

Application: Tower Hamlets Council London Borough of Tower Hamlets 2020

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Workplace Equality Index

Summary

ID: A-4691619799

Last submitted: 9 Sep 2019 09:48 PM (BST)

Section 1: Employee Policy

Completed - 16 Mar 2020

Workplace Equality Index submission

Policies and Benefits: Part 1

Section 1: Policies and Benefits

This section comprises of 7 questions and examines the policies and benefits the organisation has in place to support LGBT staff. The questions scrutinise policy audit process, policy content and communication.

This section is worth 7.5% of your total score.

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

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?

GUIDANCE: The audit process should be systematic in its implementation across all relevant policies. Relevant policies include HR policies, for example leave policies.

Yes

Please describe the audit process:

State when the process last happened:	Started January 2019 as part of a review of terms and conditions. Policies are being reviewed in priority order and will be checked for inclusivity and gender neutral language
Describe the audit process:	<p>A Policy Working Group consisting of HR, Trade Unions and Managers is involved in reviewing policies. Once a policy has been drafted/amended by HR, it is taken to the group for consideration and discussion. After being reviewed by the working group, all major HR policies are consulted upon formally with the recognised trade unions, and are sent to the staff forums (Tower Pride (LGBTQIA+ forum), BAME Empowerment Network (BAME forum) and n-Able (Disability forum) for comment. If they need it, there will also be specialist input from a subject matter expert, e.g. support from the Violence Against Women and Girls and Domestic Violence teams for policies around sexual harassment and domestic violence respectively.</p> <p>As part of the drafting of policies, consideration is given to ensuring that policies are inclusive and that language is gender neutral, with a particular focus on non-binary inclusion.</p> <p>Any comments received are considered, with</p>

redrafting taking place by HR. The policy is then sent (and returned for redrafting as appropriate) to the HR Leadership Team, Directorate Leadership Teams and the Corporate Leadership Team for final approval. If major changes to terms and conditions will result, they also go to Elected Members through the General Purposes Committee for agreement.

If the changes are due to changes in legislation, or are minor amendments, then they will be made by HR without going through the usual stages, unless they have a major impact on terms and conditions. In this case, they would still be shared with the Trade Unions and staff forums for their comments/information.

A number of draft policies were shared with all staff and Trade Unions as part of a Council wide change programme looking at terms and conditions of employment, called Tower Rewards, which has been under way since January 2019. There are a number of other policies that will be created or amended as a result of this programme.

All new policies will have an equality analysis undertaken to assess impact on any of the protected characteristics, including any impact on LGBTQIA+ staff. If any potentially disproportionate impact is identified, then mitigation is considered, and this would again be discussed with the Trade Unions, as has been the case for the impact of Tower Rewards and the policies associated with it. Actions would then form part of the Annual Workforce Equality Action Plan.

Describe any previous outcomes of the audit process:

Through reviewing the suite of policies around maternity/paternity/adoption/shared parental leave, changes were made in 2017 to ensure that they are using gender neutral language and are inclusive of same-sex couples. These policies were reviewed again in 2018 in light of progress around non binary inclusion, to ensure they were still appropriate.

A review of the Council's current Grievance and Combatting Harassment and Discrimination policies led to the development of a new joint Grievance Policy being developed. The new draft policy, like the existing policies, still has zero tolerance for bullying or harassment based on any protected characteristic, including sexual orientation and gender and now also covers gender identity and gender expression after a review in 2018.

This followed work identified through the Stonewall plan that wording in the current Combatting Harassment and Discrimination Policy could be stronger in terms of zero tolerance with regards to bullying and harassment based on gender identity and sexual orientation, which has been strengthened in both the policy itself and the FAQs.

The Employee Code of Conduct has also been reviewed and includes under the Equalities Section that the Council is opposed to all forms of discrimination and harassment, intimidation or victimisation of any persons and aims to create and maintain a working environment where individuals are treated with dignity and respect. This includes in the examples of where employees must promote equality and diversity by not discriminating against any person (colleague, the public, clients etc) on the basis of ... sex (which includes gender identity and gender expression), gender reassignment, sexual orientation, marriage or civil partnerships...

A recent example of where changes have been made to a policy/strategy as a result of the audit process is the Violence Against Women and Girls (VAWG) Strategy, which the Tower Pride forum were consulted on and as a result gave feedback on how to ensure LGBTQIA+ people are included in the work and raised awareness of the vulnerable groups within the LGBTQIA+ community. This is being reflected in the accompanying action plan.

1.2 Does the organisation have a policy (or policies) which includes the following?

Tick all that apply

GUIDANCE: The policy/policies should clearly state that the organisation will not tolerate discrimination against employees on the grounds of sexual orientation, gender identity and/or trans identity. These may be listed along with other protected characteristics. The policy/policies should also demonstrate, through careful wording, a zero-tolerance approach to homophobic, biphobic and transphobic bullying and harassment. They should explicitly include examples of what homophobia, biphobia and transphobia in the workplace may look like.

Responses Selected:

- A. Explicit ban on discrimination based on sexual orientation
- B. Explicit ban on discrimination based on gender identity and gender expression
- C. Explicit ban on bullying & harassment based on sexual orientation
- D. Explicit ban on bullying & harassment based gender identity and gender expression

Name the policy and paste the relevant policy excerpt:

	Policy	Excerpt
		<p>Combatting Harassment and Discrimination Policy:-</p> <p>1. THE COUNCIL'S POLICY</p> <p>1.1 The Council wants to create and maintain a working environment where individuals are treated with dignity and respect. The Council has a zero tolerance approach to all forms of unlawful discrimination and harassment of any kind. The Council, its Chief Executive and senior managers are firmly</p>

committed to the success of this policy and all steps taken towards its achievements.

1.2 The Council has created a procedure (see below) to give employees a method of challenging unlawful discrimination and harassment.

1.3 Any employee (other than school-based staff, for whom separate arrangements exist) may use this procedure if they feel they have been:

- discriminated against at work in contravention of the Council's equal opportunities policy (less favourable treatment on grounds of sex, race, religion or belief, age, sexual orientation, disability, gender, gender reassignment, gender identity and gender expression, marriage or civil partnership, pregnancy and maternity).
- Subject to harassment at work
- Witness to discrimination or harassment.

1.4 There is no single definition of what constitutes harassment. This is because it takes many forms, such as:

- offensive or hostile treatment on the basis of sex, race, religion or belief, age, sexual orientation, disability, gender, gender reassignment, gender identity and gender expression, marriage or civil partnership, pregnancy

A. Explicit ban on discrimination based on sexual orientation

CHAD Policy, FAQs and Diversity Statement

and maternity.

- unwanted conduct of a sexual nature or other conduct based on gender, gender reassignment, gender identity and gender expression that damages the dignity of women and men at work

- bullying, ridicule or demeaning behaviour, whether or not linked to any particular feature of the employee, such as their sex, race, religion or belief, age, sexual orientation, disability, gender, gender reassignment, gender identity and gender expression, marriage or civil partnership, pregnancy and maternity.

1.5 The Council will take all complaints of discrimination and harassment seriously, and where an employee is shown to have perpetrated such behaviour, disciplinary action will be taken.

1.6 Managers are responsible for implementing this policy, with advice from Human Resources staff, bringing it to the attention of their staff and seeking to eliminate any such discrimination or harassment of which they become aware.

1.7 All employees must comply with this policy.

CHAD FAQs

Q1. What should this procedure be used for?

A. An individual may use this procedure if they feel they have been discriminated against at work in contravention of the Council's Equal Opportunities Policy on the grounds of a protected characteristic or if they have witnessed such discrimination or harassment.

The Council has a zero tolerance policy towards discrimination on the grounds of a protected characteristic, for example because of someone's gender identity or sexual orientation, and will take appropriate action under the Council's procedures should this policy be breached.

The procedure also may be used in respect of bullying, ridicule or demeaning behaviour, whether or not linked to any particular feature of the employee, such as their sex, race, religion or belief, age, sexual orientation, disability, gender reassignment (or gender identity or expression), marriage or civil partnership, pregnancy and maternity.

Continued in section B

CHAD FAQs continued

Q3. If I feel I am being bullied or harassed by a work colleague or manager because I am lesbian, gay, bisexual or transgender, what should I do?

A. There are a number of ways you can raise this issue, including with your line manager, a member of the LGBT staff forum or HR. You should also read the CHAD policy and decide whether, in the first instance, you wish to attempt to resolve the matter informally or formally. Support is also available through the Council's Occupational Health Service, through which trained counsellors are available to staff.

Q4. What should I do if I witness what I think is harassment or discrimination?

A. The CHAD Procedure explicitly states that it should be used by employees who witness what they feel is discrimination or harassment. There are a number of ways you can raise this issue, and the CHAD Procedure gives you details of actions you can take. For example if you hear homophobic comments, even if the person they appear to be aimed towards is absent, you should bring it to the attention of your line manager, a member of the LGBT staff forum or HR.

Q5. What is transphobia, biphobia and homophobia?

A. Transphobia is the fear or dislike of someone based on the fact they are trans, including the denial/refusal to accept their gender identity.

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

CHAD Policy, FAQs and Diversity Statement

Biphobia is the fear or dislike of someone who identifies as bisexual based on prejudice or negative attitudes, beliefs or views about bi people. Biphobic bullying may be targeted at people who are, or who are perceived to be, bi.

Homophobia is the fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people, who are, or who are perceived to be, lesbian, gay or bi.

Examples of transphobia, biphobia and homophobia include:

- Refusing to address a trans person by their preferred name and correct gender pronoun
- Outing an individual as lesbian, gay, bisexual or transgender without their permission.
- Spreading rumours or gossip about an individual's gender identity, expression and/or gender history.
- Verbally or physically abusing or intimidating someone because they are trans, lesbian, gay or bisexual
- Inadvertently or deliberately ignoring or excluding same-sex partners from social events
- Inappropriate personal questioning relating to sexual

		<p>orientation, gender identity, gender expression or domestic circumstances</p> <ul style="list-style-type: none"> • Homophobic, biphobic or transphobic comments, 'jokes' or name calling. • Engaging in 'banter' or 'making jokes' which are degrading to a person's actual or perceived sexual orientation. <p>Continued in Section C</p>
		<p>VALUING DIVERSITY: OUR POLICY STATEMENT ON DIVERSITY AND EQUALITY</p> <p>Our commitment</p> <p>Valuing diversity is one of the four core values of Tower Hamlets Council. We will promote diversity and equality in everything we do to improve the quality of life for everyone living, working and visiting Tower Hamlets. The borough's diversity is one of its greatest strengths and assets. We will build upon this by working with the Tower Hamlets Partnership to provide accessible and responsive services that enable everyone to take part in the social, cultural and economic wealth of the borough. Achieving this is central to delivering the Council's vision, is linked to our Strategic Plan priorities and objectives and forms a driving force within the Community Plan and key to creating a cohesive community.</p> <p>Our aims and values</p>

C. Explicit ban on bullying & harassment based on sexual orientation

CHAD Policy, FAQs and Diversity Statement

As a service provider we will:

- Promote equality of opportunity and eliminate discrimination in the planning and delivery of our services in terms of age, disability, ethnicity, gender, sexual orientation, gender-reassignment, marriage and civil partnership, religion or belief, pregnancy and maternity, health and income status
- Promote good relations between communities and address negative stereotyping of any groups
- Ensure that all residents have equal opportunity to participate in the democratic process
- Tackle harassment relating to a person's age, disability, ethnicity, gender, sexual orientation, religion or belief, health and income status

As an employer we will:

- Develop, review and promote policies and practices that ensure equality of opportunity and eliminate discrimination for our workforce in all areas of employment (including recruitment, retention, learning and development, promotion, grievance, disciplinary and retirement)
- Ensure that our workforce reflects the diverse nature of the borough

We will comply with all legislation governing equalities, including:

- the Equality Act 2010 including the Public Sector Equalities Duty

		<ul style="list-style-type: none"> • the Human Rights Act 1998 <p>We will recognise our community leadership role and use this to work towards a cohesive community reflecting local circumstances.</p>
D. Explicit ban on bullying & harassment based gender identity and gender expression	CHAD Policy, FAQs and Diversity Statement	Please see sections A, B and C above

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

Tick all that apply

GUIDANCE: Where applicable, the policies should explicitly state that they apply to same-sex couples (or same-gender or non-heterosexual couples). Alternatively, they should explicitly state that they apply regardless of the gender of an employee's partner. The policies should avoid unnecessarily gendered language and pronouns, for example, by using the term 'partner' instead of 'husband' or 'wife' (as long as you have previously stated what constitutes a partner). It should be clear that parental leave policies apply to all employees, regardless of gender.

Responses Selected:

A. Adoption policy
B. Special or Compassionate Leave Policy
C. Maternity policy
D. Paternity policy
E. Shared Parental leave policy

Provide a brief description of the policy/policies you have uploaded:

All the above. Please note that the Paternity Policy is part of the Maternity Policy

A. Upload the adoption policy

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

[Adoption Scheme](#)

Filename: Adoption Scheme **Size:** 231.4 kB

B. Upload the special or compassionate leave policy

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

[Annual and Special Leave Procedure](#)

Filename: Annual and Special Leave Procedure **Size:** 760.7 kB

C. Upload the maternity policy

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

[Guide to Maternity benefits](#)

Filename: Guide to Maternity benefits **Size:** 305.2 kB

D. Upload the paternity policy

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

[Guide to Maternity benefits](#)

Filename: Guide to Maternity benefits **Size:** 305.2 kB

E. Upload the shared parental leave policy

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

[Shared Parental Leave Policy](#)

Filename: Shared Parental Leave Policy **Size:** 1.3 MB

Policies and Benefits: Part 2

Next Steps

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

Yes

Does the policy (or policies) in place to support employees who are transitioning cover the following?

Tick all that apply

GUIDANCE: Evidence submitted should demonstrate how information around organisational support for people transitioning is tailored to different employee groups. For guidance on creating a transitioning at work policy, see Stonewall's resource [here](#).

Responses Selected:

- A. Work related guidance for an employee who is transitioning
- B. Work related guidance on the process for an employee to change their name and gender marker on workplace systems
- C. Work related guidance for HR staff on how to support an employee who is transitioning
- D. Work related guidance for managers on how to support an employee who is transitioning
- E. Work related guidance for employees on how to support a colleague who is transitioning

Provide a brief description of the policy/policies you have uploaded:

There are two main documents - Supporting Trans and Non-binary Employees in the Workplace and Transitioning in the Workplace, that cover the areas above. Both also refer to associated documents, which are: Definitions and Terminology A-Z; Frequently Asked Questions; Guidance for HR - Dos and Don'ts; Guidance for Managers; Memorandum of Understanding for Managers; and Relevant Legislation. The documents set out how the Council supports trans employees, both in the workplace in general and specifically in relation to transitioning in the workplace. A number of the documents will cover multiple areas from the list above and should be read together. These also apply to 1.5 below.

