

Stonewall Submission 2020

Submission date September 2019

Section 1: Policies and Benefits

1.1 Does the organisation have an audit process to ensure relevant policies (for example HR policies) are explicitly inclusive of same-sex couples and use gender neutral language?

Yes.

All policies are subject to an Equality Impact Assessment process as and when they come up for renewal which includes sexual orientation and gender identity. As part of this process, they are assessed to ensure they are inclusive and explicit of same-sex couples and gender-neutral language. The Equality Impact Assessment form is initially completed by the colleague leading on the policy change for the university, and then the Inclusion and Diversity Team provide input and recommendations for change before signing off the Equality Impact Assessment.

For existing HR policies, in September 2018 we commissioned the services of an Inclusion Specialist with a background in LGBTQ+ Equality work to review our HR Policies to ensure they were both explicit of same-sex couples and used gender neutral language throughout. All changes were again reviewed by the Inclusion & Diversity team in January 2019 to ensure they meet the Stonewall Inclusive Policy Toolkit.

1.2 Does the organisation have a policy (or policies) which includes the following?
(Tick all that apply)

A – Explicit ban on discrimination based on sexual orientation

Included below are excerpts from the University's Equality, Diversity, and Inclusion Policy which explicitly bans discrimination based on sexual orientation:

"The University of Salford wholeheartedly supports the principle of Equality, Diversity, and Inclusion. Our aim is to create an organisation that values diversity and promotes equality of opportunity, regardless of age, disability, gender identity, gender expression, marriage and civil partnership, pregnancy and maternity, race and religion or belief, sexual orientation, HIV Status, trade union membership, and any intersections."

"Discrimination, harassment and victimisation will not be tolerated anywhere in the University – whether this is directed towards colleagues or students. The University will take all appropriate steps to protect its staff and students from illegal discrimination, victimisation, or harassment."

"The process of recruitment and selection is to identify the most suitable person for the job in respect of experience, qualifications; skills and attitude. It is designed to be free from bias and discrimination, either directly or indirectly on the grounds of one of the protected characteristics."

*"In line with the Equality Act (2010), the University of Salford applies the following definitions in application of this policy: ...**Protected Characteristics** – This policy is intended to protect employees and students from unfair treatment, regardless of their background. The definitions*

of 'protected characteristics' are based on those set out in the Equality Act 2010. ...**Sexual Orientation** – categorises a person's sexual attraction. Whether this is towards their own gender, no gender, or people of other genders. No employee or student should be treated unfairly on the basis of their sexual orientation. The Equality Act LGBTQA+ employees/students from discrimination, harassment and victimisation."

"Discrimination: Direct Discrimination – occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have (see 'perceptive discrimination') or because they associate with someone who has a protected characteristic (see 'associative discrimination') ...**Associative Discrimination** – occurs when someone is treated less favourably than another person because they are linked to someone with a protected characteristic. For example, you cannot refuse to recruit somebody because you/they are married to a foreign national ...**Perceptive Discrimination** – occurs when someone is treated less favourably than another person because others think that they possess a particular characteristic. For example, you cannot refuse to recruit somebody because you think they are Muslim ...**Indirect Discrimination** – can occur when you have a condition, rule, policy, or practice that applies to everyone but which particularly disadvantages people who share a protected characteristic. Indirect discrimination can be justified if you can show that your actions were a proportionate means of achieving a legitimate aim and, as such, are objectively justified ...**Objective Justification** is when an otherwise discriminatory action can be objectively justified as a proportionate means of achieving a legitimate aim – that is, the way of achieving the aim is appropriate and necessary."

B – Explicit ban on discrimination based on gender identity and gender expression

Included below are excerpts from the University's Equality, Diversity, and Inclusion Policy which explicitly bans discrimination based on gender identity and gender expression:

"The University of Salford wholeheartedly supports the principle of Equality, Diversity, and Inclusion. Our aim is to create an organisation that values diversity and promotes equality of opportunity, regardless of age, disability, gender identity, gender expression, marriage and civil partnership, pregnancy and maternity, race and religion or belief, sexual orientation, HIV Status, trade union membership, and any intersections."

"Discrimination, harassment and victimisation will not be tolerated anywhere in the University – whether this is directed towards colleagues or students. The University will take all appropriate steps to protect its staff and students from illegal discrimination, victimisation, or harassment."

"The process of recruitment and selection is to identify the most suitable person for the job in respect of experience, qualifications; skills and attitude. It is designed to be free from bias and discrimination, either directly or indirectly on the grounds of one of the protected characteristics."

*"In line with the Equality Act (2010), the University of Salford applies the following definitions in application of this policy: ...**Protected Characteristics** – This policy is intended to protect employees and students from unfair treatment, regardless of their background. The definitions of 'protected characteristics' are based on those set out in the Equality Act 2010. ...**Non-Binary** is an umbrella term covering any gender identity that doesn't fit within the gender binary i.e. male or female. The label may also be used by individuals wishing to identify as falling outside of the gender binary without being more specific about the nature of their gender."*

“Discrimination: Direct Discrimination – occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have (see ‘perceptive discrimination’) or because they associate with someone who has a protected characteristic (see ‘associative discrimination’) ...**Associative Discrimination** – occurs when someone is treated less favourably than another person because they are linked to someone with a protected characteristic. For example, you cannot refuse to recruit somebody because you/they are married to foreign national ...**Perceptive Discrimination** – occurs when someone is treated less favourably than another person because others think that they possess a particular characteristic. For example, you cannot refuse to recruit somebody because you think they are Muslim ...**Indirect Discrimination** – can occur when you have a condition, rule, policy, or practice that applies to everyone but which particularly disadvantages people who share a protected characteristic. Indirect discrimination can be justified if you can show that your actions were a proportionate means of achieving a legitimate aim and, as such, are objectively justified ...**Objective Justification** is when an otherwise discriminatory action can be objectively justified as a proportionate means of achieving a legitimate aim – that is, the way of achieving the aim is appropriate and necessary.”

C – Explicit ban on bullying and harassment based on sexual orientation

Included below are excerpts from the University’s Equality, Diversity, and Inclusion Policy which explicitly bans bullying and harassment based on sexual orientation:

“The University of Salford wholeheartedly supports the principle of Equality, Diversity, and Inclusion. Our aim is to create an organisation that values diversity and promotes equality of opportunity, regardless of age, disability, gender identity, gender expression, marriage and civil partnership, pregnancy and maternity, race and religion or belief, sexual orientation, HIV Status, trade union membership, and any intersections.”

“We are committed to achieving an environment in which all colleagues and students are treated with respect in which a zero-tolerance approach is taken to bullying, harassment or discrimination; all people have the opportunity to realise their full potential; and all decisions are based on merit. By embracing equality, diversity, and peoples’ human rights, we will make our University more responsive to the needs of and accessible to our diverse communities.”

“Discrimination, harassment and victimisation will not be tolerated anywhere in the University – whether this is directed towards colleagues or students. The University will take all appropriate steps to protect its staff and students from illegal discrimination, victimisation, or harassment.”

*“In line with the Equality Act (2010), the University of Salford applies the following definitions in application of this policy: ...**Protected Characteristics** – This policy is intended to protect employees and students from unfair treatment, regardless of their background. The definitions of ‘protected characteristics’ are based on those set out in the Equality Act 2010. ...**Sexual Orientation** – categorises a person’s sexual attraction. Whether this is towards their own gender, no gender, or people of other genders. No employee or student should be treated unfairly on the basis of their sexual orientation. The Equality Act protects LGBTQA+ employees/students from discrimination, harassment and victimisation.”*

***“Harassment** is unwanted conduct related to relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, humiliating or offensive environment for that individual. Employees are also protected from harassment because of perception and association. **Bullying** includes persistent criticism, intimidation, personal abuse and/or ridicule which humiliates or demeans the individual involved, eroding their self-confidence.”*

D – Explicit ban on bullying and harassment based on gender identity and gender expression
Included below are excerpts from the University’s Equality, Diversity, and Inclusion Policy which explicitly bans bullying and harassment based on gender identity and gender expression:

“The University of Salford wholeheartedly supports the principle of Equality, Diversity, and Inclusion. Our aim is to create an organisation that values diversity and promotes equality of opportunity, regardless of age, disability, gender identity, gender expression, marriage and civil partnership, pregnancy and maternity, race and religion or belief, sexual orientation, HIV Status, trade union membership, and any intersections.”

“We are committed to achieving an environment in which all colleagues and students are treated with respect in which a zero-tolerance approach is taken to bullying, harassment or discrimination; all people have the opportunity to realise their full potential; and all decisions are based on merit. By embracing equality, diversity, and peoples’ human rights, we will make our University more responsive to the needs of and accessible to our diverse communities.”

“Discrimination, harassment and victimisation will not be tolerated anywhere in the University – whether this is directed towards colleagues or students. The University will take all appropriate steps to protect its staff and students from illegal discrimination, victimisation, or harassment.”

*“In line with the Equality Act (2010), the University of Salford applies the following definitions in application of this policy: ...**Protected Characteristics** – This policy is intended to protect employees and students from unfair treatment, regardless of their background. The definitions of ‘protected characteristics’ are based on those set out in the Equality Act 2010. ...**Non-Binary** is an umbrella term covering any gender identity that doesn’t fit within the gender binary i.e. male or female. The label may also be used by individuals wishing to identify as falling outside of the gender binary without being more specific about the nature of their gender.”*

*“**Harassment** is unwanted conduct related to relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, humiliating or offensive environment for that individual. Employees are also protected from harassment because of perception and association. **Bullying** includes persistent criticism, intimidation, personal abuse and/or ridicule which humiliates or demeans the individual involved, eroding their self-confidence.”*

1.3 Where the organisation has the following policies, do they explicitly state they are applicable to same-sex and use gender-neutral language? Tick all that apply.

A – Adoption Policy

We have included our Adoption Policy which avoids unnecessary gendered language or pronouns throughout and specifically makes references same-sex relationships.

[Upload the policy]

B – Special or Compassionate Leave Policy

We have included our Special Leave which avoids unnecessary gendered language or pronouns throughout and specifically makes references same-sex relationships.

[Upload the policy]

C – Maternity Policy

We have included our Maternity Policy which avoids unnecessary gendered language or pronouns throughout and specifically makes references same-sex relationships.

[Upload the policy]

D – Paternity Policy

We have included our Paternity Policy which avoids unnecessary gendered language or pronouns throughout and specifically makes references same-sex relationships.

