear opposition to biphobic discrimination</i>	<i>E.g., agreement from internal communications and agreement from the Head of D&I</i>	<i>Organise meetings with the Heads of Internal Communications & D&I Write copy for the first intranet post</i>
Priority one:				
Priority two:				
Priority three:				