Uploaded policies in section 1.4: -

Transitioning in the workplace

Memorandum of Understanding for Managers

Guidance for HR - Dos and Don'ts

Guidance for Managers

Supporting Trans and Non-binary Staff in the Workplace

Policies uploaded in section 1.5:-

Definitions and Terminology A-Z

Frequently Asked Questions

Relevant Legislation

The specific areas identified in section 1.4 and 1.5 are covered across a number of the above documents and so they should be read together

A. Upload guidance for members of staff

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

[Transitioning in the Workplace](#)

Filename: Transitioning in the Workplace **Size:** 19.0 kB

B. Upload guidance for making changes on systems

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

[Memorandum of Understanding for Managers](#)

Filename: Memorandum of Understanding for Managers **Size:** 28.6 kB

C. Upload guidance for HR staff

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

[Guidance for HR - Dos and Don'ts](#)

Filename: Guidance for HR - Dos and Don'ts **Size:** 16.4 kB

D. Upload guidance for managers

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

[Guidance for Managers](#)

Filename: Guidance for Managers **Size:** 18.0 kB

E. Upload guidance for colleagues

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

[Supporting Trans and Non-binary Employees in the Workplace](#)

Filename: Supporting Trans and Non-binary Employees in the Workplace **Size:** 23.7 kB

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

GUIDANCE: Policies submitted should include clear information around how the organisation supports all trans employees, including non-binary people. Guidance on dress code should be offered regardless of whether an organisation has a uniform or dress code policy.

Responses Selected:

- A. A clear commitment to supporting all trans people, including those with non-binary identities
- B. Information on language, terminology and different trans identities
- C. Guidance on facilities and dress code for non-binary people

Provide a brief description of the policy/policies you have uploaded:

As 1.4 above

Upload the policy and highlight content relevant to option A

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

[Frequently Asked Questions](#)

Filename: Frequently Asked Questions **Size:** 15.8 kB

Upload the policy and highlight content relevant to option B

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

[Definitions and Terminology A Z](#)

Filename: Definitions and Terminology A Z **Size:** 22.7 kB

Upload the policy and highlight content relevant to option C

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

[Relevant Legislation](#)

Filename: Relevant Legislation **Size:** 20.4 kB

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

GUIDANCE: The communication uploaded should demonstrate the organisation has informed employees that policies are LGBT inclusive. This may be on a post on an intranet system, but any file or screenshot must demonstrate the reach of the communication.

Yes

Provide a brief description of the communication you have uploaded:

Yammer reminder to all staff that Council policies and benefits are LGBTQI+ inclusive, with a link to the Tower Pride staff forum page on the intranet, which includes the following:

Staff support

Staff benefits

LBTH ensures that all employee benefits are inclusive of LGBT staff, please click here for more information contained in the Employee Handbook. Benefits include:

- Maternity, paternity and parental leave
- Adoption leave
- Flexible working
- Part-time working
- Working from home

Bullying and harassment

If you wish to report any homophobic, biphobic or transphobic bullying and harassment incidents, please visit the grievance and chat page.

In the first instance, staff are advised to discuss with their line manager any incidents of bullying or harassment. Support is also available through HR as well as the forum itself. The latter is an anonymous route for reporting any LGBT related issues, including incidents of LGBTQIA+ related bullying.

Upload a communication from the past two years highlighting the relevant content:

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

[Yammer post re inclusive policies and benefits 270819](#)

Filename: Yammer post re inclusive policies and benefits 270819 **Size:** 71.9 kB

Provide the date that the communication was shared.

27 Aug 2019

The following question is for information gathering purposes only and is not scored.

1.7 Does the organisation provide its employees with private healthcare insurance which is explicitly inclusive of LGBT-specific health needs?

No

Section 2: The Employee Lifecycle

Completed - 16 Mar 2020

Workplace Equality Index Application

The Employee Lifecycle: Part 1

Section 2: The Employee Lifecycle

This section comprises of 9 questions and examines the employee lifecycle within the organisation; from attraction and recruitment through to development. The questions scrutinise how you engage and support employees throughout their journey in your workplace. This section is worth 13.5% of your total score.

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

2.1 When advertising for external appointments, how does the organisation attract LGBT talent?

Tick all that apply

GUIDANCE: This question examines the ways in which you attract external LGBT candidates to apply for roles within your organisation.

Responses Selected:

- A. Advertise or recruit from LGBT/diversity websites/diversity recruitment fairs and events
- B. Include a statement around valuing diversity, explicitly inclusive of LGBT people in job packs and pages
- C. Supply potential applicants with information about your LGBT employee network group or LGBT inclusion activities

Describe the evidence uploaded:

When recruiting for apprentices, we ensure that we advertise across the borough and try to target all communities, which includes Step Forward, an LGBT charity within the borough.

The attached diversity statement is included as part of the electronic and hard-copy recruitment processes. Additionally, when job seekers search the LBTH website for vacancies, the landing page includes an equalities link leading to the diversity statement.

The Council's Employee Handbook also provides details about the staff forums.

Upload evidence for option A

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

Filename: **Size:** 0 Bytes

Upload evidence for option B

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

[Diversity Statement](#)

Filename: Diversity Statement **Size:** 32.8 kB

Upload evidence for option C

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

[1476534629-2.1 Employee Handbook V3 March 2017](#)

Filename: 1476534629-2.1 Employee_Handbook_V3_March_2017 **Size:** 509.4 kB

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

GUIDANCE: The training should reach as many employees who recruit as possible. Training content should explicitly mention examples of discrimination and bias towards LGBT people. Content should also include the steps recruiters can take in eliminating this discrimination and bias. Examples of content you could upload are case studies, e-learning screenshots or PowerPoint presentations.

A. 76 - 100 per cent

Describe the department or team who deal with recruitment and how you estimate training completion rates:	A dedicated People Resourcing Team (PRT) deal with recruitment. All recruitment panel chairs are required to undergo recruitment training to receive a 'Licence to Recruit'. Therefore ALL recruitment is under the control of fully trained managers. This is monitored through the shortlisting/interview notes which are returned to the PRT following the recruitment exercise. Panels usually consist of 2/3 people plus sometimes there is HR input, suggesting that over 75% of recruiting managers are trained. Additionally, on-line recruitment training is available (extract attached) and all recruiting managers, whether or not acting as chair of recruitment panels, are encouraged to undergo this training before taking part in the recruitment exercise.
Describe the format of the training and the content you have uploaded:	<p>Licence to Recruit training is a classroom-based course covering all aspects of fair recruitment. The general on-line recruitment training is available to all employees and covers all aspects of the recruitment process.</p> <p>The files attached identify the compulsory nature of recruitment chairs to undergo training to receive their Licence to Recruit, and a relevant extract from the training regarding diversity.</p>

Upload training content

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

[1476534641-Licence to Recruit Intranet](#)

Filename: 1476534641-Licence to Recruit Intranet **Size:** 162.5 kB

Upload training content

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

[Licence to Recruit Training Content](#)

Filename: Licence to Recruit Training Content **Size:** 43.5 kB

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

GUIDANCE: The senior leader message should explicitly call out LGBT inclusion. The content of all options given can be either in person, online, through a video or post, or on paper.

Responses Selected:

- A. Explicit message from senior leader on their commitment to LGBT inclusion
- B. Information on the LGBT employee network/allies programme or initiative
- C. Information on LGBT inclusive policies

Briefly describe the induction process and at what point the new starter receives the above information:

All new employees are required to attend a 1-day Induction Programme within 3 months of beginning their employment. The induction process is led by the Chief Executive and the Executive Mayor. Equalities matters are explicitly addressed by the Chief Executive and the Senior Managers (see slides 15, 19 and 33 for examples).

All new staff receive the Code of Conduct, diversity statement and access to the Employee Handbook and HR policies (which are LGBT inclusive) on the intranet as part of their induction process, along with access to the staff forum page on the intranet.

Upload evidence for option A

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

[Corporate induction 2019 11 07](#)

Filename: Corporate induction 2019 11 07 **Size:** 8.9 MB

Upload evidence for option B

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

[TOWER Pride « Staff forums « One Tower Hamlets « Staff services « Tower Hamlets intranet](#)

Filename: TOWER Pride « Staff forums « One Tower Hamlets « Staff services « Tower Hamlets intranet

Size: 39.4 kB

Upload evidence for option C

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

[TOWER Pride « Staff forums « One Tower Hamlets « Staff services « Tower Hamlets intranet](#)

Filename: TOWER Pride « Staff forums « One Tower Hamlets « Staff services « Tower Hamlets intranet

Size: 39.4 kB

The Employee Lifecycle: Part 2

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

GUIDANCE: Examples include being able to use the title Mx, the option to choose a gender marker other than male or female and the ability to have a passcard with two forms of gender expression present.

Yes

Describe how non-binary identities are recognised on workplace systems:

The main system which holds the equalities information for staff is the Council's HR system, Resourcelink. Linked to that, HR self-service allows employees to enter their record and amend their equalities data at any time, and an annual reminder is usually sent to staff with regards to this.

In terms of the equalities information held in Resourcelink, the options available at present include

'male', 'female' and 'other' and non-binary employees have the option to self-select the title Mx. A lot of work has been done to try and get Resourcelink to change their fields for all users, and not just the Council, and meanwhile the Council is looking at possible workarounds.

On our recruitment system, the question 'is your gender identity the same as the sex you were assigned at birth?' is recorded and monitored.

There is continuing work to amend the categories on all the Council's systems which hold equalities information to give better options in relation to gender to include non binary employees and potentially also intersex. This will include payroll, pensions and recruitment systems.

The categories for monitoring are currently being changed and the proposal is to collect the following information:

1. Self Identify Gender

- The title should be Self Identify Gender and the drop down list options are as follows.
- When an employee clicks on the prefer not to say option, there must be a free text field available for them to type in their own term.

Self Identify Gender Drop Down List Free Text Field

Male Yes No

Female Yes No

Intersex Yes No

Non binary Yes No

Prefer not to say Yes No

Own Term Yes

2. Identify as Trans

- The title should be Identify as Trans and the drop down list options are as follows.

Identify as Trans

Yes

No

Prefer not to say

3. HR Self Service

It must be ensured that where an employee has made changes to their personal details on HR Self Service that there is no automated notification to the line manager of this change.

The Council's email system also allows staff, should they choose, to have Mx in their address, as at least one member of staff has chosen to do. Should staff wish to change their identity cards, this can be done through Facilities Management, with the option to have two should they wish.

In addition to the information held on the HR system, the Council conducts bi-annual staff surveys. The latest survey, conducted in 2018, had equalities categories based on Stonewall guidance. As well as retaining the 'prefer not to say' category, the Council added a 'prefer to self-describe' category. When the analysis was undertaken, statistical results were broken down into all of the categories. There was analysis undertaken of the results by protected characteristics to help shape the resulting action plan and determine whether any actions were needed for any particular group of staff.

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

Tick the completion rate for the training

GUIDANCE: The training should reach as many employees as possible across your organisation. Training content should explicitly mention LGBT people and cover lesbian, gay, bi and trans in the context of each option selected. Examples of content you could upload are case studies, e-learning screenshots or PowerPoint presentations.

A. Organisational policy and legislation	76-100%
B. Language, stereotypes and assumptions	76-100%
C. Challenging inappropriate behaviour	76-100%
D. Routes to reporting bullying and harassment	76-100%

Describe how you estimate completion rates:	<p>The council provides numerous routes for staff to receive training on LGBT issues. A compulsory LGBT awareness elearning module was rolled out to all staff. Where staff do not have access to computers, managers were given the responsibility for rolling out the training via staff meetings.</p> <p>All managers have been required to attend a series of Managers' Essentials training which included equalities and specifically an LGBT Awareness module. Monitoring attendance of training (including e-training) is routinely carried out by HR and the monitoring by protected characteristic is included in the Annual Workforce Equality report.</p> <p>The Council is also developing its Core Learning and Development offer for all staff, which includes equalities and diversity training/learning, which will be delivered in a number of ways to suit the learner and will cover the whole range of LGB and T issues, including those from A to D</p>
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above.

At present, there are 2 e-learning modules that have been introduced, which are more interactive, on general equality and diversity and equality and diversity in social care and health respectively. The take-up of these modules can be monitored and reported on. A further workshop on general equality and diversity is available.

Describe the format of the training and the content you have uploaded:

The Council provides a range of training on equalities, both classroom based through a workshop and through e-learning.

The e-learning can be accessed by all staff with an account at any time and from any location, as long as they are on the Council's virtual desktop. Face-to-face classroom training also takes place.

The offer is being reviewed/developed and the core offer will deliver learning through a number of formats, to suit the learner. These will include e-learning, classroom learning, distance learning, the use of videos and more interactive mediums, which has started to be developed through new e-learning modules.

Please read the uploads, which cover A, B, C and D above

Upload evidence for option A

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

[LGBT elearning screenshot of content](#)

Filename: LGBT elearning screenshot of content **Size:** 108.7 kB

Upload evidence for option B

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

[1476534677-LGBT Managers' training ELOP](#)

Filename: 1476534677-LGBT Managers' training ELOP **Size:** 774.1 kB

Upload evidence for option C

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

[1476534689-LGBT Awareness All staff FINAL](#)

Filename: 1476534689-LGBT Awareness All staff FINAL **Size:** 3.7 MB

Upload evidence for option D

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

Filename: **Size:** 0 Bytes

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

Tick all that apply

GUIDANCE: Communications uploaded should have been sent, or made available to all employees (or as many as geographically possible through the specific communication method). Evidence could include emails and screenshots of intranet posts. IDAHoBiT refers to the International Day Against Homophobia, Biphobia and Transphobia. In your uploaded evidence, make clear who/how many employees the communication reached. Evidence provided for option A. must clearly include all identities within LGBT.

Responses Selected:

- | |
|--|
| A. Information about LGBT History Month, Pride, Spirit Day and/or IDAHoBiT |
| B. Information about Bi-visibility Day and/or other bi specific events (e.g. bi pride events or Bicon) |
| C. Information about Transgender Day of Visibility, Transgender Day of Remembrance and/or Trans Pride |
| D. Information about the LGBT Employee Network Group and allies activity |

Upload evidence for option A

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

[Pride in Tower Hamlets THNow](#)

Filename: Pride in Tower Hamlets THNow **Size:** 61.4 kB

Upload evidence for option B

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

[Bi-visibility Day Yammer](#)

Filename: Bi-visibility Day Yammer **Size:** 454.6 kB

Upload evidence for option C

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

[Trans Day of Visibility Yammer](#)

Filename: Trans Day of Visibility Yammer **Size:** 685.4 kB

Upload evidence for option D

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

[New co-chairs for the LGBT staff network](#)

Filename: New co-chairs for the LGBT staff network **Size:** 59.8 kB

Provide date for option A

26 Jun 2019

Provide date for option B

2 Sep 2019

Provide date for option C

29 Mar 2019

Provide date for option D

9 Aug 2018

The Employee Lifecycle: Part 3

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

GUIDANCE: Communications here can either be specific communications to LGBT people through the employee network group OR an all-employee communication making it clear you welcome LGBT employees on the programmes/opportunities.

Responses Selected:

A. General leadership and development programmes
B. LGBT specific leadership/professional development programmes
C. LGBT specific seminars and conferences

<p>A. Describe the programmes and how these programmes are promoted to LGBT employees:</p>	<p>The Council provided CMI Leadership training but now provides Level 5 leadership and management training, leading to a professional qualification.</p> <p>The course takes place over 24-30 months and includes:</p> <ul style="list-style-type: none"> • one day a month classroom sessions • workshops • 1-2-1 sessions • tutorials • e-learning • learner-led activity including peer to peer learning, reading articles, and reflecting on journals <p>The qualification covers a range of subjects including: leading people, managing people, building relationships, communication, operational management, project management, finance, self-awareness, management of self, problem solving and decision making.</p> <p>This is advertised to all staff on the intranet, and specifically LGBT staff through Tower Pride Yammer group.</p>
<p>B. Describe the programmes and how these programmes are promoted to LGBT employees:</p>	<p>The Council offers staff the opportunity to apply for the Stonewall Leadership Programme, which is promoted through the intranet and will also be promoted via Yammer.</p>
<p>C. Describe the programmes and how these programmes are promoted to LGBT employees:</p>	<p>The Council actively encourages/supports LGBT staff to attend more informal career development activities. The Council promotes LGBT conferences, events and seminars to managers via various routes. This includes the Stonewall Workplace Conference, which three staff were supported to attend this year.</p>

A. Provide a date on which these opportunities were communicated

23 Jul 2019

B. Provide a date on which these opportunities were communicated

(No response)

C. Provide a date on which these opportunities were communicated

19 Apr 2019

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

GUIDANCE: The onus should be on the employer/manager to make explicit that network group activity links in with organisational values and count towards diversity goals. Please note, the recognition doesn't have to be financial, but should be systematic and applied to all performance appraisals, not just those of the network leads.