[Upload the policy]

E – Shared Parental Leave Policy

We have included our Shared Parental Leave Policy which avoids unnecessary gendered language or pronouns throughout and specifically makes references same-sex relationships.

[Upload the policy]

1.4 Does the organisation have a policy (or policies) which support employees who are transitioning?

Yes.

[Upload documents: Trans and Transitioning Policy, Supporting Colleagues Guidance Document, Supporting Students Guidance Document.]

Does the policy (or policies) in place to support employees who are transitioning cover the following? Tick all that apply.

A – Work related guidance for employees who are transitioning

Yes

B – Work related guidance on the process for an employee to change their name and gender marker on workplace systems.

Yes

C – Work related guidance for HR staff on how to support an employee who is transitioning

No

D – Work related guidance for managers on how to support an employee who is transitioning

Yes

E – Work related guidance for employees on how to support a colleague who is transitioning

Yes

The policy outlines the statement of intent and the principles to be followed to support and include trans and non-binary colleagues and students at the University, and those who are transitioning. This policy was sent for review and feedback by Stonewall prior to launch and is accompanied by two guidance documents for colleagues, and a glossary of terms. The first guidance document is for student-facing colleagues, to help them to support trans and non-binary students. The second guidance document is multi-purpose and aims to help colleagues and managers to support trans and non-binary colleagues, as well as providing guidance for colleagues who are trans, non-binary, and/or transitioning on how the University can support them and how to change things like gender markers on systems.

1.5 Does the organisation have a policy (or policies) in place to support all trans employees, including people with non-binary identities?

Yes.

Does the policy (or policies) in place to support all trans employees, including people with non-binary identities, cover the following? Tick all that apply.

A – A clear commitment to supporting all trans people, including those with non-binary identities

Yes

B – information on language, terminology and different trans identities

Yes

C – Guidance on facilities and dress code for people

Yes

D – None of the above

Not applicable

[Upload Trans, Non-Binary, and Transitioning Policy]

The University launched the Trans, Non-Binary, and Transitioning Policy this year, with accompanying guidance documents and a glossary of terms. This included a clear commitment to supporting all trans and non-binary people. The guidance for colleagues and supporting colleagues contained a section on facilities and dress codes, and the glossary of terms highlighted different language, terminology, and trans identities.

1.6 In the past two years, has the organisation communicated that its policies are LGBT inclusive to all employees?

Yes.

[Upload communication from the past two years highlighting the relevant content]

When the University launched the Trans, Non-Binary, and Transitioning Policy this year, we took the opportunity and platform to highlight to all colleagues that our policies are LGBT inclusive. This was posted on The Hub (the University's staff intranet site) firstly on the HR intranet site and then elevated by the Internal Communications company-wide site [insert screenshot of comms].

[Provide a brief description of the communication you have uploaded (max 150 words)]

1.7 Does the organisation provide its employees with private healthcare insurance which is explicitly inclusive of LGBT specific health needs? (This question is not scored)

No. The University does not provide private healthcare to employees.

Section 2: The Employee Lifecycle

2.1 When advertising for external appointments, how does the organisation attract LGBT+ talent? Tick all that apply.

B – Include a statement around valuing diversity, explicitly inclusive of LGBT people in job packs and pages

This year we have taken a different approach to positive action statements as part of a wider Inclusion campaign, and we have chosen to include a poem from the upcoming 2019 Diversity Download, which showcases the diversity in our University community. By using this poem we sought to breakaway from the generic positive action statements and to put this at the beginning of the job adverts instead of at the end so it is the first thing applicants read. The statement explicitly mentions the LGBT community, and that our community is made up of different genders:

All of us are made of many identities and passions – it makes us who we are,

We are proud parents and passionate performers,

We're innovative engineers and network reformers,

We're local, we're global and all different races,

Many cultures, many faiths and from many places,

We have different genders, we're proud to be LGBT,

We're younger and older and focus on ability,

We're agile, we're balanced, we make sure we rest,

We're supported to work the way we'll do our best,

We're academics, students and colleagues from near and afar,

We're a community of many things – it makes us who we are.

#UoSEquality

2.2 What percentage of employees with recruitment responsibilities have been trained on reducing bias and discrimination towards LGBT people in the recruitment cycle? Select the completion rate for the training.

A – 76-100%

B – 51-75%

C – 26-50%

D – 1-25%

E – No employees completed training

All recruiting managers must complete the training on reducing bias and discrimination towards LGBT people before they can recruit.

The Human Resources department that oversees this process monitors the University's application tracker system used by recruiting managers and ensures those requesting access to carry out recruitment activities has first completed the University's recruitment and selection training.

The training that is carried out embeds the discussion and learning around bias and discrimination as part of the core recruitment and selection process training module. This includes general information about the University's recruitment process but provides a continuous thread of understanding the importance of ensuring recruiting managers are not discriminating as part of this process and that they understand the impact bias can place on decision making. Facilitators use a variety of examples as part of delivery of the session and ensure reference to LGBT situations are discussed.

[Include slides or online screenshots]



Unconscious Bias

Unconscious bias refers to a bias that we are unaware of, and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgments and assessments of people and situations, influenced by our **background, cultural environment** and **personal experiences**

(ECU: 2013 *Unconscious bias in higher education*)



This video: <https://youtu.be/C-Dp372Js4>

Positive action



University of
Salford
MANCHESTER

As part of work to address diversity gaps in the University ethnicity or gender positive action statements are being used on adverts where it has been identified that these groups are under represented in the School.

Gender Positive action statement

All appointments will be made on merit, and as an equal opportunities employer, we welcome applications from all suitably qualified persons.

In recognition of our commitment to create a diverse team that draws from our widest talent pool we would particularly encourage applications from groups who are currently under-represented at this level, which in this case is our female applicants.

2.3 What information does the organisation supply to all new employees (external appointments) when being inducted in to the organisation? Tick all that apply.

A – Explicit message from senior leader on their commitment to LGBT inclusion. The content of all options given can be either in person, online, through a video or post, or on paper.

[INFO]

B – Information on the LGBT employee network/allies programme or initiative

[INFO]

C – Information on LGBT inclusive policies

[INFO]

D – None of the above

[INFO]

2.4 Does the organisation enable non-binary employees to have their identities recognised on workplace systems?

Yes.

Yes, non-binary is an option within the gender fields employees use to declare their demographic and personal information on both the employment record and the recruitment system. We also encourage colleagues to include their preferred pronouns on emails.

[include screenshots]

Title Prefer to describe ▼ *

Please detail your title Mx *

transferred to our HR system if you are appointed.

Gender Female ▼ *

Is your gender identity the same as your assigned gender at birth? Yes ▼ *

Sexual Orientation Bi-sexual ▼ *

Ethnic origin or racial group Select ▼ *

Religion or Beliefs Other ▼ *

Age Heterosexual ▼ *

Prefer to Self declare

Gay Woman/Lesbian

Information refused

Reset Page ↘ Save & Proceed ↘

transferred to our HK system if you are appointed.

Gender Female ▼ *

Is your gender identity the same as your assigned gender at birth? Select ▼ *

Sexual Orientation Female ▼ *

Ethnic origin or racial group Male ▼ *

Religion or Beliefs Non-binary ▼ *

Age White - British ▼ *

Prefer not to disclose ▼ *

20-29 ▼ *

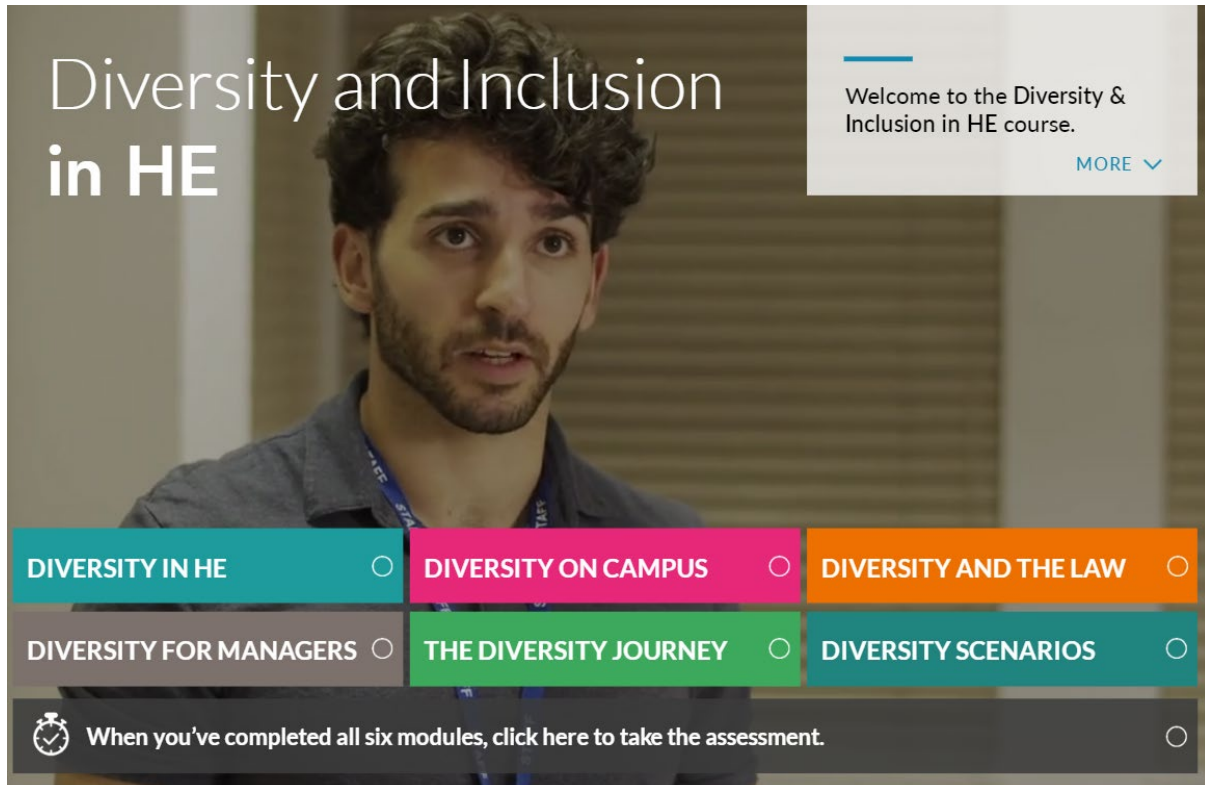
Reset Page ↘ Save & Proceed ↘

2.5 Does the organisation provide all-employee equality and diversity training which includes the following topics, explicitly covering LGBT people? Tick all completion rate for the training.