Yes

Describe how contributions are recognised:

Contributions are recognised formally through an employee's biannual Performance Development Review (which includes an annual and a 6 month review) in addition to being recognised through regular one to one meetings staff have with their line manager. Performance Development Reviews/6 month reviews should consider the Council's Core Values, (TOWER - Together, Open, Willing, Excellence and Respect) and behaviours have been developed for staff at different levels of the organisation based on these values. These are included in the PDR process. Respect means we RESPECT all communities, they are the heart of everything we do, and staff should evidence how they demonstrate this value. Staff who are in the staff network can also demonstrate their leadership via their role on the staff forum.

Managers are encouraged to use PDRs as an opportunity to promote the staff forums. Involvement in forum meetings and the career benefits of participating in forum activities are discussed and how these can work towards career progression goals. These will include how forum activities can contribute towards demonstrating commitment to valuing diversity; developing new skills and having a positive effect on the Council's delivery of services to residents.

There is no direct financial reward for contribution to the LGBT network group, but the annual Staff Awards recognise contributions under each of the TOWER values, with Respect being a category that recognises contributions re equality and inclusion. This does have a financial reward attached.

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

GUIDANCE: Examples include giving employees an opportunity to raise any issues relating to discrimination they may have experienced in the organisation.

Yes

Describe the exit interview/survey process and how LGBT issues would be identified or raised:	When an individual is leaving the organisation, they are sent an exit questionnaire to complete through the HR self-service system. In addition, they are also given the option to have an exit interview. This can be with their manager or if they would prefer, a representative from HR. As part of
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	<p>the questionnaire, the individual is asked about their protected characteristics and whether any issues they wish to raise are linked to these.</p> <p>If an interview takes place, the individual will also be asked whether any issues they are raising are linked to a protected characteristic and if they said yes, this would then be explored further and managed as appropriate to the circumstances.</p>
Describe how any issues raised would be acted upon by the organisation:	<p>Once the exit interview form is completed, it is reviewed by HR and if there are any issues, these will be picked up with the relevant manager. The same is true of any exit interview. If issues are raised, they would be taken forward by the relevant manager or HR representative through the appropriate channel, i.e. a complaint, a Combating Harassment and Discrimination complaint or a Grievance etc.</p> <p>If the issue were sufficiently serious, then it would be referred to a senior HR representative to take forward, either through an investigation or in conjunction with the relevant manager. The action taken would depend on the issues raised and the circumstances, and there would be discussion with the individual to ensure that whatever action was taken was appropriate.</p> <p>It is also possible that a disclosure made through this process would constitute a whistleblow and if that were the case, it would be referred to the Monitoring Officer through the Council's Blow the Whistle policy to determine how to respond/investigate it further.</p> <p>An example of this was where a member of staff changed their pronouns. They were supported through this but lessons were learned regarding training and support, improving the future process.</p>

Section 3: LGBT Staff Network Group

Completed - 16 Mar 2020

Workplace Equality Index Application

ENG: Part 1

Section 3: LGBT Employee Network Group

This section comprises of 7 questions and examines the activity of your LGBT employee network group. The questions scrutinise its function within the organisation. This section is worth 11% of your total score.

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

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

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

Upload the LGBT employee network group's terms of reference:

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

[TOWER Pride Aims and Objectives 2018-2019](#)

Filename: TOWER Pride Aims and Objectives 2018-2019 **Size:** 319.9 kB

ENG: Part 2

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

GUIDANCE: Examples could include holding a certain number of events or campaigns, engaging with different groups of staff across the organisation and collaborating with other organisation's network groups.

Yes

List examples of some of your most recent objectives and progress towards achieving them:

- Hold several social events per year - held 2 so far with further one in September
- Raise awareness of LGBTQIA+ lives and issues - posted weekly articles and news pieces on Yammer group
- Attend quarterly LGBT practitioners forum in the borough - attended 4 meetings so far
- Chair the quarterly pan London Forum for LGBT staff networks in local authorities - 3 meetings so far
- work collaboratively with Tower Hamlets local LGBT community forum / promote their activities to our members - collaborated on LGBT History Month article, supported events for Trans Day of Remembrance etc
- Report back to the Corporate Equality Board on a quarterly basis - annual progress report for Tower Pride submitted to board on 4th September
- get corporate rainbow Tower Values lanyards - got and distributed to staff
- contribute to development of Council's Stonewall action plan, actions and submission - done from March 2019 to September 2019
- contribute to LGBT learning and development - in September 2019 supported an LGBT Awareness e-learning module to be rolled out to staff through Council's learning hub
- support development of a resource listing all LGBT organisations in the borough - linked ELOP with THCVS (community and voluntary sector organisation) who are hosting a page now with this resource
- fed back on Violence Against Women and Girls Strategy - feedback incorporated into the accompanying action plan
- fed back on proposed changes to staff terms and conditions - feedback used in decision making for final package
- engaged non binary members of the network to develop support for trans and non binary staff - guidance updated following feedback
- a group of staff from Tower Pride were interviewed as part of the Investors in People assessment, helping achieve our current rating

The network will be involved going forward in actions identified in the Annual Workforce Equality Action Plan to support LGBT staff and deliver corporate objectives around equality. The network will continue to support and deliver against the Council's Stonewall Action Plan.

3.3 Which of the following support activities does the LGBT employee network group facilitate?

Tick all that apply

GUIDANCE: The individual support the network offers should be available and advertised to all staff. Consultation on internal policies and practices should be considered as policies which impact upon employee welfare, for example, reviewing an updated adoption policy. Consultation on the organisations broader work refers to organisational outcomes, for example being consulted on a LGBT media marketing campaign.

Responses Selected:

- A. Provide confidential support to all employees on LGBT issues
- B. Provide support to enable employees to report homophobic, biphobic and transphobic bullying and harassment
- C. Have been consulted on improving internal policies and practices
- D. Have been consulted on business development, organisational priorities and/or the organisation broader work

Describe the options selected:

A. Describe the confidential support the group offers and how this is communicated to all staff:	There is information on the Tower Pride staff forum page on the intranet that describes the support available, which includes "Support is also available through HR as well as the forum itself. The latter is an anonymous route for reporting any LGBT related issues, including incidents of LGBTQIA+ related bullying."
B. Describe how the group offers support to enable employees to report homophobic, biphobic and transphobic bullying and harassment and how this is communicated to all staff:	<p>The Tower Pride staff forum page on the intranet has the following included: -</p> <p>Bullying and harassment</p> <p>If you wish to report any homophobic, biphobic or transphobic bullying and harassment incidents, please visit the grievance and chad page</p>

	<p>[Combating Harassment and Discrimination].</p> <p>In the first instance, staff are advised to discuss with their line manager any incidents of bullying or harassment. Support is also available through HR as well as the forum itself. The latter is an anonymous route for reporting any LGBT related issues, including incidents of LGBTQIA+ related bullying.</p> <p>Counselling</p> <p>The Council, via Occupational Health, offers a counselling service which is open to all staff. More information on the service can be found on the counselling service's intranet page.</p>
C. Describe the consultation process and outcome:	<p>Members of the Tower Pride forum, including individuals who identify as non-binary, were consulted on the guidance for supporting trans and non-binary employees and transitioning at work, and associated documents. As a result of their comment, changes were made.</p> <p>Members of the Tower Pride forum were also consulted on the Tower Rewards proposal to change terms and conditions of employment. There was a session at one of the forum meetings for staff to give their feedback to the proposals and this feedback was fed into the corporate feedback, which was then considered re the final proposal, with changes made.</p>
D. Describe the consultation process and outcome:	<p>Tower Pride members were consulted on the following occasions this year</p> <p>January 2019 To review the Violence against Women and Girls (VAWG) Strategy February 2019 - to take part in consultation on cancer and the LGBTQIA+ community</p> <p>One outcome from the consultation on the VAWG Strategy is that LGBTQIA+ individuals were identified as a vulnerable group and this is reflected in the action plan that supports the</p>

ENG: Part 3

3.4 In the past year, which of the following activities has the LGBT employee network group undertaken?

Tick all that apply

GUIDANCE: ‘Awareness raising events’ here refers to activities which serve to educate or inform the wider organisation about different sexual orientation, gender identity and/or trans issues, for example panel discussions, lunch and learns or stalls during diversity events. ‘Mentoring or coaching programme’ here refers to either a specific programme run by the network, or alternatively an organisation wide programme which proactively incorporates LGBT mentoring with the aid of (and driven by) the network group. ‘Reverse mentoring’ here refers to a formal process whereby senior employees are reversed mentored by more junior LGBT employees.

Responses Selected:

- A. Social networking event for members
- B. Lesbian, gay and bi equality awareness raising event
- C. Trans equality awareness raising event
- D. Collaborated with other LGBT network groups
- E. Collaborated with other internal network groups
- F. Mentoring or coaching programme

Describe the activities selected and when they occurred. Please provide specific dates or time periods within the last year.

A. Social networking event for members

All of the events organised by our commissioned provider (ELOP) to support the LGBT community in our borough were open to TOWER Pride members

	<p>and advertised using our various communication channels (Yammer, direct email, meetings etc).</p> <p>Many of the events below were attended by our members, they include :</p> <p>A World AIDS Day Concert (29.11.2018)</p> <p>(February 2019) 5 LGBT History Month events:</p> <p>LGBT History Month Launch event, our co-chair gave a presentation at the launch event please see the community section (section 8.2) for additional information</p> <p>TOWER Pride is also organising its own social event on 26th September 2019</p> <p>TOWER Pride also held meeting on the dates below in different council buildings (initialled) across the borough</p> <ul style="list-style-type: none"> • Informal meet and greet 13.09.18 MP (Mulberry Place) • meeting 09.10.18 PDC (Professional Development Centre) • meeting 22.11.18 PDC • meeting 15.01.18 MP (Town Hall) • meeting 25.02.19 AJH (Albert Jacob House) • 29th April JOH (John Onlsow House) • Yammer Live 26th June - where we engaged with a live discussion on yammer with all staff around the origins of Stonewall , • meeting 26.09.19 MP (Mulberry Place Town Hall)
B. Lesbian, gay and bi equality awareness raising event	<p>To increase visibility and awareness the rainbow flag was raised above the town hall twice: for LGBT History Month in February and as part of the Pride celebration for the first week in July. Tower Pride also had a stall at the entrance of the building with a rainbow flag as part of a members recruitment drive for all staff forums on 27th June leading to the recruitment of 60 additional staff forum members (for all 4 staff forums) in 60 minutes!</p>
C. Trans equality awareness raising event	<p>See community section for details of events such as the IDAHOBIT vigil in our borough (section 8.2)</p>
D. Collaborated with other LGBT network groups	<p>Tower Pride set up and chairs the Pan London</p>

forum for local authorities which meets quarterly at London Council. Dates of meetings:

- 07.02.19
- 13.06.19
- 20.09.19

Impact

- LA buddy system to support other set up of staff forum
- Working on a co-produced best practice guide on how to set up and grow an LGBT+ forum within a local authority
- Each meeting offers a range of workshops and information
- Creation of a pan London newsletter
- Replicate the Pan London Forum for other staff networks

Our Stonewall Client Manager has anecdotally given us feedback that several local authorities have commented on the value of this forum.

We also collaborate with the pan London Community Forum which meets at the GLA.

Meetings attended

- 03.12.18
- 04.03.19
- 06.06.19

Impact

Fostering connections between local authorities and community forums

Community forum updates have become a standing items at our pan London meeting and vice versa

They were brought together at an event at the GLA on 19th June – where local authorities present met their counterpart in the community forum for their respective boroughs.

Tower Pride also contributes to the quarterly LGBT Practitioners see 8.3 for additional information

E. Collaborated with other internal network groups

Tower Pride is viewed as an example of good practice when it comes to staff network. We helped create and launch 3 other staff forums:

- BAME empowerment network
- LBTH Women's Network

- N-able – disabled employee's network

A recruitment event was held with the other network chairs to recruit members for all networks - recruited 60 additional people in 60 minutes.

To launch the Council's Violence Against Women and Girls Strategy, an event was held by the VAWG team and was attended and supported by Tower Pride (co-chair gave a talk), Womens Forum and BAME Empowerment network.

A meeting of all the staff network co-chairs was held on 30th August to identify more cross working, areas where networks could support each other etc. Cross network work is being done to support mental health, with an event planned and work on introducing Mental Health First Aiders being done by representatives from the BAME Empowerment Network and Tower Pride.

F. Mentoring or coaching programme

LGBT staff can request LGBT mentors through the council's mentoring programme. Although not specifically for LGBT staff, should a request be made for an LGBT mentor or mentee, this would try to be accommodated.

3.5 In the past two years, has the LGBT employee network group held campaigns, initiatives, seminars or events engaging with the following diversity strands?

Tick all that apply

GUIDANCE: 'Initiatives' and 'campaigns' here refer to specific programmes or projects – online or offline – undertaken to achieve LGBT specific aims in the near-term. For example, creating a series of blog posts during LGBT History Month to highlight homophobia, biphobia and transphobia in sport.

Examples include raising awareness of the specific mental health challenges faced by LGBT people during mental health awareness week and profiling prominent trans women on International Women's Day.

This question is looking at how your network group engages with the intersections between LGBT identities and other diversity strands, work on LGBT identities that does not clearly engage one of these other diversity strands will not be accepted for this question.

Please provide specific dates or time periods within the last two years.