E-learning completion rates are recorded on our LearnUpon system. All new starters to the University are required to complete a series of compliance e-learning materials including our Diversity in the Workplace training module. This module is accessed through the University's learning management system BlackBoard. As this is accessed via each individual's personal log in details we are able to track completion rates relatively accurately for all permanent members of staff. Casual or Temporary members of staff are also requested to complete this module, however the tracking of this is not always possible. As the e-learning module we currently have covers our policy, the act, language and a method of challenging inappropriate behaviour we are comfortable in stating for these areas that our current completion rate is 99%. We currently do not specifically state a route to reporting bullying and harassment within this e-learning and have therefore marked our response accordingly.

		Completion rate
A	Organisational policy and legislation	99%
B	Language Stereotypes and assumptions	99%

C	Challenging inappropriate behaviour	99%
D	Routes to reporting bullying and harassment	0%



Diversity and Inclusion in HE

Welcome to the Diversity & Inclusion in HE course. [MORE](#) ▾

DIVERSITY IN HE ☐


DIVERSITY ON CAMPUS ☐

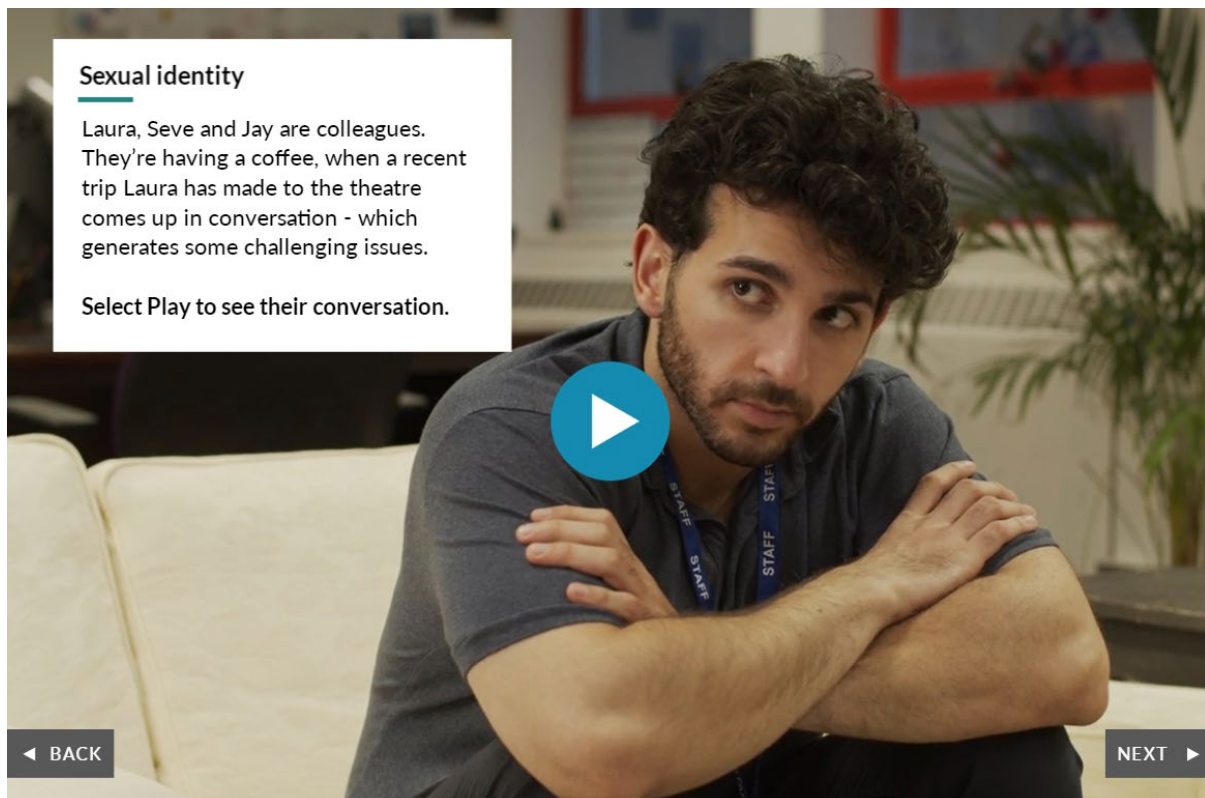
DIVERSITY AND THE LAW ☐

DIVERSITY FOR MANAGERS ☐

THE DIVERSITY JOURNEY ☐

DIVERSITY SCENARIOS ☐


 When you've completed all six modules, click here to take the assessment. ☐



Sexual identity

Laura, Seve and Jay are colleagues. They're having a coffee, when a recent trip Laura has made to the theatre comes up in conversation - which generates some challenging issues.

Select Play to see their conversation.



◀ BACK

NEXT ▶

What would you do?

Reflect back on what Laura had to say - and how Seve responded. What would you do in a similar situation?

Select your preferred option and then press SUBMIT.

- A** Report the conversation to HR
- B** Document the incident immediately
- C** Make clear that the remarks are unacceptable

SUBMIT

◀ BACK

NEXT ▶

Derogatory behaviour



It is important to address this type of behaviour as it happens, because when we allow fellow employees to make derogatory remarks about a group, we are fostering a hostile work environment.

Select the arrows above to learn more.

◀ BACK

NEXT ▶

Derogatory behaviour



You may not be able to change a person's way of thinking. However, as allies to the LGBT community, it is important that we make it clear that we believe derogatory conversations are socially unacceptable, and that we do not feel safe in a working environment where people share hatred for marginalised groups.

◀ BACK

NEXT ▶

2.6 In the past year, which of the following messages have appeared in internal communications to all employees? Tick all that apply.

A – Information about LGBT History Month, Pride, Spirit Day and/or IDAHOBIT

For International Day Against Homophobia, Biphobia and Transphobia the University produced a video explaining the importance of LGBT inclusion and taking a stand against homophobia, biphobia, and transphobia, and invited colleagues and students from across the University to take a visible stand against homophobia, biphobia, and transphobia. This was posted on Internal Communications and on Twitter for both the Inclusion & Diversity Team and the Salford Proud Staff Network.

Video: <https://youtu.be/cv7MZZTXOX8>

Excerpt from news channel:

This news post was on the Internal Comms website which is the starting page for any staff log in on a University of Salford computer.

News

Salford Celebrates International Day Against Homophobia, Biphobia, and Transphobia

May 17, 2019



17 May is International Day Against Homophobia, Biphobia, and Transphobia (or IDAHOBIT). IDAHOBIT is a day that is observed internationally to raise awareness of LGBT+ rights and to highlight and celebrate global achievements for LGBT+ rights.

This year, the LGBT+ staff network Salford Proud and the Inclusion and Diversity team have collaborated on a video involving colleagues from across the university to talk about LGBT+ inclusion and to take a stand against homophobia, biphobia, and transphobia.



The University will also fly the new Rainbow flag that incorporates brown and black stripes for IDAHOBIT this year. The new 8-stripe flag, adopted by the city of Philadelphia (USA) in 2017, is meant to be a recognition that LGBT People of Colour (people who are not white) often do not feel part of the LGBT community due to the racism, lack of privilege, and lack of understanding about racism that exists within the LGBT+ community.

The flag has been purchased by the Salford LGBT Partnership to fly outside the Old Fire Station on 17 May. Manchester Pride and the Proud Trust have decided to adopt the new flag, although the decision is controversial.

Salford Proud we're unanimous that the university should adopt this and wanted to use the new flag as a talking point to highlight racism and white privilege in both LGBT+ spaces and Higher Education as a whole. Salford Proud are working to be better allies to People of Colour and are hoping that colleagues will find the usage of the new flag encouraging. Salford Proud recognises that itself, and Professional Services at the University, are predominately white, meaning that there is a lot of work that we as allies to People of Colour need to do to not only understand and tackle racism, but to understand the privileges that come along with whiteness and to recognise how, because of those privileges, others are treated differently.

Salford Proud thus would like to put the question over to our Salford Community by flying the flag and asking our colleagues and students for their thoughts on the usage of the flag. Do you think this is a step towards inclusion? Do you think it is reductive or tokenistic? Is it divisive, or will it bring us closer together? Please share your thoughts by tweeting @SalfordProud with the hashtag #SalfordRainbow to let us know your opinions, or emailing us via SalfordProud@salford.ac.uk! Salford Proud welcomes any thoughts surrounding the new flag and what further work the network can do to be better allies to People of Colour at the University.

If you have any further questions, please contact Salford Proud via SalfordProud@salford.ac.uk.

Resources you can access:

BAME Staff Network: Suryaia Nayak (s.nayak@salford.ac.uk) and Umran Ali (u.ali@salford.ac.uk)

Stonewall: <https://www.stonewall.org.uk/help-and-advice>

IDAHOBIT: <https://may17.org/>

The LGBT Foundation: <https://lgbt.foundation/how-we-can-help-you>

askUs: <https://www.salford.ac.uk/askus/our-services/wellbeing-and-counselling>

The Employee Assistance Programme: 0800 716 017, <http://www.healthassuredeap.com>

Manchester Pride: <https://www.manchesterpride.com/>

The Proud Trust: <https://www.theproudtrust.org/>

Salford Pride: <http://pinkpicnic.org.uk/>



UoS_Students Retweeted



Salford SU @salfordsu · Apr 30

Don't forget 3pm today help us plan our entry into this years Pride Parade



1

3

5



Twitter:

↻ You Retweeted



Salford Uni Library @TheLibraryUoS · May 17

Today, like everyday, ourselves and the whole of @SalfordUni stand against Homophobia, Biphobia and Transphobia #IDAHOBIT



You, University of Salford, Salford SU and 5 others



UoS Equality Team @UoSEquality · May 17

For #IDAHOBIT2019 we invited our University community to stand against homophobia, biphobia, and transphobia ❤️🗣️ - full video 📺👉 bit.ly/2YxRvYS
@UoS_Students @USInternalComms @TheLibraryUoS @UoS_Salford @salfordsu @SalfordProud #IDAHOBIT





Salford Proud @SalfordProud · May 17

It's #IDAHOBIT2019! We've invited the UoS community to take a stand against homophobia, biphobia, and transphobia! 🌈☀️ check out the full video here 📺
👉 bit.ly/2YxRvyS @clv_uk @UoS_ArtsMedia @Helmars39 @UoSDoS
@ajblackburn2 @SamGrogan @francine_morris @uoswomensvoice



2 14 18



Salford Proud Retweeted



Salford Uni LGBTQ+ @SalfordLGBTQ · May 16
TONIGHT IN UNIVERSITY HOUSE



@salfordsu @LGBTfdn @SalfordProud @SalfordUni

Film Screening & Discussion

IDAHOBIT @University of Salford

Rosa Parks Room,
University House
18:00
16th May

LGBT Foundation
Sexual Health Stall
University House
13:00 - 15:00
17th May

WE'RE HERE IF YOU NEED US

lgbt.foundation 0345 3 30 30 30

2 4

UoS_Students Retweeted



Salford SU @salfordsu · Apr 30

Don't forget 3pm today help us plan our entry into this years Pride Parade



1

3

5





LGBT+ History Month – Video Series

For LGBT+ History Month, Salford Proud and the University's Inclusion & Diversity Team collaborated on a video series that aims to raise awareness of different LGBT+ identities. As part of this, several internal communications posts were made, introducing what LGBT+ History Month is and why we celebrate this.