Responses Selected:

A. Age
B. BAME
C. Disability (excluding disability related to mental health)
D. Women
E. Low income communities (for example, working class communities, people with experience of poverty or homelessness)
F. Mental health (including disability related to mental health)
G. Religion

Describe the campaigns, initiatives, seminars or events

and when they occurred:

A. Age	<p>Through the LGBT Practitioners Forum one of the focus sessions was on LGBT youth, looking at the issues faced by young LGBT people, especially issues around mental health, suicide and homelessness.</p> <p>Issues around LGBT inclusive education have also been discussed through this group and this has been discussed with the Divisional Director for Education with regards to LGBT inclusive education, so that Tower Pride has an input into this. A link has been formed, to this effect, with the Council's Healthy Lives Team, which supports schools.</p>
B. BAME	<p>To ensure intersectionality, Chairs of all staff forums sit on the Corporate Equality Board. This came about following a request from Tower Pride to be engaged in spotlight sessions focusing on other protected characteristics, to ensure a joined up approach.</p> <p>We also have intersectionality in the forum Chairs - the Tower Pride co-chairs are both LGBT and Disabled and one is also BAME. A Chair of one of the other forums is a trans woman.</p> <p>There was also a meeting of all the forums chairs on 30/08/19 to discuss joint working.</p> <p>In early 2019 the Chairs of Tower Pride met a few times with the Chairs of the BAME Empowerment Group to help advise how to relaunch the BAME network, giving best practice help and sharing terms of reference. Since launch, the Tower Pride chairs have supported the BAME forum.</p> <p>There was a joint recruitment drive for all the staff forums, with a stand in reception and sign up information, which was run by the various Chairs.</p> <p>Tower Pride have worked with Let Voice Be Heard (a Bengali LGBT group in the borough) and there</p>

	<p>was a meeting at Positive East on 3rd September 2019, attended by Peter Tatchell.</p>
C. Disability	<p>To ensure intersectionality, Chairs of all staff forums sit on the Corporate Equality Board. This came about following a request from Tower Pride to be engaged in spotlight sessions focusing on other protected characteristics, to ensure a joined up approach.</p> <p>We also have intersectionality in the forum Chairs - the Tower Pride co-chairs are LGBT, Disabled and one is also BAME. A Chair of one of the other forums is a trans woman.</p> <p>There was also a meeting of all the forums chairs on 30 August 2019 to discuss joint working.</p> <p>In summer 2019 a member of Tower Pride agreed to step in to be the Chair of the new disabled staff forum n-Able. The Tower Pride chairs also gave support with advice about how to relaunch the disabled staff network, giving best practice help and sharing terms of reference. Since launch, the Tower Pride chairs have supported n-Able.</p> <p>There was a joint recruitment drive for all the staff forums, with a stand in reception and sign up information, which was run by the various Chairs.</p> <p>Members of Tower Pride attended the Bubble Club event on 28th August 2019, which is a disabled venue, to support the event.</p>
D. Gender	<p>To ensure intersectionality, Chairs of all staff forums sit on the Corporate Equality Board. This came about following a request from Tower Pride to be engaged in spotlight sessions focusing on other protected characteristics, to ensure a joined up approach.</p> <p>We also have intersectionality in the forum Chairs - the Tower Pride co-chairs are LGBT, Disabled and one is also BAME. A Chair of one of the other forums is a trans woman.</p>

	<p>In early 2019 the Chairs of Tower Pride met with the Chair of the Womens forum to help advise how to relaunch the Womens network, giving best practice help and sharing terms of reference. Since launch, the Tower Pride chairs have supported the Women's Network. As part of a push to recruit staff for the Women's Network, an event around the Council's new Violence Against Women and Girls strategy was attended by Tower Pride chairs.</p> <p>There was a joint recruitment drive for all the staff forums, with a stand in reception and sign up information, run by the Chairs.</p> <p>Tower Pride chair has linked up staff forum chairs with their counterparts in other boroughs and pan London groups are planned for all networks, to mirror that for LGBT</p>
E. Low income communities	<p>Through the LGBT Practitioners forum, Tower Pride engaged in a session on homelessness amongst LGBT people and the issues they face.</p> <p>This group were identified as a vulnerable group and included in the Council's VAWG Strategy action plan.</p>
F. Mental Health	<p>There is joint work taking place in August and September 2019 to look at the introduction of Mental Health First Aiders - this includes members of the BAME Empowerment network and Tower Pride. Both co-chairs of Tower Pride are qualified Mental Health First Aiders.</p>
G. Religion	<p>On June 5th 2019 a message from the Tower Pride group wished everyone a happy Eid. This followed a message around Ramadan and other regular messages around religious events.</p>

ENG: Part 4

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

Tick all that apply

GUIDANCE: Examples provided should clearly demonstrate that the LGBT employee network group is driven in ensuring the membership is representative of many different types of people.

Responses Selected:

A. Implemented a formal mechanism or process to ensure bi and trans issues are covered and engaged with (for example, bi or trans reps)
B. Promoted the LGBT employee network group as being open to all employees and inclusive of LGBT people with multiple identities (for example, BAME LGBT people or LGBT people with experience of mental health problems)
C. Reviewed and evaluated past and future activity to remove barriers to engagement from LGBT people with multiple identities
D. Other

Describe the initiatives selected and when they took place or were implemented. Please include specific dates or time periods.

<p>A. Implemented a formal mechanism or process to ensure bi and trans issues are covered and engaged with (for example, bi or trans reps)</p>	<p>The terms of reference for Tower Pride make it clear it is an inclusive network for LGBTQIA+ staff. Positions for a trans/non binary rep and a bi rep have been created within the network and these are actively being recruited to. A trans/non binary rep was found and in position for a few months but then had to stand down. A replacement rep is being sought, which includes asking at network meetings and posting out via the yammer group.</p>
<p>B. Promoted the LGBT employee network group as being open to all employees and inclusive of LGBT people with multiple identities</p>	<p>Tower Pride, the LGBTQIA+ network is being advertised to all staff on a regular basis and is advertised as also being open to allies, as well as LGBTQIA+ staff.</p>
<p>C. Reviewed and evaluated past and future activity to remove barriers to engagement from LGBT people with multiple identities</p>	<p>The network has identified that some staff may feel uncomfortable attending open sessions where allies also attend, and so has determined that when LGBTQIA+ staff would prefer it, for a particular session/meeting, these will be closed meetings.</p> <p>Staff who have not felt able to openly join the Tower Pride yammer group have been sent material and meeting dates etc by email, so as not ensure they are included. This has included some staff who identify as non binary and disabled.</p>
<p>D. Other</p>	<p>To try and ensure that the work we do for LGBT residents is mirrored in what we do for staff, the co-chairs of Tower Pride attend the community forum, practitioners forum and pan London forum, as well as the Corporate Equality Board.</p>

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?

GUIDANCE: The work detailed here should be additional to the work already covered in other questions.

Yes

Describe the activity and impact. Please include specific dates or time periods.

Tower Pride and the Council have been actively involved in a range of pan borough and pan London initiatives. Please refer to section 3.4 for full details of dates.

We also organised a dynamic recruitment drive for our four staff forum on 27th June (as part of the celebration for Stonewall 50) which led to recruiting 60 people in 60 minutes over lunch time at the entrance of the main Council building. This event is in line with the Together Value of the Council which is bringing the four staff forums together.

Tower Pride supported an organisation, Transmission, that wanted to gain charitable status, by putting it in touch with the council's community and voluntary sector organisation, who supported them with this process.

Tower Pride also worked with the same community and voluntary organisation to develop a resource listing all LGBT organisations in the borough, so the information is accessible in one place and other organisations, including the council, can sign post to it.

Tower Pride are working with the Royal Free Hospital to introduce LGBT badges for staff in A&E to wear so they are easily identifiable for LGBT patients to approach.

The co-chair of Tower Pride is also working with the Metropolitan Police around hate crime and will be doing a presentation at New Scotland Yard as part of this.

The following question is not scored.

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.

Responses Selected:

A. Bi people

B. Trans people, including non-binary people, trans men and trans women

Section 4: Allies and Role Models

Completed - 16 Mar 2020

Workplace Equality Index Application

Allies and Role Models: Part 1

Section 4: Allies and Role Models

This section comprises of 9 questions and examines the process of engaging allies and promoting role models. The questions scrutinise how the organisation empowers allies and role models, then the individual actions they take. This section is worth 11% of your total score.

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

Allies

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

GUIDANCE: The programme should be a formal mechanism to engage non-LGBT people with LGBT equality.

A. Yes, as part of our LGBT employee network group

Describe the allies programme or initiative:

The TOWER Pride forum is for LGBTQIA+ staff and friends working for the council.

Friend is a term used to describe our straight staff who believe that lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual people should experience full equality in the workplace. Staff who identify as a straight friend or ally are welcome to join the forum and work with LGBTQIA+ staff in their efforts to create an inclusive workplace.

Upload a communication advertising the allies programme or initiative:

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

[TOWER Pride « Staff forums « One Tower Hamlets « Staff services « Tower Hamlets intranet](#)

Filename: TOWER Pride « Staff forums « One Tower Hamlets « Staff services « Tower Hamlets intranet

Size: 40.4 kB

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

GUIDANCE: Content/activity should be tailored for non-LGBT people and run through mechanisms that engage allies. Content should cover all LGBT identities (lesbian, gay, bi and trans).

Responses Selected:

B. Discrimination towards LGBT people

Provide a brief description of the content you have uploaded:

The council provides training on LGBT issues. An LGBT awareness e-learning module has been rolled out to all staff to ensure they are aware of the rights LGBT people and their responsibilities as representatives of the local authority.

Upload content covering option B:

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

[Course LGBT Awareness \(E-learning\)_php](#)

Filename: Course LGBT Awareness (E-learning)_php **Size:** 3.5 MB

Provide a date for Option A:

(No response)

Provide a date for Option B:

30 Aug 2019

Provide a date for Option C:

(No response)

Provide a date for Option D:

(No response)

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

GUIDANCE: Examples include visual signals such as email signatures, badges, lanyards and mugs.

Yes

Describe how allies can visibly signal their commitment to LGBT equality:

The council has rainbow lanyards for all staff and the Chief Executive was one of the first people to wear it. In the past 2 years we have given out over 1500 lanyards to staff. All staff are also encouraged to sign the council's 'No Place for Hate' pledge and add it to their email signature.

Allies are also visible by attending Tower Pride meetings and as members of the Tower Pride yammer group.

Allies and Role Models: Part 2

Allies

4.4 In the past year, which of the following activities have allies engaged in?

Tick all that apply

GUIDANCE: 'Helped organise' here, refers to allies taking an active involvement in the planning and execution of events. It does not mean allies simply turning up to events.

Responses Selected:

A. Participated in LGBT network group activities
D. Recruited other allies

Describe the activities selected. Please include specific dates or time periods.

A. Participated in LGBT network group activities	<p>The LGBT staff and friends forum is actively promoted to all staff as a forum for LGBT and straight staff who are keen to promote LGBT inclusion in Tower Hamlets. All members are given a 'Pride in Tower Hamlets' rainbow lanyard as a symbol of either being a forum member and/or an ally.</p> <p>Allies have participated in all network group activities and work.</p>
D. Recruited other allies	<p>A stall was held in the reception of the town hall, which was attended by the staff network co-chairs and also allies. This event was designed to get more staff to sign up to Tower Pride, including both LGBTQIA+ staff and allies.</p>

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?

GUIDANCE: Examples can include information booklets, programmes or training, but must focus specifically on being an ally to trans people. By non-trans, we mean people who do not identify as trans.

No

Allies and Role Models: Part 3

LGBT Role Models

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

GUIDANCE: Examples can include role model and information booklets, programmes or training, but must focus specifically on steps LGBT people can take to become active role models.

Yes

Describe the training, programmes and/or resources:

The forum has a role model section on the staff intranet. The role model sections includes links to Stonewall's guide on being a role model; examples of local role models (linking to our LGBT heroes campaign) and also encourages LGBT staff to undergo the Stonewall Leadership Programme and LGBT role models training which the council will pay for.

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

GUIDANCE: For information about what is meant by board level, see [here](#). Within the profiling opportunity, the person's sexual orientation, gender identity and/or trans identity must be clear. It should not be left up to the reader or viewer to make assumptions.

No

Provide the date on which this profile was shared.

(No response)

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

Tick all that apply

GUIDANCE: For information about what is meant by senior management level, see [here](#). Within the profiling opportunity, the person's sexual orientation, gender identity and/or trans identity must be clear. It should not be left up to the reader or viewer to make assumptions.

Responses Selected:

E. None of the above

A. Provide the date on which this profile was shared:

(No response)

B. Provide the date on which this profile was shared:

(No response)

C. Provide the date on which this profile was shared:

(No response)

D. Provide the date on which this profile was shared:

(No response)

Allies and Role Models: Part 4

LGBT Role Models

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

Tick all that apply

GUIDANCE: Within the profiling opportunity, the person's identity must be clear. It should not be left up to the reader or viewer to make assumptions.

Responses Selected:

A. Gay people or lesbians
B. Bi people
C. Binary trans people (e.g. trans men and trans women)
E. Older LGBT people (aged 50 or over)
F. Young LGBT people (aged 25 or under)
H. BAME LGBT people
J. LGBT people being open about their mental health (including disability related to mental health) or wellbeing challenges
K. LGBT parents

Evidence:

A. Submit evidence where you have profiled the person/s in the last 18 months:

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

[New co-chairs for the LGBT staff network](#)

Filename: New co-chairs for the LGBT staff network **Size:** 1.5 MB

B. Submit evidence where you have profiled the person/s in the last 18 months:

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

[LGBT role models](#)

Filename: LGBT role models **Size:** 138.4 kB

C. Submit evidence where you have profiled the person/s in the last 18 months:

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

[LGBT role models](#)

Filename: LGBT role models **Size:** 138.4 kB

E. Submit evidence where you have profiled the person/s in the last 18 months:

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

[LGBT role models](#)

Filename: LGBT role models **Size:** 138.4 kB

F. Submit evidence where you have profiled the person/s in the last 18 months:

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

[LGBT role models](#)

Filename: LGBT role models **Size:** 138.4 kB

H. Submit evidence where you have profiled the person/s in the last 18 months:

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

[Employee spotlight - Leo Nicholas](#)

Filename: Employee spotlight - Leo Nicholas **Size:** 1.4 MB

J. Submit evidence where you have profiled the person/s in the last 18 months:

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

[LGBT role models](#)

Filename: LGBT role models **Size:** 138.4 kB

K. Submit evidence where you have profiled the person/s in the last 18 months:

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

[LGBT role models](#)

Filename: LGBT role models **Size:** 138.4 kB

Dates:

A. Provide the date on which this profile was shared:

29 Aug 2018

B. Provide the date on which this profile was shared:

9 Oct 2015

C. Provide the date on which this profile was shared:

9 Oct 2015

D. Provide the date on which this profile was shared:

(No response)

E. Provide the date on which this profile was shared:

9 Oct 2015

F. Provide the date on which this profile was shared:

9 Oct 2015

G. Provide the date on which this profile was shared:

(No response)

H. Provide the date on which this profile was shared:

17 May 2018

I. Provide the date on which this profile was shared:

(No response)

J. Provide the date on which this profile was shared:

9 Oct 2015

K. Provide the date on which this profile was shared:

9 Oct 2015

Allies and Role Models: Part 5

The following question is not scored.

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?

GUIDANCE: Examples can include information booklets, programmes or training, but must focus specifically on being an ally to bi people.

No

Describe the training, programmes and/or resources:

Type here...

The following question is not scored.

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

GUIDANCE: Examples include visual signals such as email signatures, badges, lanyards and mugs. These could display the bi and trans flags, or other symbols of support.

No Responses Selected

Section 5: Senior Leadership

Completed - 16 Mar 2020

Workplace Equality Index Application

Senior Leadership: Part 1

Section 5: Senior Leadership

This section comprises of 4 questions and examines how the organisation engages senior leaders. The questions scrutinise how the organisation empowers senior leaders at different levels, then the individual actions they take. This section is worth 8.5% of your total score.

Within this section, senior leaders are split between two levels - board level and senior management. For more information about how we use these two terms, please see [here](#).

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

Board level staff

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

Tick all that apply

GUIDANCE: The support given should be systematic in its implementation.

Responses Selected:

B. Promote LGBT specific conferences or seminars to the board level employees
C. Other

Describe each option selected:

B. Promote LGBT specific conferences or seminars to the board level employees	Through our elected members bulletin we promote LGBT specific seminars and conferences. Recent examples include a seminar held by the LGBT community forum on LGBT migrants and refugees and the Stonewall Workplace Conference.
C. Other	There are corporate sponsors for Tower Pride who engage with Members on LGBT issues. These corporate sponsors will engage on issues such as Members Enquiries, briefings for Council or relevant committees etc. Corporate sponsors signal their support by also wearing the rainbow lanyard.

5.2 In the past year, which of the following activities have members of the board engaged in?

Tick all that apply

GUIDANCE: Messages communicated should explicitly reference sexual orientation and trans equality. Meetings with the LGBT employee network group should be systematic and not ad hoc.

Responses Selected:

A. Communicated a strong message on sexual orientation equality
B. Communicated a strong message on trans equality
C. Met regularly with the LGBT employee network group
D. Reviewed top line LGBT monitoring reports and actions
E. Spoken at an internal LGBT event
F. Spoken at an external LGBT event
G. Engaged with senior management to discuss LGBT equality
H. Reviewed and/or approved an LGBT inclusion strategy
I. Attended an external LGBT event, for example Pride

Describe each option selected. Please include specific dates or time periods.

A. Communicated a strong message on sexual orientation equality	<p>On 2nd July 2019 the council flew the Pride flag to mark Pride. The Mayor attended and spoke at the event. (https://twitter.com/search?q=tower%20hamlets%20pride%20flag&src=typd&lang=en-gb)</p> <p>In February 2019 to celebrate LGBT History Month Mayor John Biggs and Councillor Asma Begum, Cabinet Member for Community Safety and Equalities, issued the following statements.</p> <p>Mayor Biggs said: “We have always valued the</p>
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	<p>diverse make-up of our borough and the communities in it. "I would encourage everyone to join in our celebrations for LGBT History Month."</p> <p>Councillor Begum said: "LGBT History Month gives us the opportunity to raise awareness about matters affecting the LGBT community and to celebrate the inclusivity of our borough."</p> <p>For full details see: https://www.towerhamlets.gov.uk/News_events/2019/February_2019/Celebrate_LGBT_History_Month.aspx</p> <p>In January Councillor Asma Begum made this statement on the council website regarding the release of the 2019 Stonewall Index: "As a council we want to ensure that our commitment to equalities is demonstrated as much by our deeds as by our words. That's why we welcome the fact that the index rating is just part of an ongoing working relationship, and we look forward to meeting with Stonewall next month to take forward a shared action plan that puts LGBT+ policies at the heart of what we do."</p>
B. Communicated a strong message on trans equality	<p>In the 2018 manifesto the Mayor pledged to conduct a thorough review into the accessibility of our services and employment opportunities for people who are trans or gender non-binary, inc. how we move to gender self-declaration in service deliver. These manifesto pledges are now part of the borough's Strategic Plan.</p>
C. Met regularly with the LGBT staff network group	<p>The Mayor meets periodically with the Chair of the staff forum for an update on the LGBT inclusion amongst the workforce.</p>
D. Reviewed top line LGBT monitoring reports and actions	<p>The council's annual equality monitoring report which includes LGBT specific monitoring and actions is taken to the Mayoral Advisory Board (MAB) annually and is reviewed/actioned accordingly. These reports are sponsored by the 2 Corporate Directors appointed LGBT champions. The champions attend MAB and provide further detail if required.</p>

E. Spoken at an internal LGBT event	<p>The Mayor attended and spoke at the councils ceremony to raise the Pride flag to mark the start of Pride Month (See response to 5.2A)</p>
F. Spoken at an external LGBT event	<p>In July 2019 the Mayor gave a speech at the opening of the Tower Hamlets/Hackney Pride Rainbow Crossings. One of the crossings is uniquely located on the border between Tower Hamlets and Hackney on Hackney Road, an area with historical connections to East London's diverse and vibrant LGBT+ communities.</p> <p>At the event the Mayor said: "It was great to join Mayor Glanville, alongside members of staff, the community and councillors from both our great boroughs to celebrate the installation of the special Pride crossing.</p> <p>The crossing spans the borders of Tower Hamlets and Hackney and will provide a colourful and powerful reminder of the importance of Pride, and of demonstrating our ongoing friendship and solidarity with our LGBT+ friends and neighbours."</p> <p>The Mayor provided a speech at the 'Hatred Hurts All' conference on International Day Against Homophobia, Biphobia and Transphobia on 17th May 2018.</p> <p>On 24 April 2019 The Mayor and Chief Executive attended the 20th anniversary memorial of the Brick Lane Nail Bombing.</p> <p>The Mayor spoke at the event (see https://www.towerhamlets.gov.uk/News_events/2019/April_2019/In_memory_of_the_London_Nail_Bomb_attacks.aspx)</p>
G. Engaged with senior management to discuss LGBT equality	<p>Members and senior officers met as part of the Mayors Advisory Board to discuss the implementation of the Mayors election manifesto commitments. These included a commitment to improve access to services for people who identify as transgender and non-binary, to protect LGBTQ+ venues and to continue to fund the borough</p>

	<p>LGBTQ+ Forum, something about hate crime.</p> <p>The Mayors Advisory Board agreed to make LGBTQ+ one of two equality priorities (women's equality was the other) for the administration.</p>
H. Reviewed and/or approved an LGBT inclusion action plan	<p>The development of the Tower Hamlets Plan, which is a plan for the borough, required consultation and engagement work with a range of stakeholders including ELOP (the councils commissioned community LGBT forum). This intelligence was utilised to inform the development of the Tower Hamlets Strategic plan which the Corporate Leadership Team and the Mayor's Cabinet signed off. The Tower Hamlets Strategic Plan has identified a range of equality priorities that the council will deliver. A key strategic action in the plan is to 'actively engage with LGBTQI+ residents to improve service provision and representation'. This aims to achieve two outcomes; firstly to identify and address issues of concern for the LGBTQI+ community and secondly to deliver a programme of events and activities including LBGT History Month and International Day Against Homophobia.</p>
I. Attended an external LGBT event, for example Pride	<p>In the previous year the Mayor has continued to show his support to the LGBT community and attended the East London Out Partnership (ELOP). This support is also reflected in the actions of his Cabinet members and Councillors, as Councillor Sirajul Islam (Deputy Mayor) attended the Stonewall Awards Top 100 Employers 2018, Councillor Danny Hassell (Cabinet Member for Children and Young People) attended an ELOP meeting to listen to young people in the borough talk about LGBTQ issues and Councillor Kevin Brady, Chief Whip attended the 2018 Pride on the Mayor's behalf.</p>

Please list the names and job titles of the individuals named above. Please ensure you have strict permission from them for their name to appear in this submission.

	Name	Job title
Person 1	Mayor John Biggs	Mayor of Tower Hamlets
Person 2	Councillor Sirajul Islam	Deputy Mayor
Person 3	Councillor Danny Hassell	Cabinet Member for Children and Young People
Person 4	Councillor Kevin Brady	Chief Whip
Person 5	Councillor Asma Begum	Cabinet Member for Community Safety and Equalities

Senior Leadership: Part 2

Senior Management level staff

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

Tick all that apply

GUIDANCE: The support given should be systematic in its implementation.

Responses Selected:

- A. Reverse mentoring opportunities for senior management level employees
- B. Promote LGBT specific conferences or seminars to senior management level employees
- C. Other

Describe each option selected:

<p>A. Reverse mentoring opportunities for senior management level employees</p>	<p>In February 2019 the councils Corporate Equalities Board held an LGBTQ spotlight session for senior managers. The co-chairs of the Tower Pride staff forum and representatives from ELOP, who organise the council's community forum and LGBT community events, provided the board with information on:</p> <p>The role of ELOP Services ELOP officer in London and Tower Hamlets Key issues relating to LGBTQ residents and actions/solutions relating to these key issues The role of Tower Pride Current Tower Pride activities, including pan-London initiatives Key themes and priorities identified by the staff forum.</p> <p>In addition, one of the co-chairs of Tower Pride is mentored by a Divisional Director and as part of this there is some reverse mentoring.</p>
<p>B. Promote LGBT specific conferences or seminars to senior management level employees</p>	<p>The council promotes LGBT specific seminar and conferences through our Manager's bulletin and the Senior Manager's forum. Recent items included our Community Forum steering group meeting, Community forum meetings, Stonewall Leadership Programme, Role Models and Allies training and the Stonewall Workplace Conference with Senior Managers attending these events.</p>
<p>C. Other</p>	<p>Senior sponsors for Tower Pride are drawn from the senior management team. They engage with the network through attending meetings, engaging on Yammer and visibly supporting the work of the network.</p>

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

Tick all that apply

GUIDANCE: Messages communicated should explicitly reference sexual orientation and trans equality. Meetings with the LGBT employee network group should be systematic and not ad hoc.

Responses Selected:

A. Communicated a strong message on sexual orientation equality
B. Communicated a strong message on trans equality
C. Met regularly with the LGBT employee network group
D. Reviewed top line LGBT monitoring reports and actions
E. Spoken at an internal LGBT event
G. Engaged with the board to discuss LGBT equality
H. Reviewed and/or approved an LGBT inclusion strategy

Describe each option selected. Please include specific dates or time periods.

A. Communicated a strong message on sexual orientation equality	In January 2019 regarding the Council position on the 2019 Stonewall Index Will Tuckley, Chief Executive of Tower Hamlets, said on the Tower Hamlets website: "Our diversity is our greatest strength and respect is one of the council's core values. We have a proud history of tackling inequality in the borough and welcoming communities from all backgrounds. There is more to do but I'm pleased we have ranked well compared to other local authorities." This message was also sent to staff in the weekly TH Now staff newsletter.
B. Communicated a strong message on trans equality	A pledge to conduct a thorough review into the accessibility of our services and employment opportunities for people who are trans or gender

	non-binary, inc. how we move to gender self-declaration in service deliver has been incorporate as milestone in the borough's Strategic Plan.
C. Met regularly with the LGBT staff network group	Denise Radley, Corporate Director Health, Adults & Community has regularly attended and spoke at the Council's LGBT staff network - Tower PRIDE in 2018 and 2019.
D. Reviewed top line LGBT monitoring reports and actions	The council's annual equality monitoring report which includes LGBT specific monitoring and actions is taken to the Corporate Leadership Team, Chaired by Will Tuckley prior to making its way to MAB. They offer input into the actions and query areas of poor performance.
E. Spoken at an internal LGBT event	The Divisional Director for HR attended the stall to recruit members for the staff network and spoke as part of this, engaging staff about the network.
G. Engaged with the board to discuss LGBT equality	Members and senior officers met as part of the Mayors Advisory Board to discuss the implementation of the Mayors election manifesto commitments. These included a commitment to improve access to services for people who identify as transgender and non-binary, to protect LGBTQ+ venues and to continue to fund the borough LGBTQ+ Forum, something about hate crime.
H. Reviewed and/or approved an LGBT inclusion action plan	The development of the Tower Hamlets Plan, which is a plan for the borough, required consultation and engagement work with a range of stakeholders including ELOP (the councils commissioned community LGBT forum). This intelligence was utilised to inform the development of the Tower Hamlets Strategic plan which the Corporate Leadership Team and the Mayor's Cabinet signed off. The Tower Hamlets Strategic Plan has identified a range of equality priorities that the council will deliver. A key strategic action in the plan is to 'actively engage with LGBTQI+ residents to improve service provision and representation'. This aims to achieve two outcomes; firstly to identify and address issues of concern for the LGBTQI+ community and secondly to deliver a programme of events and activities including LBGT

History Month and International Day Against Homophobia.

Please list the names and job titles of the individuals named above. Please ensure you have strict permission from them for their name to appear in this submission.

	Name	Job title
Person 1	Will Tuckley	Chief Executive Officer
Person 2	Asmat Hussain	Corporate Director - Governance
Person 3	Denise Radley	Corporate Director Health, Adults & Community
Person 4	Amanda Harcus	Divisional Director, Human Resources and Workforce Development
Person 5	Type here...	Type here...

Section 6: Monitoring

Completed - 16 Mar 2020

Workplace Equality Index Application

Monitoring: Part 1

Section 6: Monitoring

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

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

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

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

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

Yes

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

The information request for equalities monitoring purposes for the main HR system asks:

Sexual Orientation:-

Heterosexual

Lesbian

Gay

Bisexual

Decline to state

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

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

Yes

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

The information request for equalities monitoring purposes for the main HR system asks:

Gender:-

Male

Female

Prefer to self-describe

The Council's recruitment system includes the question 'is your gender the same as you were assigned at birth?'

In terms of titles, the options include Mx.

The categories for monitoring are currently being changed and the proposal is to collect the following information:

1 Self identify Gender

The title should be Self Identify Gender and the drop down list options are as follows.

When an employee clicks on the prefer not to say option, there must be a free text field available for them to type in their own term

Self Identify Gender Drop Down List Free Text Field

Male Yes/No

Female Yes/No

Intersex Yes/No

Non binary Yes/No

Prefer not to say Yes/No

Own Term Yes/No

2. Identify as Trans

The title should be Identify as Trans and the drop down list options are as follows

Identify as Trans

Yes

No

Prefer not to say

3. HR Self Service

It must be ensured that where an employee has made changes to their personal details on HR self-service that there is no automated notification to the line manager of this change

Monitoring: Part 2

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

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

Yes

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

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

[Sexual Orientation by Recruitment and New Starters](#)

Filename: Sexual Orientation by Recruitment and New Starters **Size:** 20.1 kB

Describe who the analysis is seen by and action taken:

The extract is taken from the Annual Equalities Monitoring Report 2018-19, which looks at a range of workforce areas broken down by protected characteristics. It is used as the basis to produce an action plan which seeks to address areas of under or over representation in various stages of an individuals employment. The report and action plan are considered at the Corporate Equalities Board, which is chaired by the Chief Executive and is the strategic board for looking at equalities issues in the Council.

The actions are completed through the year and are reviewed in the next years plan in terms of what has been achieved.

Please note that there are not enough people in the organisation who identify as either trans or non binary for analysis.

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

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

Yes

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

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

[Sexual Orientation by Salary Bands](#)

Filename: Sexual Orientation by Salary Bands **Size:** 17.9 kB

Describe who the analysis is seen by and action taken:

The extract is taken from the Annual Equalities Report, which looks at a range of workforce areas broken down by protected characteristics. It is used as the basis to produce an action plan which seeks to address areas of under or over representation in various stages of an individuals employment. The report and action plan are considered at the Corporate Equalities Board, which is chaired by the Chief Executive and is the strategic board for looking at equalities issues in the Council.

The actions are completed through the year and are reviewed in the next years plan in terms of what has been achieved.

Please note that there are not enough people in the organisation who identify as either trans or non binary for analysis.

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

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

Yes

Upload the most recent staff satisfaction data:

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

[Staff survey 2018 - equalities](#)

Filename: Staff survey 2018 - equalities **Size:** 201.2 kB

Describe who the analysis is seen by and action taken:

The staff survey is used as the basis to produce an action plan. There is an overall Council action plan and also Directorate plans. It is taken to the Directorate Leadership Teams and the Corporate Leadership Team and has been considered at the Corporate Equalities Board.

It should be noted that the sample base is a limiting factor for the LGBT information, where information could only be split out on the basis that all codes had at least 10 responses. But there were not enough responses to give a robust read of whether there is a real difference in opinion between say straight vs gay woman

The breakdown was as follows:-

Heterosexual/straight 1886

81.6%

Bisexual (an attraction

to both men and women) 12

.5%

Gay man 48

2.1%

Gay woman/ lesbian 24

1.0%

Prefer not to say 342

14.8%

Monitoring: Part 3

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

Tick one

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

70-79%

Upload reports or data demonstrating the declaration rate:

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

[Sexual Orientation Declarations in Workforce](#)

Filename: Sexual Orientation Declarations in Workforce **Size:** 17.1 kB

Provide a brief description of the report you have uploaded:

The uploaded document is the relevant table from the Annual Equalities Monitoring Report 2018-19, and shows that there is a declaration rate of just under 80%.