We also held a film screening of the short film *Invisible Women* by Joe Ingham and Alice Smith

Full playlist here: <https://www.youtube.com/watch?v=NGvSW-C6vws&list=PLJUAGncZPI7KRr7hZkpaifJ9deF-KH7Ac>

Internal News Post:

News

Introducing our LGBT+ video series

Feb 04, 2019



Our Inclusion and Diversity team have been working closely with Salford Proud on a great campaign to help us to learn more about LGBT+ initialism (the labels that fall under '+').

Every week throughout February we'll be sharing short videos with Helen Clegg, Trans and Non-Binary Officer, right here on the staff channel and across social media. She'll be explaining about LGBT+ labels and what we can do to be more aware of diversity as a community.



What are the LGBT+ labels?

Labels can be an important indicator of someone's identity - they can be useful, affirming and validating. LGBT+ labels include:

- Gay
- Lesbian
- Bisexuality
- Pansexuality
- Asexuality
- Transgender
- Non-Binary
- Queer

Why do labels matter?

Having the tools to be able to act more confidently when engaging with LGBT+ colleagues, students and the wider community is hugely valuable. Labels are for self-identification, so remember to be sensitive and call people by the label they'd like to be known as.

Why now?

The month of February is LGBT+ history month. Research shows that more than a third of LGBT+ employees have hidden or disguised the fact that they are LGBT+ and 42% of university students. This shows that more needs to be done in raising awareness of gender and sexual diversity. Our University takes pride being inclusive and diverse so let's keep on pushing to create safe spaces for our LGBT+ colleagues and students.

What is an LGBT+ ally?

Being an ally is all about being an active friend or support to someone else or a group of people. Allies can support equal civil rights, gender equality, LGBT+ social movements and challenge homophobia, biphobia, and transphobia. Anyone across the University can be a LGBT+ ally.

We'll be posting videos on the staff channel all throughout February so stay tuned.

Head over to [@UoSEquality](#) and [@SalfordProud](#) to see what else is going on during LGBT+ History Month.



Salford Proud @SalfordProud · Feb 27

Salford Proud are hosting a film screening of Joe Ingham and Alice Smith's "Invisible Women"! Come along to Peel G10 at 12pm on today to watch and discuss - the film is 25 minutes followed by about 30 minutes of discussion, we'd love to see you!



LGBT History Month

Film Screening of *Invisible Women* by Joe Ingham and Alice Smith

Hosted by: 

12pm-1pm **Wednesday 27th February 2019** **Peel G10**



Manchester Pride:

[insert info here about pride 2019]

B – Information about Bi-Visibility Day and/or other bi specific events (e.g. Bi Pride events or BiCon)

In September 2018 the University of Salford celebrated Bi Visibility Day with colleagues and students by hosting events such as a picnic on campus, celebrating bisexual artists “crafternoon”, and the “How to be a Bisexual Ally” workshop.

News

Salford Proud: Celebrate Bi Visibility Day with us

Sep 21, 2018



Join Salford Proud this Sunday 23 September as we celebrate Bi Visibility Day! We have a range of events planned including an LGBT+ Picnic, an exhibition celebrating bisexual artists and a talk from Steve Ratcliff on being a bisexual ally.

Steve Ratcliff is the Venue Liaison and Site Coordinator for BiCon. BiCon is a three-day annual convention and conference, and the biggest UK gathering of hundreds of bisexuals, their friends, partners and anyone with a positive interest in bisexuality. It has aspects of both a convention (with socialising, dancing and games) and a conference (with more serious workshop sessions on activism and being bi in the workplace), as well as safe spaces for various groups of attendees.

You can find a full list of our activities here:

Event	Location	Time
How to be a better bisexual ally – Steve Ratcliff	"That End", the North Side of University House	12pm-1pm
LGBT+ Picnic for Bi Visibility Day	Grass outside University House	12pm-3pm
Celebrating bisexual artists	Derwent Room, University House	3pm-4pm
Butterfly Stroke, the trans inclusive swimming hour	Sports Centre	3pm -4pm

We hope to see you there! Don't forget to keep up to date by liking us on Facebook or following us on Twitter.

Twitter: [@SalfordProud](#)

Facebook: [Salford Proud](#)

Graham & Amanda

Co-Chairs



Salford Proud @SalfordProud · 30 Nov 2018

We celebrated Bi Visibility Day with a day of fantastic events >> bit.ly/2DPhxGR



C – Information about Transgender Day of Visibility, Transgender Day of Remembrance and/or Trans Pride
[info]

↳ Salford Proud Retweeted



Salford SU @salfordsu · 21 Nov 2018

Thank you to everyone who came to our candlelit vigil last night for
#TransDayOfRemembrance



Salford Uni LGBTQ+ and Salford Proud



Salford Proud @SalfordProud · 20 Nov 2018

The trans flag flying proudly outside the @VCO_Salford's office as we mark
#TransDayOfRemembrance - join us at University House at 5:30pm as we
remember those that we have lost #TDOR #UoSTransInclusion



US Internal Comms, Salford Uni News, Neil Fowler and 6 others

News

Alumni hosts exhibition at Salford for Trans Day of Visibility

Mar 27, 2019



Salford alumna Allie Crewe will be hosting her award-winning exhibition 'You Brought Your Own Light' from Friday 29 March at Clifford Whitworth Library and our MediaCityUK campus.

The series is the first to use only trans models and will be shown at the University to mark **Trans Day of Visibility** on Sunday 31 March. The exhibition is sponsored by Sparkle (the national transgender charity), who have praised Allie's work as being "vital" for the trans community. Jay Crawford, Chair of Trustees at Sparkle, states that 'You Brought Your Own Light' shows us that "the trans narrative is neither straightforward nor defined by social attitudes, and is an invaluable statement on individual autonomy and the freedom of expression".

Praised by Magnum Photography, The Redeye Photography Network, and the British Journal of Photography, 'You Brought Your Own Light' was nominated in the Best Art Exhibition or Event category in this year's Manchester Evening News City Life Awards.

Allie's work has previously been displayed at the Getty Gallery and shortlisted for the Portrait of Britain.

Helen Clegg, Chairperson and Trans and Non-Binary Officer for the University of Salford's LGBT+ staff network Salford Proud, said: "We are so honoured that Allie has chosen the university as a venue to host her exhibition. 'You Brought Your Own Light' provides an authentic representation of the diversity of trans and non-binary women, showing us that there's no one way to be a woman or to express femininity."

"These portraits are bold, unapologetic, and breathtaking, and I personally am excited to see an honest and non-judgemental portrayal of trans and non-binary women living in Greater Manchester. Being visible as a trans person and having to navigate other people's perceptions of you can sometime feel totally overwhelming but knowing that there are people like you out there who are battling adversity too and are coming out the other side brings hope to our community - what an exciting way to mark Trans Day of Visibility this weekend!"

The exhibition will be hosted at Manchester's Central Library for nine weeks from 26 July and is an honest and inspiring display of authentic trans representation in one of the city's most beloved and visible public spaces. As a University, it is an amazing opportunity to not only showcase our successful alumni community, but also to provide a platform for trans and non-binary women local to Greater Manchester and celebrate their inspiring authenticity.

Trans Day of Visibility is dedicated to celebrating trans people and raising awareness of discrimination faced by trans people across the world. It was born out of frustrations from a lack of LGBT national observances celebrating trans people's successes, and has been celebrated since 2009 every 31 March.

You can view more of Allie's work via her website: <https://www.allie-crewe.uk/exhibited-and-published/the-trans-women-series>



Video: <https://youtu.be/Tn1LREJtIUA>



Salford Proud
@SalfordProud

Following

Happy Trans Day of Visibility! Today is an important time to amplify voices across the diverse trans and non-binary community
#YouAreEnough #IAmEnough #TDOV #TDOV2019



1:05 PM - 31 Mar 2019

9 Retweets 14 Likes



9



14



News

Transgender Day of Remembrance (TDoR) 20 November

Nov 16, 2018



The Transgender flag

Transgender Day of Remembrance (TDoR) is an international day set aside to remember and honour those who have lost their lives due to anti-transgender violence. [Click here](#) to find out more about TDoR. The Faith Centre in collaboration with the LGBTQ+ Society, and Salford Proud have organised a handful of events that are taking place this coming Tuesday 20 November between 8am and 7:30pm:

- 8am to 11:30am – Make your own pronoun badge – Maxwell Reception
- 5:30pm to 6:15pm – Remembrance service – The Plum Tree, adjacent to University House
- 6:15pm until 7:30pm – Remembrance, a time to reflect – University House (Tea and Coffee provided)
- 7:30pm – Poetry night, hosted by the LGBTQ+ Society, University House

Helen Clegg, our Trans and Non-Binary Officer had this to say:

"All over the globe, there are transphobic ideas within culture and law that harm trans people every day. Trans women of colour and trans sex workers especially are disproportionately affected by transphobia, with the average life expectancy of a trans women of colour being 35 in the USA. Simply by being trans, a person is at a higher risk of being disowned by family and friends, being made homeless, being fired from their job, and are also at a greater risk of mental health issues and physical and sexual violence - transphobia is fatal for many of us. Trans Day of Remembrance (20th November) is a day where we remember those who have lost their lives due to transphobic hate and violence, and we are reminded that our humanity is not equal to a cisgender person's humanity. Trans rights are human rights, and on this day we call to remember those who society, the media, and the legal authorities choose to forget globally, and we call to you to speak out against transphobia. By either being visibly out as trans or by being a visible and active trans ally, we can effect a real positive change for the trans community globally."

The Trans flag will be flying high in solidarity and remembrance outside The Old Fire Station. It will also be displayed outside other partner organisations including Salford City Council. We are proud to show our support for the LGBTQ+ community living, working and studying in the City of Salford.