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

Tick one

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

Under 50%

Upload reports or data demonstrating the declaration rate:

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

[Gender at Birth by Recruitment](#)

Filename: Gender at Birth by Recruitment **Size:** 17.0 kB

Provide a brief description of the report you have uploaded:

The numbers in the workforce as a whole are currently too low to be covered in the report, as individuals could potentially be identified. The attached is taken from our recruitment system and is an extract from the Council's Annual Equalities Monitoring Report 2018-19.

The following question is not scored.

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

No

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

See answer to 6.5

Section 7: Procurement

Completed - 16 Mar 2020

Workplace Equality Index Application

Procurement: Part 1

Section 7: Procurement

This section comprises of 4 questions and 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. This section is worth 9% of your total score.

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

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?

GUIDANCE: Examples can include information booklets, programmes or training, but must explicitly mention LGBT equality in relation to procuring services.

Yes

Describe the role or team responsible for procurement:	Corporate Procurement Team, Adult Commissioning and Children Commissioning
Describe the diversity and inclusion training or guidance they receive:	<p>All contract managers and procurement officers are provided with training on the council's procurement process. This includes an in depth description of the council's obligations under the Equality Act 2010, definitions and examples of discrimination according to the nine protected characteristics, our public equality and diversity commitment (https://www.towerhamlets.gov.uk/lqnl/community_and_living/equality_and_diversity/equality_and_diversity.aspx).</p> <p>The council provides guidance and a steer on embedding equality and diversity into contract specifications, service level agreements and contract monitoring. We know that as a public service provider it's important to understand and address the inequalities and challenges that LGBT people face. The council routinely commission ELOP (who provide our community engagement forum) to train our commissioners and procurement officers on embedding LGBT inclusivity into our contracts.</p>

7.2 Before awarding a contract, does the organisation scrutinise the following in the tender process?

Tick all that apply

GUIDANCE: Although it would be best practice, these criteria do not need to be deciding factors when awarding contracts. They should however still be scrutinised and appropriate action taken if the contract is awarded.

Responses Selected:

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

Describe the options selected below:

A. Describe how the organisation scrutinises the potential suppliers' policies:

In all contracts the Council asks bidders to review and consider the London Borough of Tower Hamlets Equality and Diversity aims and values, which explicitly refer to sexual orientation equality. Bidders are equally required to submit their equal opportunities policies in all contracts.

As part of the council's terms and conditions suppliers must confirm that their "... policy complies with the statutory obligations set down in the all current equalities legislation including, but not limited to, the Equalities Act 2010 and that it shall not treat one group of people less favourably than others because of any protected characteristic in relation to the provision of the Goods and / or Services or to decisions to recruit, train, promote, discipline or dismiss staff, and such policy must also specify that the Contractor will not tolerate behaviour, which is inconsistent with it and the detailed measures it will take if this occurs. The Contractor shall also take all reasonable steps to ensure that all staff, suppliers and sub-Contractors meet their obligations under the Equality Act".

In contracts where Compliance questions apply, equal opportunity policy is a pass or fail requirement. Organisation are required to demonstrate that their policy embraces a list of minimum requirements.

These will include a non-discrimination approach in respect of gender reassignment and sexual orientation as well as the other 7 protected characteristics.

Suppliers where Compliance questions apply must confirm that they:

promote equality of opportunity and eliminate discrimination in the planning and delivery of our services in terms of age, disability, ethnicity, gender identity, sexual orientation, religion or

belief, pregnancy or maternity, gender reassignment, marriage or civil partnership, health, and income status;

promote good relations between service users/communities and address negative stereotyping of any groups;

tackle harassment relating to a person's age, disability, ethnicity, gender identity, sexual orientation, religion or belief, pregnancy or maternity, gender reassignment, marriage or civil partnership, health, and income status;

have in place policies and procedures that are consistent with the responsibilities under the Equality Act 2010

Also suppliers are required to sign up to the borough's Supplier Chain of Ethnical Conduct. Under this code's antidiscrimination clause suppliers shall not "discriminate against any worker based on race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, or marital status". This applies in the areas of hiring and employment practices such as applications for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline, and termination although this list is not exhaustive.

The code also contains an Equality Duty clause where all suppliers are expected to be committed to eliminating discrimination, promoting equality of opportunity and fostering good relations between persons with protected characteristics, and those who don't, within their own and their own supply chains working and employment practices.

High value contracts (>£100k) include the requirement that equality/diversity/ and inclusiveness is tested at method/quality

statements as part of how they will deliver the service.

Procurement: Part 2

7.3 Once a contract is awarded, how does the organisation hold the supplier to account?

Tick all that apply

GUIDANCE: The slot in supplier monitoring meetings does not have to be specifically for LGBT related issues, but should be inclusive of them.

Responses Selected:

- A. Include a broad diversity and inclusion slot in contract monitoring meetings inclusive of LGBT issues
- B. Monitor and analyse LGBT related feedback on supplier

Describe the options selected below:

A. Describe how D&I outcomes are included within contract monitoring meetings:	Suppliers must provide equality and diversity monitoring data as part of their annual self-assessment return to their contract management team/commissioning team. The sheet requires suppliers/commissioned providers to submit equalities against all of the 9 protected characteristics. This includes equalities profiling of their staff as well as their service users.
B. Describe how the organisation monitors and analyses feedback around suppliers from LGBT people:	Providers/suppliers are required to submit the results of their annual service user surveys through the 'Annual Self-Assessment' report. Within this report, they are required to include information on any 'variations' in the feedback they've received. This information is provided against the 9 protected characteristics.

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

Tick all that apply

GUIDANCE: Joint LGBT diversity and inclusion training can also include sharing training with your suppliers.

Responses Selected:

B. Invite suppliers' employees to take part in LGBT employee network group events

D. Share best practice and policy around LGBT inclusion

Describe the options selected below. Please include specific dates or time periods.

B. Describe the invitation to suppliers' employees to take part in network group activity:	Our Network Group has met with a representative from the Tower Hamlets Clinical Commissioning Group (CCG) to talk about joint working re network groups or whether their staff should attend a Tower Pride meeting. Tower Hamlets CCG jointly commission Mental Health Services and social care services with the Council.
D. Describe how you share best practice with suppliers:	As part of the Council's contract management the Council shares best practice policies and guidance to services that discharge its duty. By extension, organisations that are commissioned to deliver a Council service are required to carry out the Council's role in addressing any inequality. As part of the Contract management process, organisations must provide proof of how they discharge their E&D duty; evidence can include diversity programmes or assessments.

Section 8: Community Engagement

Completed - 16 Mar 2020

Workplace Equality Index Application

Community Engagement: Part 1

Section 8: Community Engagement

This section comprises of 4 questions and 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. This section is worth 10% of your total score.

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

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

GUIDANCE: The social media accounts here should be the ones with the widest reach. This question examines how you demonstrate to the largest possible audience that your organisation is committed to LGBT equality.

Please upload evidence of two separate social media posts. The two social media posts uploaded (for example tweets), should be across a year and not concentrated on one event. The evidence can be an LGBT employee network group being re-posted by an account with bigger reach.

Yes

Describe the activity:

The council uses Twitter and Facebook as its main social media communication tool to promote positive LGBT+ messages. On Twitter the council has 19,100 followers, and 5,000 followers on Facebook. In addition to promoting and raising awareness of key issues, projects and events such as Pride, IDAHOBIT and LGBT History Month, the council also retweets communications from LGBT organisations in the borough such as ELOP, Step Forward and Positive East.

Tower Hamlets council commissions a community organisation, ELOP, to provide a community LGBT forum for our residents. The Tower Hamlets Community Forum has groups on Facebook (138 followers), Twitter (918 followers) and Instagram (43 followers). These groups regularly discussed issues that affect the local and national LGBT community, and meet other local LGBT people for both networking and online socialising. Since October 2018 the Community Forum has posted: 167 original messages on Twitter, along with 318 retweets; 167 messages on Facebook; and 39 messages on Instagram.

In addition, the forum runs a website that holds information for the LGBT community in Tower Hamlets such as: dates of Tower Hamlets LGBT Community Forum meetings; information on LGBT events in the borough; and blogs. The forum also emails a monthly newsletter to 318 subscribers.

Upload a screenshot of social media activity:

[Screenshot_2019-08-15-14-47-01-091_com.twitter.android](#)

Filename: Screenshot_2019-08-15-14-47-01-091_com.twitter.android **Size:** 518.2 kB

Upload a screenshot of social media activity:

[Screenshot_2019-08-15-14-58-19-064_com.twitter.android](#)

Filename: Screenshot_2019-08-15-14-58-19-064_com.twitter.android **Size:** 715.9 kB

Provide the date of the activity:

12 Aug 2019

Provide the date of the activity:

6 Jul 2019

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

Tick all that apply

GUIDANCE: Sponsored or supported can include in-kind gifts and donations, for example providing a meeting room for a group, and doesn't have to be directly financial (i.e. giving money). The support of a campaign to tackle homophobia, biphobia and transphobia needs to be externally facing and not an internal awareness raising event.

Responses Selected:

- A. Sponsored or supported LGB community group/s
- B. Sponsored or supported trans community group/s
- C. Sponsored or supported LGB community event/s
- D. Sponsored or supported trans community events
- E. Supported campaign/s to tackle hate crime or homophobic, biphobic and transphobic bullying

Describe each option selected. Please include specific dates or time periods.

- | | |
|---|--|
| A. Sponsored or supported LGB community group/s | Since 2015 Tower Hamlets council has commissioned a community organisation, ELOP, to provide a community LGBT forum for our residents. The Tower Hamlets LGBT Community Forum is a project that aims to bring together LGBT+ people (and allies) who live, work, study or socialise in the London Borough of Tower Hamlets to discuss and have an influence on issues which affect the local LGBT community, as well as network, socialise and |
|---|--|

	<p>meet other local LGBT people. They focus on issues that affect LGBT residents including hate crime, mental health, access to services and homelessness.</p> <p>The forum holds monthly meetings for people who live, work or study in the borough. The forum regularly has guest speakers from the council and other statutory services have consulted the forum on major policies, strategies on services. For example in the last 3 months the forum has provided feedback to: the NHS 'What Would You DO?' consultation to improve local health services; Tower Hamlets Council's Substance Misuse Strategy; the Healthy London Partnerships Children and young people's mental health workforce strategy; and Tower Hamlets Council's review of community cohesion strategy.</p>
B. Sponsored or supported trans community group/s	Tower Hamlets council commissions a community organisation, ELOP, to provide a community LGBT forum for our residents. They focus on issues that affect LGBT residents including hate crime, mental health, access to services and homelessness.
C. Sponsored or supported LGB community event/s	<p>Tower Hamlets council also commissions ELOP to provide LGBT arts and celebration events annually. It's built into the contract that the events must cater to and engage LGBT people who live work or study in the borough specifically with events focus on different part of the LGBT community. In the past year there have been 12 LGB events of all different sizes. Below is a list of the events and the dates they were held:</p> <p>A World AIDS Day Concert (29/11/18)</p> <p>5 LGBT History Month events: LGBT History Month Launch event (1/2/19); Rainbow Family Fun Day (9/2/19); LGBT Comedy Night (12/2/19); LGBT Literary Event (21/2/19); and a Lesbian Bi-sexual and Trans Women Health Event (9/3/19)</p> <p>2 IDAHOBIT events: Hatred Hurts All annual conference (15/5/19); LGBT+ Rally & Peace Vigil (17/5/19)</p> <p>4 Pride events: Pride In Our Families (23/6/19) - a</p>

	<p>family event including storytelling, arts and crafts and party games; Pride Picnic in the Park (30/6/19); a Pride Comedy night (3/7/19); and a Pride Film Screening (20/7/19).</p> <p>The largest event was the Pride Picnic Bring which gave LGBT residents and allies an opportunity to bring a picnic and enjoy an afternoon of free music performances from Peter Scott Presland, WTW Big Band and The Bleeding Obvious. The event took place at the historic bandstand in Victoria Park and over 1000 people attend.</p>
D. Sponsored or supported trans community events	<p>Tower Hamlets council commissions ELOP to provide LGBT arts and celebration events annually. It's built into the contract that the events must cater to and engage LGBT residents specifically with events focus on different part of the LGBT community. In the past year there have been 2 trans events focus in addition to the LGB events listed above:</p> <p>Lesbian Bi-sexual and Trans Women Health Event (9/3/19)</p> <p>A Film Screening Evening and Panel Discussion of Tomboy - A French drama that explores a theme of ambiguous gender through a young tomboy, who experiment with her gender identify and journey to self-discovery (16/5/19)</p>
E. Supported campaign/s to tackle hate crime or homophobic, biphobic and transphobic bullying	<p>The council has a longstanding No Place for Hate campaign which aims to prevent all types of homophobic, biphobic and transphobic hate crime, harassment and bullying.</p> <p>2864 people and 142 organisations have pledged to:</p> <p>Combat prejudice and stop those who would hurt anyone or violate their dignity.</p> <p>Be aware of their own prejudices and gain understanding of those who they perceive as different from themselves.</p> <p>Speak out against prejudice and discrimination.</p> <p>Reach out to support those who are targets of</p>

hate.

Think about ways they can promote respect for everyone.

The TH LGBT Community Forum organised 3 IDAHOBiT events. First was the Hatred Hurts All Conference where local service providers came together to discuss the impact of hate crime, what justice and protection means for different communities and how we can work together to improve the lives of LGBT community members.

Second was a film screening of the film 'TOMBOY' about a young persons journey relating to gender ambiguity. The screening was followed by a panelled discussion of representatives from hate crime charity 17-24-30, Victim Support and the Tower Hamlets LGBT Forum answering questions about hate crime and homo, bi and transphobia.

Third was a Peace Rally and Vigil. Names of the victims that had lost their lives all around the world were read out, followed by a 2 minute silence.

The vigil presented guest speakers from the council and local groups. The overall message from the vigil was that with love and solidarity we can overcome hate and violence.

Community Engagement: Part 2

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?

GUIDANCE: The initiative can be a one-off or on-going project.

Yes

Complete the following. Please include specific dates or time periods.