If you would like more information on the events taking place on the 20 November or you have any questions, please contact **Salford Proud** or join in the conversation on twitter [@SalfordProud](#) [#UoSTransInclusion](#). You can also keep up to date with Salford Proud by subscribing to their monthly newsletter here [bit.ly/2QH0SJ4](#)"

 Salford Proud Retweeted



Salford Uni News @SalfordUniNews · 20 Nov 2018

WHY is #TransDayOfRemembrance so important? Our Trans and Non Binary Officer Helen explains what we're doing to mark the day.
youtu.be/NM9gfKVWPm4

#TransAwarenessMonth #TransIsBeautiful #TransAwarenessWeek
@SalfordCouncil @SalfordProud



#TransDayOfRemembrance Social Media
youtube.com

Video: <https://youtu.be/NM9gfKVWPm4>

 Salford Proud Retweeted



UoS Equality Team @UoSEquality · 20 Nov 2018

Today we remember the lives lost to anti-transgender violence. @SalfordProud and @SalfordLGBTQ have arranged a vigil for 5:30pm today outside University House at 5:30pm - all welcome. #TDoR #TransgenderDayOfRemembrance #TransRightsAreHumanRights



**TRANSGENDER DAY OF
REMEMBRANCE**

TODAY WE REMEMBER THE LIVES LOST
TO ANTI-TRANSGENDER VIOLENCE.



Salford Proud @SalfordProud · 20 Nov 2018

We're at Maxwell Reception and @SalfordAKB making pronoun badges - come and get yours! #TransAwarenessWeek #TDOR #UoSTransInclusion



↳ Salford Proud Retweeted



US Internal Comms @USInternalComms · 16 Nov 2018

Transgender Day of Remembrance is a day set aside on the 20 November to remember those who have lost their lives from violence. There are events organised for the day - get involved & show your support. @SalfordProud @UoSEquality [ht.ly/AZhm30mDHjV](https://t.ly/AZhm30mDHjV)

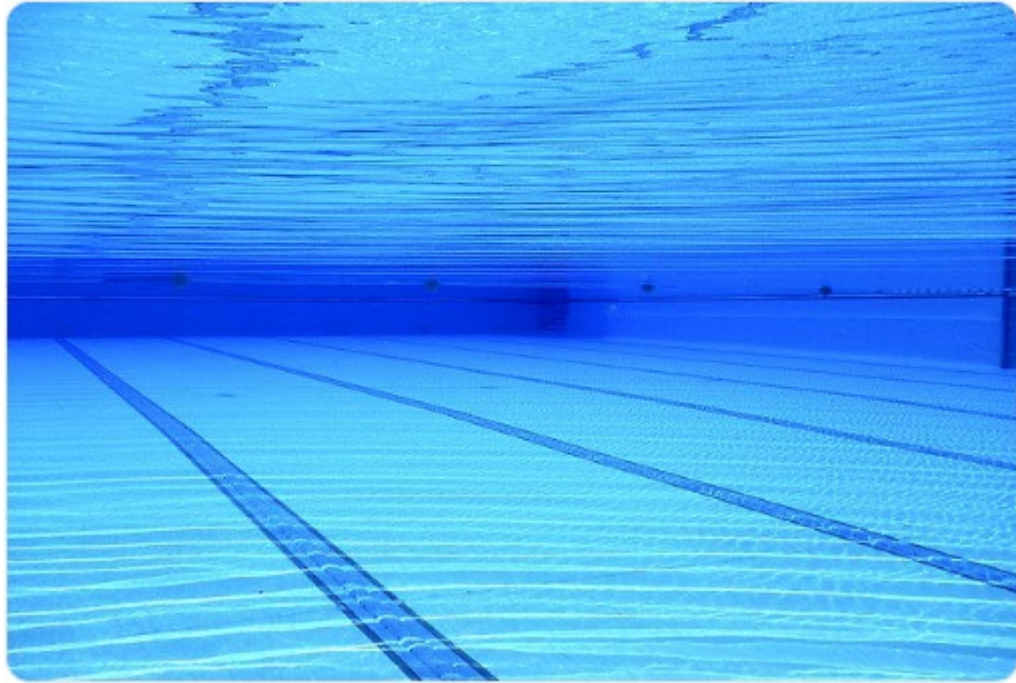
[ht.ly/HcXJ30mDHjW](https://t.ly/HcXJ30mDHjW)





Salford Proud @SalfordProud · 19 Nov 2018

The @UoSsportsCentre are hosting a Trans Swimming Event tomorrow 10am-12pm where the pool will be closed for private trans-inclusive swimming sessions. #TransAwarenessWeek #UoSTransInclusion



D – Information about the LGBT Employee Network Group and allies activity
[info]

News

A message from Salford Proud: LGBTQ+ Allies Programme

Sep 07, 2018



While Salford Proud's main goal is to raise awareness of LGBTQ+ identities and work towards creating an inclusive, open, and safe work environment for our LGBTQ+ colleagues and students, we are also aware of the importance of our allies, or "Friends of Salford Proud", and their importance to achieving this goal.

Allyship is incredibly important when advancing policies and culture surrounding the inclusivity of minority identities, such as LGBTQ+ identities, and support from people who do not necessarily identify in the same way as an LGBTQ+ person does is vital to creating that more

inclusive and safe culture.

The whole reason LGBTQ+ people are even considered a "minority identity" is because the number of people who are not LGBTQ+ is greater than the number of people who are LGBTQ+. This is also true at the University of Salford. Therefore, it is of the utmost importance that our non-LGBTQ+ colleagues also get involved with fighting for better policy and culture for LGBTQ+ colleagues. Everyone deserves to feel safe and accepted at work, and for many LGBTQ+ colleagues this is not the reality. Stonewall reports that just under a fifth of lesbian, gay, and bisexual employees have experienced verbal bullying from colleagues, customers, or service users because of their sexual orientation in the last five years. Their research also shows that nearly half (42%) of trans and non-binary people are not living permanently as their true gender identity as they feel they are prevented from doing so because it might threaten their employment status. Stonewall also found that over 10% of trans people experienced verbal abuse at work, and 6% of those surveyed were physically assaulted at work. These figures come from UK studies in the last five years.

We can clearly see that more needs to be done in working towards safety, acceptance, and inclusivity in the work place for LGBTQ+ colleagues, and allies are so important to this. Allies should be using their voices to raise up LGBTQ+ people, as marginalised and minority groups often are ignored because our experiences as LGBTQ+ people are not as relatable or universal to non-LGBTQ+ people, and thus are often deemed not as important.

Therefore, we are calling upon all allies to join us and become a "Friend of Salford Proud"! Your voice as someone who is not marginalised in the same ways as LGBTQ+ people based on sexual or gender identity is an integral part in furthering the policies, procedures, and culture towards LGBTQ+ inclusion and equality.

There are a few steps in completing this programme and becoming a fully-fledged Friend of Salford Proud:

1. Sign up to Salford Proud as a Friend of Salford Proud using the link here: http://bit.ly/Proud_join
2. We want to see your pictures! Take a photo of yourself holding an LGBTQ+ positive/inclusive sign or message to share with the network
3. Attend an LGBTQ+ specific allies training session
4. Commit to sharing any newsletters or events with your team via staff notice boards or other networks
5. Attend at least one Salford Proud event in the next 12 months
6. Commit to include an LGBTQ+ action within your annual PDR review (members of the committee can help give you some ideas if you are stuck!)
7. Add you pronouns to your email signature – normalising seeing someone's pronouns is a big step in improving acceptance of our trans and non-binary colleagues
8. Let people know you are a Friend of Salford Proud by adding it to your email signature too!
9. Commit to wearing one of our wonderful rainbow lanyards (contact the Salford Proud committee if you are unsure where to get one from)

We are also hoping to have Friends of Salford Proud from our Senior Management team to act as a "Friends of Salford Proud" ambassador, championing all of the above and speaking at annual "Friends of Salford Proud" allies events.

We hope that you understand how important your roles as allies is to the LGBTQ+ community. Without the acceptance and driving forward from allies as well as fellow LGBTQ+ people, we would not be able to feel truly included, safe, or accepted not only in the workplace, but also in society.

To find out more information, you can contact us via SalfordProud@salford.ac.uk

We look forward to welcoming you as Friends of Salford Proud!

With regards,

The Salford Proud Team

E – None of the above

Not applicable.

2.7 In the past year, which of the following career development opportunities has the organisation specifically communicated to LGBT employees? Tick all that apply.

None.

A – General leadership and development programmes

None

B – LGBT specific leadership/professional development programmes

None

C – LGBT specific seminars and conferences

LGBT+ specific conferences are highlighted by the Inclusion & Diversity Team and by the Salford Proud network. They are promoted through the Salford Proud colleague network to members and the committee. This year we have been able to send the Chair of the network to the Stonewall Newtork Masterclass conference in Birmingham, and two members of the Salford Proud network to the Manchester Pride Conference.

D – None of the above

Yes.

2.8 Does the organisation proactively recognise contributions to LGBT employee network group(s) during employee performance appraisals?

...

This year we created our guidance for colleague networks and their managers. This outlined the time commitment required for colleagues to hold committee positions and what that would entail and guidelines for managers on how much time is required. This is the first of the steps that University is taking to encourage managers to discuss network commitments in performance appraisals. The Inclusion & Diversity team are also engaging with managers of those holding committee positions to discuss what the commitment means and invite them to interact with and find out about all networks at the University in the Network of Networks meeting.

The University also has a reward and recognition platform (My Salford) where colleagues and managers can send e-cards with personalised messages to each other, recognising good work and contributions to the University community, such as colleague network involvement.

2.9 Does the organisation identify and act on any LGBT issues raised at exit interviews or on exit surveys.

Yes

Section 3: LGBT Employee Network Group

3.1 Does the organisation have an LGBT employee network group for LGBT employees?

A – Yes, with a defined role and terms of reference

Include terms of reference in final submission.

The terms of reference sets out to inform members of the network of how it operates and what it does. There is both a long formal document, and a short 'easy read' document.

The LGBT+ network group is called Salford Proud and has several touch points with the University. All networks have a liaison within the Inclusion & Diversity Team (sitting in Human Resources), that assists with creating a plan of events, facilitating cross-collaboration of networks, and provides guidance and support in network activities.

The Chairs of all colleague networks are invited to sit on the Workplace Inclusion Committee, chaired the Associate Director of HR (People Strategy). This committee discusses any workplace inclusion issues and initiatives, and feeds into the Inclusion and Diversity Executive Committee, headed by a Pro Vice Chancellor of the University.