<p>Name the organisation/s you collaborated with:</p>	<p>Met Police Barts Health NHS Trust East London Foundation NHS Trust Positive East - HIV Charity Step Forward - Young Peoples Charity Look Ahead - A charitable housing association specialists in delivering mental health, learning disabilities, homelessness and young people services Tower Hamlets Council for Voluntary Services Opening Doors - LGBT Charity Tower Hamlets Public Health Queen Mary and Westfield University Account 3 - Local advice organisation Real DPO - Disability charity Swan Housing - Housing Association Compass UK - health and wellbeing service for children and young people who need support around drug and alcohol use and/or sexual health Galop - LGBT+ anti-violence charity ELOP - LGBT organisation</p>
<p>Describe the collaboration or initiative:</p>	<p>In October 2018 the council developed the Tower Hamlets LGBT Practitioners Forum. The purpose of this group is to bring together and support LGBT+ workers from the borough to share information on local issues, collate thoughts and concerns around what is needed for LGBT+ communities in Tower Hamlets and to share best practice within the network. Workers with a strong LGBT work brief are also welcome to join. We hope through working together with a common cause to improve experiences and opportunities for local LGBT people.</p> <p>The forum will offer opportunity to: Explore ways of improving services for LGBT+ people in the borough; Raise awareness and gain insight of shared issues; Share examples of successful and best practice; Gain peer support;</p>

	<p>Share intelligence and experiences of local community with the LGBT+ Forum;</p> <p>Ensure effective communication across voluntary and statutory partners;</p>
Describe the impact of the collaboration or initiative:	<p>As well as being an opportunity for information sharing each meeting of the Forum discusses a particular theme. Below is a list of the subjects:</p> <ul style="list-style-type: none"> • 26th Oct. inception meeting • 18th Jan- Health • 20th March Youth + a brief review of progress • 21st May Hate crime, violence & abuse • 15th July Mental health & its impact <p>In September the Practitioners Forum will be producing best practice guidance and training resource with the focus on improving access to services for LGBT people. In the meantime the sharing of information has already led to greater collaboration between LGBT practitioners within the borough. For example, the Tower Hamlets Council for Voluntary Services, an organisation that provides information and resources for voluntary and community organisations, has been able to develop 2 LGBT resources to help local groups. The first is a collection of LGBT resources to help support voluntary groups in Tower Hamlets. The second is a list of a range of local, regional and national support services for LGBT+ people.</p> <p>Here are links to both resources:</p> <p>https://thcvs.org.uk/forum/news/lgbt-resources-voluntary-groups-0</p> <p>https://thcvs.org.uk/forum/news/lgbt-services-and-support</p>

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

GUIDANCE: Activity here should be additional to anything already mentioned in the submission. Please include specific dates or time periods.

Yes

Describe the activity and impact:

This year the Backstreet Bar, the UK's last remaining strict leather and rubber gay club was saved after a Tower Hamlets council blocked plans to redevelop the site into a 12-storey residential tower.

Tower Hamlets ruled against the proposed 46-flat development on Mile End Road because it would "harm the long-term provision of a nightclub that serves the LGBT+ community".

Cllr Rachel Blake, the borough's deputy mayor, said the council viewed the 34-year-old Backstreet bar as "an important community asset" and was "going the extra mile... to protect safe spaces for our diverse community".

"It is the last true gay fetish club, and diversity matters to us," she said. "This kind of venue really matters to us, it matters to Tower Hamlets and to the whole of London. It is very important to have safe spaces for the whole community."

Cllr Blake, who is also the council's cabinet member for planning, and London had lost a "staggering number" of LGBT nightclubs over the past decade, with Tower Hamlets "particularly badly hit with the loss of 73% of LGBT venues since 2006".

It is the second time Tower Hamlets has made planning rulings to protect an LGBT venue. In 2017 the council ruled that the redevelopment of the Joiners Arms bar on Hackney Road could go ahead only if the new building contained a similar-sized gay bar.

Cllr Blake said saving the Backstreet was more important than saving a standard gay bar because it served "a particular niche of the community". "When there is a rise in hate crime, we must stand up for

those with all backgrounds, and it is important that people can enjoy themselves in a safe space without external judgement".

Tower Hamlets blocked the proposed housing scheme even though the developer had promised to preserve the Backstreet in the basement of the new tower, and pay £22,500 to move and club's equipment.

Cllr Blake and councillors worried that putting the club in the basement of a residential building would have led to its demise. "So much of my inbox is noise complaints," she said. "The reality is noise would have led to its closure".

In an article in The Guardian Nigel Whitfield, a club regular and director of the Breeches and Leather Uniform Fanclub which has led much of the campaigning against the development, said it was "flabbergasting" that Tower Hamlets council had spent so much time listening to club regulars' concerns. "It is simply unimaginable that 20 years ago a council officer would write reams of pages in defence of a leather nightclub," he said.

Praise for the councils actions were also reported in The Sun newspaper, LGBT+ publication Attitude, Pink News and specialist local government and planning publications.

The following question is not scored.

8.5 In the past year, has the organisation utilised its social media accounts to demonstrate its commitment to bi and trans equality?

GUIDANCE: The social media accounts here should be the ones with the widest reach. This question examines how you demonstrate to the largest possible audience that your organisation is committed to LGBT equality. The evidence can be an LGBT employee network group being re-posted by an account with bigger reach.

Responses Selected:

Bi equality

Trans equality

A. Upload a screenshot of social media activity:

[Bi Pride](#)

Filename: Bi Pride **Size:** 304.2 kB

B. Upload a screenshot of social media activity:

[Trans Rights](#)

Filename: Trans Rights **Size:** 349.3 kB

Provide the date of the activity:

5 Aug 2019

Provide the date of the activity:

16 Apr 2019

Section 9: Clients, Customers and Service Users

Completed - 16 Mar 2020

Workplace Equality Index Application

Routing question Section 9

Section 9: Clients, Customers and Service Users

This section comprises of between 3-5 questions and examines how the organisation engages with clients, customers, services users or partners. This section is worth 8.5% of your total score.

In order to begin this section, choose which sector best describes the organisation below.

Please choose the option that best describes your organisation:

A. Public or third sector with service users

Clients, Customers and Service Users: PS SU P1

Public or third sector with service users

9A.1 In the past 3 years, has the organisation examined the service user journey to ensure there are no barriers to access for LGBT people?

GUIDANCE: This should be a formal mapping process of the touch points of the service user and the service.

Yes

Describe the process by which you examined the service user journey. Please include specific dates or time periods.

As part of the council's community engagement contract with ELOP (East London Out Project) an audit of our front line services has taken place. The review took place between October 2015 and October 2016.

This included:

- An examination of how inclusive and accessible services are;
- If front line staff are asked equality monitoring questions specifically around gender and sexual identity
- Service user experience whilst receiving a service from the council and/or one of partnership agencies

ELOP followed this exercise with a comprehensive improvement action plan for the council in February 2017.

The contracts for the TH Substance Misuse Services were re-procured in 2018/19 with the new service providers to commence services on the 28th October 2019. As part of this process, extensive service user and stakeholder consultation exercises were carried out in 2018. In addition, the local Substance Misuse Needs Assessment 2017/18 informed the new contract and service specification.

Describe the outcome and impact. Please include specific dates or time periods.

ELOP provided a comprehensive action plan for improving customer access to council services. This was presented at Tower Hamlets Equality Steering Group (THESG) chaired by the Chief Executive Officer. Following on from this Lead Divisional Directors alongside the Corporate Equalities team were tasked with embedding the action plan findings. Actions include improving monitoring practices, more appropriate training for front line staff and ensuring all services are explicitly advertised as LGB and T inclusive. The Community Forum's action plan has also been embedded into the council's overall equality review which will be looking at equality practice, procedure and understanding across the council.

Consultation and needs assessment for the Substance Misuse Services examined access to the treatment service including current provision for LGBT clients. Both work streams confirmed that LGBT clients are a priority client group for Tower Hamlets substance misuse services.

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

Tick all that apply

GUIDANCE: You should demonstrate how you collect the data and how it is analysed.

Responses Selected:

A. Assess whether LGBT people are accessing your services

B. Assess the satisfaction of your LGBT service users in comparison to other groups

Describe the options selected:

<p>A. Assess whether LGBT people are accessing your services:</p>	<p>The council asks all service users to provide their equality profile whilst accessing a service. Be it social care, employment support or benefits, we ask for this information upon sign up. We use this information to provide a profile all of our services users and identify communities that have a particular need. This is done through a standard report running exercise which pulls out the data from our service user databases.</p> <p>The Drugs and Alcohol Action Team collect sexuality as part of our regular monitoring process. In 2018/19, 8.1% of all clients starting substance misuse treatment identified as LGBT. While this is nearly double the National average (4.2%), we probably should expect a higher rates because the size of London LGBT community and prevalence of substance misuse in the community.</p>
<p>B. Assess the satisfaction of your LGBT service users in comparison to other groups:</p>	<p>The council also uses this data and equality profiling to better understand satisfaction amongst community groups/protected characteristics. We ask service users to provide their equality profile data when requesting a service evaluation. This is done through a standard report running exercise which pulls out the data from our service user databases.</p> <p>Sexuality information is collected as part of service user consultation and the recent Substance Misuse strategy engagement work. Monitoring data is used to ensure all parts of the community participate and their opinions are heard.</p>

Upload analysis reports for option A:

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

Filename: **Size:** 0 Bytes

Upload analysis reports for option B:

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

Filename: **Size:** 0 Bytes

Clients, Customers and Service Users: PS SU P2

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

GUIDANCE: The consultation should have involved all LGBT identities.

Yes

Complete the following. Please include specific dates or time periods.

<p>A. Describe the consultation process:</p>	<p>The council continually consults with LGBT service users through our community engagement forum and forums part of our service level agreement with the forum. The forum represents our residents and particular service users who access any of our services. Usually council services attend forum meetings or online consultation forms are circulated to forum members. Recent examples include the development of a Physical Activity Strategy; understanding the needs of Asylum Seekers and the development of a local integrated health and social care service.</p> <p>The forum is an on-going contract and this piece of work happens periodically through the contract.</p>
<p>B. Describe the outcome and how services were tailored to the needs of LGBT people:</p>	<p>The council engage with and consult LGBT service users as part of statutory and moral duty under the Equality Act 2010. We use the consultation feedback in the development of a service change, removal or reduction. The findings of a consultation activity are used to identify any impacts on the LGBT community, and if found to be adverse, we will provide mitigation.</p> <p>Examples include changes to sexual health services procured by Public Health in January 2017.</p>

9A.4 What percentage of frontline employees have been trained on reducing bias and discrimination towards LGBT service users?

Select the completion rate for the training

GUIDANCE: The training should reach as many frontline employees as possible. Training content should explicitly mention examples of discrimination and bias towards LGBT service users. Content should also include the steps frontline employees can take in eliminating this discrimination and bias. Examples of content you could upload are case studies, e-learning screenshots or powerpoint presentations.

A. 76 - 100 per cent

Describe how you estimate completion rates:

All front line staff are required to undertake the council's LGBT bite size training following a decision from THESG (chaired by the chief executive officer). The training is delivered either through the council's eLearning platform or delivered by their line manager using a power point presentation.

Describe the format of the training and the content you have uploaded:

The training has been uploaded on to the council e-learning platform (for staff who have access to a PC) and is available as a PowerPoint for staff who do not have access.

Training slides included as evidence

Upload training content:

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

[9A.4LGBTAwarenessAllstaffFINAL.pptx](#)

Filename: 9A.4LGBTAwarenessAllstaffFINAL.pptx **Size:** 3.7 MB

Upload training content:

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

[1543412133-LGBT Managers' training ELOP](#)

Filename: 1543412133-LGBT Managers' training ELOP **Size:** 772.1 kB

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

GUIDANCE: The communication can be digital or physical.

Yes

Describe the reach of the communication. Please include specific dates or time periods.

Both the council website and The TH LGBT Community Forum website highlights LGBT event and services (see <https://thlgbtvoices.wordpress.com/>). The forum regularly discusses council services and the LGBT inclusivity of services in the borough. The forum also has a number of volunteers who attend local events and highlight the work of the group through discussion and running stalls (see attached photo). In the past year they have attended the following events:

Monday 8th April - Police & Partners Engagement Event

Wed 10th April - Local Voices networking event

Wed 1st May - E3 Breakfast meeting

Wed 1st May Pre Hatred hurts all conference meeting

Thurs 30th May Tower Hamlets Together Summer Fair

Mon 3rd June London forum meeting @ City Hall

Sat 15th June Queen Mary & Westfield University Festival of Communities

The council's website articulates our commitment equality, diversity and inclusion and specifically references LGBT inclusivity. The statement is visible to every person who access our website.

Link to the council's statement:

https://www.towerhamlets.gov.uk/lgnl/community_and_living/equality_and_diversity/equality_and_diversity.aspx

Link to council LGBT page:

https://www.towerhamlets.gov.uk/lgnl/community_and_living/support_groups/LGBT/LGBT.aspx

Upload an example communication:

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

[TJCD6958](#)

Filename: TJCD6958 **Size:** 208.0 kB

Section 10: Additional Work

Workplace Equality Index Application

Section 10

Section 10: Additional work

This section is your opportunity to tell us about any additional work the organisation has carried out over the past year. This section is worth 1% of your total score.

10.1 Has the organisation done any further work in the past year to improve the working environment for LGBT staff?

GUIDANCE: The activity detailed here should **not** have been mentioned anywhere else in the submission. The activity should relate to the UK, rather than global operations; please see the Global Equality Index to showcase global work.

Yes

Describe the activity and impact. Please include specific dates or time periods.

On 19/10/2018 the Council responded to the government consultation on reforms to the GRA. Responses included:

Q3

No - not everyone who identifies as a gender other than that assigned to them at birth, or non-binary, suffers from gender dysphoria. The current process to get a Gender Recognition Certificate is long, complicated, costly and medicalised. It requires a diagnosis of gender dysphoria, which positions being trans as a mental illness, requires medical treatment reports and evidence of living in their 'acquired gender' for two years. It is so intrusive and dehumanising that most trans people can't face the process.

It is wrong for legal recognition of gender identity to depend on a diagnosis of gender dysphoria. It is

acknowledged that a critical element of gender dysphoria is the presence of clinically significant distress associated with the condition but it should be really clear - being trans is not a mental illness. People should be able to legally self-determine their gender in line with best practice in other countries, such as Ireland, Malta, Argentina and Norway. With self-determination, a trans person does not need to be diagnosed with a medical condition or prove themselves as 'trans enough'.

Q4

No – people should be free to identify as they feel appropriate. Gender can be fluid and the law should reflect this as much as possible. The law already says you do not have to have a medical intervention to be recognised as trans. Therefore legal recognition should not require a doctor's report detailing treatment received. Being recognised as trans should not be a medicalised process, and the medical treatment trans people have received should not be a factor in the process. Not all trans people want medical interventions, and those who do can wait a long time to receive appropriate support.

Q11

Disabled trans people can find it harder to undergo the medical treatment currently required to apply for a gender recognition certificate, and it is therefore harder for disabled people to get a GRC.

Trans people under the age of 18 cannot apply for a Gender Recognition Certificate. Trans young people and their parents say this can be incredibly damaging, leading to young people being outed or mis-gendered.

We believe 16 and 17 year-olds should have the same access to recognition, helping those starting full-time work or further education in their true gender. And we want to see a recognition process for under-16s based on parental consent.

Q20

Yes – currently you can only be recognised as male or female. This does not work for non-binary people, whose gender identity doesn't sit comfortably with 'man' or 'woman'. This means a large group (as cited by Stonewall from their research into trans issues) of people face inequalities and discrimination because their identity is not recognised by law.

Non-binary people should have their identity legally recognised. We believe that full legal recognition for non-binary people is essential to the success of these reforms.

Q21

Staff Feedback Survey

Has your organisation circulated the Staff Feedback Survey?

The Staff Feedback Survey is worth 10% of points in the Workplace Equality Index.

The survey can be found at www.stonewall.org.uk/index-survey-2020 and closes on Friday 1 November.

Your colleagues will need your organisation's 4-digit code in order to access the survey. If you do not have this code, contact memberships@stonewall.org.uk.

Optional Awards

Individual awards

The following awards will be given to outstanding individuals, network groups and organisations who have contributed significantly to LGBT equality, both within their workplace and the wider community.

The nominations are longlisted by the Membership Programmes team and then shortlisted and awarded by an internal Stonewall panel.

Award winners are profiled in Stonewall's Top 100 Employers publication.

You can still be named as an award winner if your organisation does not reach the Top 100 list.

For individual awards, please ensure you have the person's permission to share their details before completing and submitting the nominations.

Role Models of the Year

If you would like to nominate an individual(s) for one or more of the role model awards, please select from the below options and tell us about the great work they've done over the past year.