The network also has a regular Network of Networks meeting where they work with other colleague networks. As part of this all network Chairs (or a nominated committee member) are invited to a quarterly lunch meeting with the Vice Chancellor of the University. In this meeting they discuss what

they have been working on and have the opportunity to ask questions and for support in events from the Vice Chancellor and her executive team.

3.2 Does the LGBT employee network group have clearly defined yearly objectives?

Yes

3.3 Which of the following support activities does the LGBT employee network group facilitate? Tick all that apply.

A – Provide confidential support to all employees on LGBT issues

[Info]

Salford Proud has identified committee members with named roles to support staff feeling able to contact who they feel may be most appropriate to provide guidance. The roles include: Welfare Officer, Bi Officer, and Trans and Non-Binary Officer. There are also two email addresses for the network: the main email is SalfordProud@salford.ac.uk and all committee members have access to this inbox to answer queries confidentially, and the SalfordProud-Welfare@salford.ac.uk email address which the Welfare Officer and Chair have sole access.

The network has a close working relationship with the University's Inclusion and Diversity Manager who has attended meetings and is able to be signposted to by network committee members where a staff member requires more specific advice and support.

B – Provide support to enable employees to report homophobic, biphobic, and transphobic bullying and harassment

The network has a close working relationship with the University's Inclusion and Diversity Manager who has attended meetings and is able to be signposted to by network committee members where a staff member requires advice on how to report hate incidents or bullying they have experienced.

C – Have been consulted on improving internal policies and practices

A committee member from Salford Proud is invited to sit on the quarterly Workplace Inclusion Committee, which is chaired by the Associate Director of Human Resources and discusses upcoming changes to policies and practices across the University relating to employees.

Furthermore, this year several members of the network have been involved in producing the Trans and Non-Binary policy and the Transitioning Policy for staff and students, as well as guidance for supporting staff and supporting students.

D – Have been consulted on business development, organisational priorities and/or the organisation broader work.

[Info]

3.4 In the past year, which of the following activities has the LGBT employee network group undertaken? Tick all that apply.

A – Social networking event for members

[INFO]



Salford Proud
@SalfordProud

Following

It's our first birthday tomorrow and we're celebrating with free food and a lovely cake made by @rach_challinor. Join us 12-1 Lewis Latimer, University House 🎂🍷🍷



1:09 PM - 29 Nov 2018

B – Lesbian, Gay, and Bi awareness raising event [INFO]



Salford Proud
@SalfordProud

Following

Join us at @UoSMediaCity as we celebrate LGBT+ stories from across the City of Salford or you can listen to them on line here > > bit.ly/2BWIAPV



1:34 PM - 28 Feb 2019

3 Retweets 6 Likes

Salford Uni LGBTQ+, University of Salford, Salford Pride - The Pink Picnic and 7 others

🗨️ 3 🍷 6 ✉️

Non-Binary- LGBT+ video series



Feb 21, 2019
Our Inclusion and Diversity team have been working closely with Salford Proud on a great campaign to help us to learn more about LGBT+ initialism (the labels that fall under '+').

Transgender - LGBT+ video series



Feb 19, 2019
Our Inclusion and Diversity team have been working closely with Salford Proud on a great campaign to help us to learn more about LGBT+ initialism (the labels that fall under '+').

Asexuality- LGBT+ video series



Feb 14, 2019
Our Inclusion and Diversity team have been working closely with Salford Proud on a great campaign to help us to learn more about LGBT+ initialism (the labels that fall under '+').

Pansexuality- LGBT+ video series



Feb 12, 2019
Our Inclusion and Diversity team have been working closely with Salford Proud on a great campaign to help us to learn more about LGBT+ initialism (the labels that fall under '+').

Bisexuality- LGBT+ video series



Feb 08, 2019
Our Inclusion and Diversity team have been working closely with Salford Proud on a great campaign to help us to learn more about LGBT+ initialism (the labels that fall under '+').

Gay and Lesbian - LGBT+ video series



Feb 05, 2019
Our Inclusion and Diversity team have been working closely with Salford Proud on a great campaign to help us to learn more about LGBT+ initialism (the labels that fall under '+'). - Gay and Lesbian.



Following

Thank you for all those who attended the LGBT+ Picnic, we are now starting our Celebrating Bisexual Artists session in Derwent Room in University House - come along and get creative! #BiVisibilityDay 💜💗💙



3:08 PM - 23 Sep 2018



Following

Our Celebrating Bisexual Artists session has come to a close, thank you all for coming along and expressing your creativity, and thank you to @UoS_ArtsMedia Fine Art programme for kindly lending us the materials for the session! #BiVisibilityDay



4:43 PM - 23 Sep 2018

2 Retweets 4 Likes



Salford Proud @SalfordProud · 23 Sep 2018

Happy #BiVisibilityDay!! We are hosting a range of events on Peel Park campus today to celebrate - the first events start at 12pm, the LGBT+ picnic outside University House, and "How to be a better bi ally" with Steve Ratcliff in The North Side, University House - see you there!



6 10



Salford Proud @SalfordProud

Following

Trans and Non-Binary Officer Helen and Bisexual Officer and Secretary Sam - bi and proud! #BiVisibilityDay 💙💗💜



4:44 PM - 23 Sep 2018

8 Retweets 25 Likes

2 8 25

C – Trans equality awareness raising event
[INFO]



Salford Proud @SalfordProud · 19 Nov 2018

The @UoSSportsCentre are hosting a Trans Swimming Event tomorrow 10am-12pm where the pool will be closed for private trans-inclusive swimming sessions. #TransAwarenessWeek #UoSTransInclusion



Salford Proud @SalfordProud · 20 Nov 2018

We're at Maxwell Reception and @SalfordAKB making pronoun badges - come and get yours! #TransAwarenessWeek #TDOR #UoSTransInclusion



↳ Salford Proud Retweeted



UoS Equality Team @UoSEquality · 20 Nov 2018

Today we remember the lives lost to anti-transgender violence. @SalfordProud and @SalfordLGBTQ have arranged a vigil for 5:30pm today outside University House at 5:30pm - all welcome. #TDoR #TransgenderDayOfRemembrance #TransRightsAreHumanRights



Non-Binary awareness raising video as part of LGBT+ history month:

<https://www.youtube.com/watch?v=VAKleq5UMqs&t=1s>

Trans awareness raising video as part of LGBT+ history month:

https://www.youtube.com/watch?v=_9sWMAEsWes&t=7s

Salford Proud Retweeted



Salford SU @salfordsu · 21 Nov 2018

Thank you to everyone who came to our candlelit vigil last night for
#TransDayOfRemembrance



Salford Uni LGBTQ+ and Salford Proud

Salford Proud Retweeted



Salford Uni News @SalfordUniNews · 20 Nov 2018

WHY is #TransDayOfRemembrance so important? Our Trans and Non Binary Officer Helen explains what we're doing to mark the day.
youtu.be/NM9gfKVWPm4

#TransAwarenessMonth #TransIsBeautiful #TransAwarenessWeek
@SalfordCouncil @SalfordProud



#TransDayofRemembrance Social Media
youtube.com

D – Collaborated with other LGBT network groups
[INFO]

E – Collaborated with other internal network groups
Network of networks – collaborating and sharing ideas with the other networks in the uni.

Women's Voice and BAME Network in IDAHOBIT video: <https://youtu.be/cv7MZZTXOX8>

Salford Proud Chair Helen goes to SalfordAbility network launch to talk about starting a network.

F – Mentoring or coaching programme

[INFO]

G – Reverse mentoring programme

[INFO]

H – Fundraised for an LGBT charity, community group, or event

[INFO]





Salford Proud
@SalfordProud

Following

Red ribbons are available at [@TheLibraryUoS](#) desk - show your support this World AIDS Day and [#RockTheRibbon](#) [@GeorgeHouseTrst](#) & [@LGBTfdn](#) will also be on campus tomorrow giving out ribbons and raising awareness about HIV



11:58 AM - 27 Nov 2018

And promoted the student network's fundraiser event:

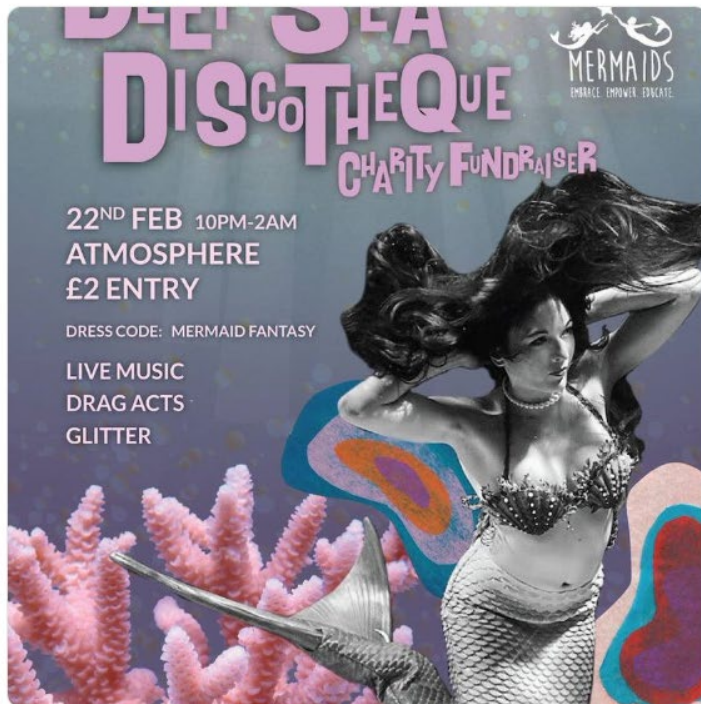


Salford Uni LGBTQ+
@SalfordLGBTQ

Following



Our fundraiser for [@Mermaids_Gender](#) is tomorrow night! Expect live music, drag performances and LOTS of glitter ✨ tickets are £2 on the door at [@SalfordAKB](#) - see you there! 🌈🧝‍♀️



1:54 PM - 21 Feb 2019

5 Retweets 14 Likes



1



5



14



I – None of the above

Not applicable.

3.5 In the past two years, has the LGBT network group held campaigns, initiatives, seminars or events engaging with following diversity strands? Tick all that apply.

A – Age

[info]

B – BAME

[info]

C – Disability (excluding disability related to mental health)

[info]

D – Women

[info]

E – Low income communities (for example, working class communities, people with experience of poverty or homelessness).

[info]

F – Mental health (including disability related to mental health)

[info]

Religion

[info]

3.6 In the past year, what initiatives has the LGBT employee network group undertaken to ensure the membership is as diverse as possible?

A – Implemented a formal mechanism or process to ensure Bi and Trans issues are covered and engaged with (for example Bi and Trans reps)

The network has positions on its committee for Bi and Trans & Non-Binary Officer to help ensure the voices of Bi and Trans & Non-Binary are included within decision making and in the planning of the network's activities.

B – Promoted the LGBT employee network group as being open to all employees and inclusive of LGBT people with multiple identities

Info

C – Reviewed and evaluated past and future activity to remove barriers to engagement to engagement from LGBT people with multiple identities

Info

D – Other

Info

E – None of the above

Not applicable.

3.7 Has the LGBT employee network group undertaken any additional work in the past year to advance LGBT equality in both your organisation and the wider community?
Yes.

The University has a formal partnership with Salford Pride/Pink Picnic. This agreement provides a joint mission statement for both Salford Pride and the University to “work collaboratively to co-create and promote campaigns for better rights and safe spaces for the LGBT+ community and their allies in Salford”. The agreement also commits to sponsorship and financial support for work from the University and to jointly run a Salford Pride fundraising event during LGBT History Month. Finally, the agreement provides access to university building to support planning and Salford Pride activity.

As part of this, there is a position on the employee network committee that works on the partnership between Salford Pride and the employee network to arrange events and share information.

3.8 Does the LGBT employee network group's terms of reference state that the group is inclusive of Bi and trans people? Tick all that apply.

- A. Bi people – yes
- B. Trans people – Yes

Section 4: Allies and Role Models

4.1 Does the organisation have a formal programme or initiative to engage all non-LGBT employees to become allies?

A – Yes as part of our LGBT network group

Yes, staff members can make a positive choice to wear rainbow lanyards as part of the University's rainbow lanyard programme launched in 2018. Allies are also welcome to join as official Friends of Salford Proud where they receive update on activity around LGBT equality, invites to opportunities to get involved and information on networking and events.

4.2 In the past year, has the organisation held internal awareness raising sessions, campaigns or initiatives specifically for allies which cover the following? Tick all that apply.

A – The importance of allies

[info]

B – Discrimination towards LGBT people

[info]

C – Personal stories from LGBT people

None.

D – Actions they can take to be effective allies

[info]

As part of LGBT+ History month, Salford Proud and the Inclusion and Diversity Team collaborated on a video series that talks about different LGBT+ identities, and as well as the importance of being an ally and actions they can take to be effective allies. A similar section was included in the video produced for International Day Against Homophobia, Biphobia, and Transphobia, where the Bi Officer and an Ally from the Salford Proud network talked about why it is important to be an ally and how allies can get involved.

IDAHOBIT video: <https://youtu.be/cv7MZZTXOX8>

LGBT Video Series: https://www.youtube.com/watch?v=U-kh_qjF33g

E – None of the above

Not applicable.

4.3 Does the organisation enable allies to visibly signal their commitment to LGBT equality?

Yes, the University has several mechanisms for allies to show commitment to LGBT equality. Colleagues across the University are encouraged to wear a rainbow lanyard to visibly show support to colleagues and students. In addition, many colleagues across the University now include their pronouns in their email signatures.

Furthermore, as part of International Day of Homophobia, Biphobia, and Transphobia 2019 colleagues from across the University were invited to visibly take a stand against homophobia, biphobia, and transphobia in our video: <https://youtu.be/cv7MZZTXOX8>

4.4 In the past year, which of the following activities have allies engaged in? Tick all that apply.

A – Participated in LGBT network group activities

The network holds many events and campaigns open to allies. A group of our allies helped to organise this year's entry into Manchester Pride, and even more attended the march on the day.

B – Helped organise a lesbian, gay, and bi equality awareness raising event

For International Day Against Homophobia, Biphobia, and Transphobia, an ally from Salford Proud worked with the network chair and inclusion & diversity team to plan, film, and edit a video that aimed to raise awareness of LGBT Inclusion and why it is important to be an ally, but also to provide a platform for colleagues across the University to visibly stand against homophobia, biphobia, and transphobia.

C – Recruited Other Allies

In the IDAHOBIT video – Sam Hall recruiting allies?

D – Recruited other allies

Info

E – Coached or mentored other allies

Info

F – Other

Info

E – None of the above

Not applicable

4.5 Does the organisation support all non-trans employees (including lesbian, gay and bi employees) to become trans allies through training, programmes and/or resources? Yes.

The University is committed to ensuring non-trans colleagues become positive allies to support the Trans community. The University works closely with an Inclusion Specialist with a background in

Trans Equality within the public sector and one of the co-founders of the Trans Equality Legal Initiative to deliver a series of half day development sessions for University staff across all departments, and particularly for security and student-facing colleagues.

One of the learning outcomes from the training is to support staff to become more confident in being considered a trans ally and in supporting the University's overall aim to be a trans inclusive university.

The University also published a video series online covering different identities including non-binary and trans identities, hosted by the Salford Proud LGBT+ staff network. The aim of this is to educate colleagues across the University as a first step to becoming a better ally.

This year has also seen the launch of our Trans and Non-Binary policy which includes guidance for colleagues on supporting trans and non-binary staff.

4.6 Does the organisation support LGBT employees at all levels to become visible role models through training, programmes and/or resources.

No.

4.7 In the past year, have any visible LGBT role models at board level from the organisation been profiled?

No.

4.8 In the past year, have any visible LGBT role models at senior management level from the organisation been profiled?

No.

4.9 In the past 18 months, has the organisation profiled visible role models from the following communities? Tick all that apply.

A – Gay people or lesbians

Info

B – Bi people

Info

C - Binary trans people

Info

D - Non-Binary people

Info

E – Older LGBT people (aged 50 and over)

Info

F – Young LGBT people (aged 25 and under)

Info

G – Disabled LGBT people (excluding disability related to mental health)

Info

H – BAME LGBT people

Info

I – LGBT people of faith

Info

J – LGBT people being open about their mental health or wellbeing challenges

Info

K – LGBT Parents

Info

L – None of the above

Yes.

4.10 Does the organisation support all non-bi employees (including lesbian and gay employees) to become bi allies through training, programmes and/or resources? (not scored)

Not specifically bi allies...?

4.11 Does the organisation enable allies to visibly signal their commitment to bi and trans equality? Tick all that apply.

A – Bi equality

No.

B – Trans equality

The University encourages colleagues to state their pronouns in their email signatures....

Section 5: Senior Leadership

5.1 How does the organisation support board level employees to understand the issues that affect LGBT people? Tick all that apply.

A – Reverse mentoring opportunities for board level employees

...

B – Promote LGBT specific conferences or seniors to the board level employees

Info

C – Other

Info

D – None of the above

Info

5.2 In the past year which of the following activities have members of the board engaged in? Tick all that apply.

A – Communicated a strong message on sexual orientation equality

For International Day Against Homophobia, Biphobia, and Transphobia this year, the University's Dean of Students Neil Fowler spoke about the importance of LGBT+ equality in a video posted online and on University staff communications. He highlighted that we are intolerant of any intolerance and that we want everyone to feel safe and supported at the University. Within the video, various other members of the Vice Chancellor's Executive Team also pledged their support including: the Vice Chancellor, the Registrar, and the Pro Vice Chancellors.

B – Communicated a strong message on trans equality

... Following the release of the Trans and Non-Binary Staff and Students Policy this year, Neil Fowler Dean of Students...

C – Met regularly with the LGBT employee network group

The network group Salford Proud meets every four to six weeks with the LGBT+ Senior Champion Neil Fowler (Dean of Students) to discuss the work of the group and what Neil can do to support and promote this.

In addition, Salford Proud attend a quarterly lunch with the Vice Chancellor of the University, Helen Marshall, alongside other colleague networks. This is an opportunity to discuss the progress of the networks and to highlight any issues that the Vice Chancellor can support with.

D – Reviewed top line LGBT monitoring reports and actions

No?

F – Spoken at an internal LGBT event

Dean of Students Neil Fowler spoke at Salford Proud's 1st Birthday party highlighting the work that had been accomplished through the year and reaffirming his support for the network and its activities.

G – Spoken at an external LGBT event

The University of Salford sponsored Salford Pride – The Pink Picnic. As part of this, the LGBT+ Senior Champion spoke at the event, introducing the first act of the event and talking about the commitment of the University to supporting Salford Pride.

H – Reviewed and/or approved an LGBT inclusion strategy

...

I – Attended an external LGBT event, for example Pride
Neil Attending Manchester Pride?



Manchester Pride Parade

Dear colleagues

Each year over the Bank Holiday in August, the city of Manchester hosts Manchester Pride – one of the UK's biggest LGBT+ pride events. The long weekend holds a series of events including various musical acts, vigils, fundraising events, and of course, the Manchester Pride Parade. The Pride Parade is an iconic aspect of Manchester Pride, where hundreds of organisations and thousands of individuals come together to celebrate LGBT+ people and to publicly make a stand in supporting LGBT+ people, whether it be employees, colleagues, service providers and users, friends, or family.

The atmosphere during the Parade is unapologetically proud, it is exciting, it is welcoming. The Parade offers to those involved a sense of community within their organisations, a sense that their colleagues unequivocally support LGBT+ rights, a sense of belonging. And for those watching the Parade, it provides the vital positive LGBT+ representation to the public, to those who are maybe feeling alone, to those who are seeking out that community that can be life-changing and life-saving.

As a University, we are proud to be marching in the Pride Parade this year, and we have spaces for colleagues at the University to come along and march in the Parade also. You can sign up to march in the Parade (which will take place on Saturday 24th August 2019 from 11am to about 3:30pm) [here](#), and any colleagues who march in the Parade will be up for a chance of winning some tickets to the Pride Festival in the evening on Saturday. I will be there marching alongside colleagues and the LGBT+ staff network Salford Proud as the Dean of Students, the University's Senior LGBT+ Champion, and as a supporter of LGBT+ rights.

If you have any questions about the University's entry into the Pride Parade, please contact Salford Proud via salfordproud@salford.ac.uk.

I look forward to seeing you there!

J – Other

...

5.3 How does the organisation support senior management to understand the issues that affect LGBT people? Tick all that apply.

A – Reverse mentoring opportunities for Senior Management level employees

Info

Neil reverse mentoring?

B – Promote LGBT specific conferences or seminars to senior management level employees.

Info

C – Other

Info

D – None of the above

Info

5.4 In the past year, which of the following activities have senior management engaged in? Tick all that apply.

A – Communicated a strong message on sexual orientation equality

As part of International Day Against Homophobia, Biphobia, and Transphobia the Associate Director for People Strategy – Human Resources spoke about the importance of LGBT+ inclusion and pledged against homophobia, biphobia, and transphobia.

B – Communicated a strong message on trans equality

...

C – Met regularly with the LGBT employee network group

WIC and Anwen?

D – Reviewed top line LGBT monitoring reports and actions

No?

F – Spoken at an internal LGBT event

G – Spoken at an external LGBT event

No

H – Reviewed and/or approved an LGBT inclusion strategy

...

I – Attended an external LGBT event, for example Pride

Who is attending pride?

J – Other

...

Section 6: Monitoring

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

Yes. The University records gender via equality monitoring forms for new employees. The form is online as part of the recruitment process and offers the following options for sexual orientation: Bi/Bisexual, Gay Man, Gay Woman/Lesbian, Heterosexual, Other, Prefer to self-declare, 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.

Yes. In the University recruitment equality monitoring forms, the question for gender allows for the selection of female, male, or non-binary. And there is a question that asks “is your gender identity the same as was assigned at birth?” with the answers: yes, no, or prefer not to say.

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

Yes. This information is published in our Annual Inclusion & Diversity Report which is available for all colleagues to view on our staff intranet. The report is taken through various committees at the University, including being seen by Vice Chancellor’s Executive Team, the Workplace Inclusion Committee (including the LGBT colleague network Salford Proud), the Inclusion and Diversity Executive Committee, and the Inclusive Student Experience committee. Furthermore, equality data is available on a Power BI dashboard to the HR department. The HR Advisors and Business Partners can refer to this data when going into conversations with schools/departments to help make decisions.

SEXUAL ORIENTATION

Academic recruitment conversion

	LGB+	Heterosexual	Unknown	All
Application to Shortlisted	5.6%	9.0%	9.5%	8.8%
Shortlisted to Successful	57.1%	33.1%	50.0%	35.9%

Academic recruitment

	LGB+	Heterosexual	Unknown
Applications	6.5%	83.6%	9.9%
Shortlisted	4.1%	85.3%	1.6%
Successful	6.6%	78.7%	14.8%

Professional Services recruitment

	LGB+	Heterosexual	Unknown
Applications	8.6%	83.0%	8.4%
Shortlisted	8.2%	84.0%	7.8%
Successful	9.3%	80.6%	10.2%

Professional Services recruitment conversion

	LGB+	Heterosexual	Unknown	All
Application to Shortlisted	5.8%	6.2%	5.7%	6.1%
Shortlisted to Successful	45.5%	38.5%	52.4%	40.1%

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

...

6.5 When running staff satisfaction surveys, does the organisation break down and analyse the satisfaction of LGBT employees?

No survey this year, use last years?

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

70-79%

Sexual Orientation by Staff Category

Sexual Orientation	Academic	Admin	Apprentice	Manual	Security	Technician	Total
Bi/Bisexual	1.27%	0.96%		2.00%	2.08%	2.34%	1.28%
Gay man	1.70%	2.67%				0.78%	1.86%
Gay woman/Lesbian	1.06%	0.85%			4.17%		0.88%
Heterosexual/Straight	72.11%	76.31%	85.71%	72.50%	68.75%	68.75%	73.66%
Other LGB+	0.11%	0.11%		2.00%		1.56%	0.35%
Prefer not to say	9.97%	8.32%	14.29%	12.50%	8.33%	7.03%	9.32%
Unknown	13.79%	10.78%		11.00%	16.67%	19.53%	12.64%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

The above table is taken from the information dashboard used within HR which shows the percentage of people who selected each option for the monitoring question.

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

90-100%

80-89%

70-79%

60-69%

50-59%

Under 50%

We do not monitor

6.8 Do you analyse difference in staff satisfaction levels between different LGBT identities? (question no scored).

Yes or no?

Section 7: Procurement

7.1 Does the organisation train or give guidance to the person/team responsible for procurement around diversity and inclusion outcomes, inclusive of LGBT equality?

...

7.2 Before awarding a contract, does the organisation scrutinise the following in the tender process? Tick all that apply.

A – Whether the potential supplier has a policy which explicitly bans discrimination/bullying and harassment based on sexual orientation or gender identity.

Info

B – Whether the potential supplier has equality training which is explicitly inclusive of sexual orientation and gender identity.

Info

Last year:

Both of these are included within the standard contract template issued to University suppliers. They are asked to confirm they have an equality policy, whether they monitor their staff based on the protected characteristics and explicitly includes sexual orientation and they are asked if they provide equality training covering the protected characteristics.

7.3 Once a contract is awarded, how does the organisation hold the supplier to account? Tick all that apply.

A – Include a broad diversity and inclusion slot in contract monitoring meetings inclusive of LGBT issues.

Info

B – Monitor and analyse LGBT related feedback on supplier.

Info

Last year:

The university procurement team is committed to reviewing and monitoring supplier's performance in relation to the equality requirements in their contract throughout the lifecycle and at key decision-making moments of any agreement. Larger suppliers are expected to publish annual equality monitoring data on their workforce including sexual orientation which is reviewed and at key decision-making points the wider equality requirements suppliers have signed up to can also be reviewed as part of the team's quality assurance process.

7.4 In the past year, how has the organisation engaged or collaborated with its suppliers? Tick all that apply.

A – Joint LGBT diversity and inclusion training

All of the University's major student accommodation suppliers/partners, catering suppliers, and health and wellbeing services suppliers were invited to attend the Trans specific development sessions taking place in September and October to ensure that they are being inclusive and supportive of Trans and Non-Binary students and have the same skills and confidence levels across the University.

B – Invite suppliers' employees to take part in LGBT employee network group events
For International Day Against Homophobia, Biphobia, and Transphobia, the LGBT staff network Salford Proud worked with the Inclusion & Diversity Team to produce a video pledging against homophobia, biphobia, and transphobia. On-campus suppliers were invited to take part in this video. Salfood (catering provider) and Campus Living Villages (accommodation provider) were included in the final video.

C – Joint community outreach projects targeting LGBT people
Info

D – Share best practice and policy around LGBT inclusion
Info

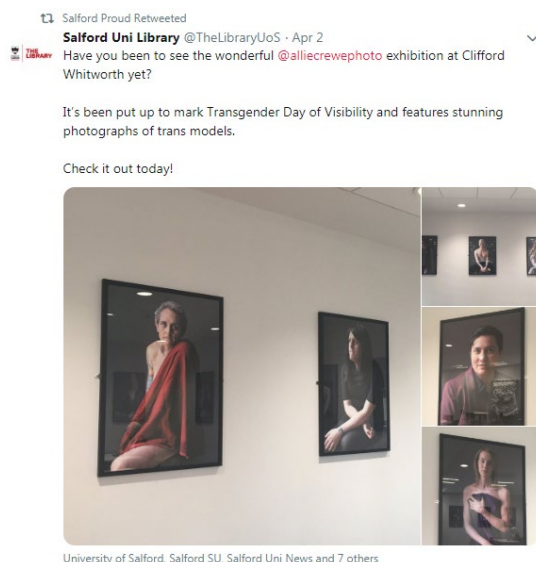
Section 8: Community Engagement

8.1 In the past year, has the organisation utilised its social media accounts and online presence to demonstrate its commitment to LGBT equality?

Yes.

The first post is UoS Students for international day against homophobia, biphobia, and transphobia. This account has almost 9 thousand followers. The profile picture was changed to a pride-themed logo and a post was made about IDAHOBIT. They also shared the IDAHOBIT video produced by the Salford Proud network and the Inclusion & Diversity team.

The second is from the library which has 3500 followers and is in support of the 'You Brought Your Own Light' exhibition of photos of trans models for Trans Day of Visibility.



8.2 Which of the following outreach activities has the organisation taken part in the last year? Tick all that apply.

250 words per option

A – Sponsored or supported LGB community group/s

[Info](#)

B – Sponsored or supported trans community group/s

[Info](#)

C - Sponsored or supported LGB community event/s

[Info](#)

D - Sponsored or supported trans community event/s

[Info](#)

E – Sponsored campaign/s to tackle hate crime or homophobic, biphobic, and transphobia bullying

[Info](#)

8.3 In the past year, have you collaborated with other organisations in your region or sector on an initiative to promote LGBT equality in the wider community?

Yes.

The University is part of the Salford LGBT+ Partnership (formerly the Salford Multi Agency Forum) which it has jointly funded with the local authority in Salford to promote and support the LGBT community across the local area. The forum provides funding and grants for the community organisations that can bid as part of a formal application process.

The University of Salford hosted and provided a venue for the ‘Walk in my Shoes’ exhibition during LGBT+ history month 2019. The exhibition is an interactive experience, featuring audio recordings of Salford residents telling their story of what it was like to grow up in Salford as a member of the LGBT community, and include a variety of personal and emotional monologues and experiences. Although the project looks at stories from the past, the experience aimed to raise awareness of some of the issues still faced by the LGBT+ community.

8.4 Has your organisation done any further work in the past year to promote LGBT equality in the wider community.

Yes

8.5 In the past year, has the organisation utilised its social media accounts to demonstrate its commitment to bi and trans equality? (not scored).

A – Bi equality

[Info](#)

B – Trans equality

[Info](#)

Section 9: Clients, Customers, and Service Users

A. Public or third sector with service users

9A.1 In the past three years, has the organisation examined the service user journey to ensure there are no barriers to access for LGBT people?

...

9A.2 Does the organisation collect LGBT monitoring information for service users to allow for the following analysis? Tick all that apply.

A – Assess whether LGBT people are accessing your services

...

B – Assess the satisfaction of your LGBT service user in comparison to other groups

...

C – None of the above

...

9A.3 Has the organisation consulted with LGBT service users in the past three years to tailor the services to their needs?

...

Last year:

The University has a Trans Staff and Students Forum supported by the University's Student Inclusion and Diversity Manager. The forum has consulted with students via this group on the development of the University's gender-neutral toilet programme, development of more trans inclusive resources and a whole range of internal activity at the University. The forum has also received visitors for external partner organisations including the NHS to get trans students input into the development of trans inclusive health services across Greater Manchester.

9A.4 What percentage of frontline employees have been trained on reducing bias and discrimination towards LGBT services users? Select the completion rate for the training.

76-100%

51-75%

26-50%

1-25%

No training completed.

9A.5 In the past year, has the organisation communicated or promoted its services as being explicitly LGBT inclusive?

Upload an example of the communication. Describe the reach of the communication (max 500 words).