Guidance: You should tell us how the individuals have contributed significantly to LGBT equality in both your workplace and the wider community.

Please note that we use the below terms as umbrella terms for many different identities (See the [Stonewall glossary](#)).

You should ensure the nominated individual is comfortable being identified with the specific term selected. For example, if someone is pansexual, making sure they're comfortable receiving the award and being profiled as Bi Role Model of the Year.

We will work with them to explore their identity fully within their profile in the Top 100 Employers publication.

Responses Selected:

Lesbian

Lesbian role model nomination:

Since joining the Council in 2018, Laila El-Metoui has been a driving force within the Council and the wider community with regards to LGBTQIA+ visibility and representation. She has been the co-chair of Tower Pride (the Council's LGBTQIA+ and friends staff network) since November 2018. She has helped grow the network from a handful of people to now over 90 members.

She has helped Tower Pride achieve the objectives below:

- Refresh the terms of reference

- Gain formal corporate sponsorship for the network
- Recruit a Branch Secretary and Communication Officer, and advertise for trans and non binary and bi representation for the network
- Increase visibility
- Lead on the introduction of rainbow lanyards with the Council's TOWER values on for staff
- Strengthen collaboration with other staff networks, including setting up n-Able (the disabled staff network) and the women's network
- Support ELOP, the Council's partner for delivering community focused events,

Laila is tireless in her work with the community and community forums, not just in Tower Hamlets but across London. She was instrumental in establishing the first Pan London LGBT forum through London Councils, bringing together the chairs of staff forums from 30 of the London Boroughs, as well as the chairs of the London community forums and the Metropolitan Police.

A best practice guide on setting up a network is being co-produced and a regular newsletter is now in place.

Laila regularly speaks at community events, including for LGBT History Month and Trans Remembrance Day. She has represented the borough at the opening of a rainbow crossing on the border of Tower Hamlets and Hackney, the raising of the rainbow flag at the Council's town hall for Pride and a vigil for Trans Day of Remembrance.

Laila is amazing at networking and has linked up so many people across organisations and boroughs.

She is an integral part of the LGBT Practitioners Forum, which brings together practitioners from organisations across the borough to look at the issues that face LGBT people and try to improve services for them.

In her day job, Laila manages the Welcome to Tower Hamlets programme for new migrants and asylum seekers to the borough, and has ensured LGBTQIA+ inclusion in this work. For example, in the procurement process for her programme, she included LGBTQIA+ as a monitoring category and work is being done to build this into the Council's standard procurement process.

Her background is in ESOL teaching and she brings that experience and knowledge to her work at the Council. She has helped develop and deliver LGBTQIA+ training. Prior to joining Tower Hamlets Council, Laila has led on a very wide range of local and national LGBT+ inclusion and celebration initiatives. Examples include:

Led on LGBT inclusion in ESOL by organising the very first conference in the UK through NATECLA London, Breaking the Ice <https://nateclaldn.wordpress.com/resources/lgbt-issues-esol-resources/>

Exploring LGBT Lives and Issues in Adults (research for the British Council) ESOL https://esol.britishcouncil.org/sites/default/files/attachments/informational-page/Exploring_LGBT_Lives_Issues_Adult_ESOL.pdf

She was also involved in the queering ESOL seminar series <https://queeringesol.wordpress.com>

She fund raised and delivered cross college LGBT inclusion programmes for Morley College and WMC the Working men's college.

She wrote the two teaching resources below

1. Rainbow pilgrims a project which looked at the hidden history of LGBTQI migrants in the UK past and present. <https://www.rainbowpilgrims.com>
2. The Twilight People Stories of Faith & Gender Beyond the Binary <https://www.twilightpeople.com/the-project>

More information about her extensive involvement in LGBT in ESOL can be found on her blog www.lelmeducation.wordpress.com

Laila is always willing to help others, is visible and is a leader. She will never let an opportunity to promote LGBTQIA+ inclusivity pass her by and LGBTQIA+ inclusivity is forefront in everything she does. One example of Laila's tenacity is when there was a cake bake that was planned but which had to be cancelled at the last minute. Some people had already brought in cakes, so Laila commandeered a stall in the reception of the town hall, gathered a group of staff together (including senior leaders and other network co-chairs) and we used the cakes as part of a push to increase membership and promote awareness of the various staff networks.

Ally of the Year

If you would like to nominate an individual for the ally award, please tell us about the great work they've done over the past year.

Guidance: You should tell us how the individual has contributed significantly to LGBT equality in both your workplace and the wider community.

Please note this category can also include allies within the LGBT community. For example, a lesbian women who has shown fantastic allyship to the trans community.

(No response)

Senior Champion of the Year

If you would like to nominate an individual for the senior champion award, please tell us about the great work they've done over the past year.

Guidance: You should tell us how the individual has contributed significantly to LGBT equality in both your workplace and the wider community.

Please note the senior champion does not need to identify as LGBT.

(No response)

Employee Network Group of the Year

If you would like to nominate your organisation's network group, please tell us about the great work it's carried out over the past year.

Guidance: You should tell us how the network group has contributed significantly to LGBT equality in both your workplace and the wider community.

Please note you may reference work which has already been documented in the LGBT Employee Network Group section.

The Council's LGBTQIA+ and friends staff forum was revived in November 2018 when two new co-chairs took over – Laila El-Metoui and Anna Finch-Smith. Since then Tower Pride has achieved much in terms of LGBTQIA+ visibility and representation.

It has grown from a handful of people to now over 90 members on the network's yammer group.

Tower Pride's achievements over the past 10 months include:-

- Refreshed terms of reference
- Two formal corporate sponsors for the network
- Recruiting a Branch Secretary and Communication Officer, and advertising for trans/non binary and bi representation
- Increasing visibility through internal comms – e.g. THNow newsletter, plasma TV screens, Yammer
- Supporting the introduction of rainbow lanyards with the Council's TOWER values on
- Strengthening collaboration with other staff networks, including supporting the set-up of n-Able (disabled staff network) and the Women's network
- Holding seven meetings, plus a Yammer live session
- Supporting ELOP, the Council's partner for delivering community focused events, which included co-creating an article for the Council's newspaper Our East End to celebrate and publicise LGBT History Month

Tower Pride has been engaged internally on consultation with regards to policies/strategies, including the Violence Against Women and Girls Strategy and a corporate review of terms and conditions of service. Feedback from the network has helped shape the work going forward, with LGBTQIA+ people included in

the VAWG action plan. Tower Pride has been leading on improving the learning and development offer for all staff at the Council with the addition of a new online learning module (screenshot below)

Tower Pride was the first network to achieve representation for the co-chairs on the Council's Corporate Equality Board - chaired by the Chief Executive, it is the corporate board for all equality issues.

Tower Pride's co-chairs attend and support the Council's LGBT Practitioners Forum, which meets quarterly, with the aim of linking the work done for LGBT residents with that done for Council staff. One of the areas that came out of a session on health issues for LGBT residents was the need to review service user monitoring, and following this there was a review by the Council's Strategy, Policy and Performance team of the monitoring template. This will be rolled out for partner organisations to use, giving a level of consistency and meaning results are comparable across organisations.

Tower Pride has also, through its co-chair, set up a Pan London LGBT Forum, which now includes 30 of the London boroughs and is hosted by London Councils. It brings together chairs of staff forums from across London, as well as chairs of London boroughs community forums and the Metropolitan Police.

Meetings were held in February, June and September 2019, with Tower Pride leading on agendas. There has been engagement with external organisations, including Stonewall, who attended a meeting. There have been other external speakers, including Maria Goldsmith (Counsellor and Mediator), Ash Kotak (UK Aids Memorial) and Professor Rusi Jaspal. Because of the forum, boroughs that have no staff network have been buddied up with boroughs that do to help support them. A best practice guide on setting up a network is being co-produced by the forum and a regular newsletter exists, which publicises what different boroughs are doing for their LGBT community.

Tower Pride has been represented at the borough's community LGBT forum, as well as community events, including LGBT History Month, Trans Day of Remembrance and World Aids Day. There has also been representation at the opening of a rainbow crossing on the border of Tower Hamlets and Hackney, the raising of the rainbow flag at the Council's town hall for Pride and a vigil for Trans Day of Remembrance.

Tower Pride is starting to engage and link with other LGBT organisations in the borough that weren't previously engaged, including Let Voice Be Heard, a Bangladeshi LGBT group, and also Bubble Club, an event run by disabled people. This promotes intersectionality and leads to more joined up delivery, providing better services for LGBT residents and staff.

Tower Pride has been instrumental in engaging setting up other staff networks, including the Women's network and n-Able (disabled staff network), with plans to replicate the Pan London forum model for each of the other staff networks, with support from Tower Pride.

Bi-Inclusive Workplace of the Year

If you would like to nominate your workplace for the Bi-Inclusive Workplace of the Year award, please tell us about the great work you've done over the past year.

Guidance: This is an opportunity to demonstrate that your organisation is leading the way as a bi-inclusive workplace.

Please note you may reference work which has already been documented.

(No response)

Logo

Completed - 16 Mar 2020

[Logo](#)

Filename: CachedImage.jpg **Size:** 22.5 kB



TOWER Pride is the LGBTQIA+ Staff and Friends Forum for the London Borough of Tower Hamlets

Purpose

The group's purpose is to make Tower Hamlets Council a great place of work for everyone.

Aims & Objectives

Our Aim

We aim to:

- be an inclusive, welcoming and supportive network for all LGBTQIA+ employees and straight allies
- promote equality, inclusivity and diversity in the workplace

Our Objectives

1. **To support each other:** To be a safe space for members to meet together, creating a forum for discussion on important issues;
2. **To be a voice:** To identify and represent the group's views on particular employment and residence issues affecting the LGBTQIA+ community;
3. **To encourage good practice:** To promote good employment practices and service delivery to residents; to act as a critical friend to London Borough of Tower Hamlets;
4. **To communicate with each other:** To run a series of network meetings to allow the exchange of views and deliver key messages on diversity and inclusivity issues;
5. **To build friendships:** To facilitate and or promote a series of social events throughout the year for members of the network and, where appropriate, their partners and straight allies;
6. **To work with others:** To work closely with other bodies to promote good practice in the workplace and other cross-cutting issues;

7. **To develop ourselves:** Share knowledge and experience of experiences, and highlight mentoring and professional development opportunities to members of the network.

Principles

- Validating and supporting members' various sexual identities and gender identities (e.g. lesbian female, gay male, bisexual, transgender, and other non-heterosexual and non-cis-gendered identities)
- To welcome new members
- Protecting the confidentiality of those group members who do not wish to be openly associated with the group (e.g. by not disclosing those group members' names to non-members, and not forwarding group e-mails to non-members)
- Acknowledging the identities and welcoming the contributions of heterosexual group members and allies

Structure

The LGBTQIA+ staff and Friends Forum is a self-determining, voluntary staff group supporting and championing issues feeding into Tower Hamlet's Council Corporate Equality Board.

Corporate Equality Board Representation

The Tower Pride Co-Chairs represent the voice of LGBTQIA+ staff at the CEB.

FREQUENCY OF MEETINGS

The meetings are held every six to eight weeks for the duration of one hour. Dates of meetings will be arranged in advance and circulated to all staff members of the group via the Tower Pride Yammer group and by blind copy emails for members who do not wish to be identified.

NB: The group may need to meet more frequently if the group decides to hold seminars, cultural events, workshops, conferences etc. On such occasions a separate working party will be set up to lead on this.

Current Roles

Co chairs:	<ul style="list-style-type: none">• Anna Finch-Smith• Laila El-Metoui
Branch Secretary	<ul style="list-style-type: none">• Ross Walton
Communication officer	<ul style="list-style-type: none">• Richard Hurley
Research and Analysis	<ul style="list-style-type: none">• Suzanna Yong Lee

Trans and NB Rep	<ul style="list-style-type: none"> • TBC
Bi Rep	<ul style="list-style-type: none"> • TBC

Background

Tower Pride was established in November 2018 and is **open to all staff**, regardless of sexual orientation and gender identities. Our network comprises of over 70 staff who identify as LGBTQIA+ or heterosexual/straight (also known as ‘friends’ or ‘allies’ who want to show their support for the LGBTQIA+ community). Our staff network aims to:

Tower Pride is replacing the LGBT and friends staff forum. It has made excellent progress in LGBTQIA+ workplace inclusivity at Tower Hamlets Council, as demonstrated by our recent ranking on Stonewall’s Top 100 employers to work for their 2018 Workplace Equality Index.

What does our Forum do?

We provide advice and signposting to members and colleagues about the needs of LGBTQIA+ employees as well as a confidential support service.

We work together with other forums such as the LGBT Practitioners Forum and the LGBT community forum run by ELOP to ensure the needs of our communities are met.

The network offers a unique opportunity to meet other LGBTQIA+ employees within the Council, to make new contacts and to share knowledge.

We promote the LGBT events in the borough.

To join our staff network, join the Tower Pride closed group on Yammer

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Role models & people in the community

Publicly known LGBT role models

Visible LGBT role models can have a transformative impact on creating a truly inclusive workplace and society. Below we have provided examples of role models including historic role models who have created and inspired the world through to activists who have dedicated their lives to promoting diversity and inclusion and using their identities as a platform for change. Please click on the links for more information.

Alice Walker

Alice is a 73 year old critically acclaimed Black author credited for the book "The Coloured Purple" which challenges society's view of women. As a Black Bisexual woman Alice has used her voice to campaign on the challenges and issues that women like her face. For more information on Alice and her work click [here](#).

Alex Drummond

Alex Drummond is a renowned Trans activist and author who has dedicated a number of years deconstructing gender and tackling gender stereotypes. Alex sits on Stonewall's Trans Advisory Group and has been influential in shaping Stonewall's campaigning on Trans rights. For more information on Alex click [here](#).

Ruth Baldacchino

Ruth is an LGBT, transgender and intersex activist from Malta and is the programme officer for the first intersex human rights fund. Ruth has a non-binary gender identity and has contributed to education policy on Trans, Gender Variant and Intersex Students in Schools. For more information on Ruth click [here](#).

Michaelangelo and Leonardo da Vinci

Both artists are known for their artistic skill and have gone down in history for creating some of the most awe inspiring pieces of art and buildings. Both men are believed to have been bisexual based on historical knowledge, but what is less commonly known is that both men suffered from epilepsy. This highlights a common feeling amongst disabled LGBT people is feeling of invisibility both within and out of the LGBT community. For more information on disabled LGBT people click [here](#).

Jonny Benjamin

Jonny is a British mental health campaigner who in January 2014 launched a social media campaign called Find 'Mike' to search for a stranger who talked him out of taking his own life in 2008. Jonny has struggled with mental health problem since the age of 10 and was eventually diagnosed with schizophrenia and bipolar disorder in his 20s. In 2008 he was hospitalised due to his condition and after running away intended to take his life by jumping off a bridge. Jonny was saved by a good samaritan, Neil Laybourn. Jonny has been open up about his struggle with his sexuality as a gay man and his mental health illnesses. To find out more click [here](#).

Jovanie Morrison

Jovanie Morrison as a young LGBT person has provided his story on being homeless. 1 in 4 homeless young people are LGBT. Jovanie realised he was gay by age 12 and was rejected by his family; following a violent outburst by his relatives. Jovanie in collaboration with the Albert Kennedy Trust provides his story [here](#).

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Dr and Imam Ludovic-Mohamed Zahed

Imam Zahed is a gay man and the founder of Europe's first inclusive mosque in France. He

Charlie Condou

Charlie has appeared in numerous TV shows and has recently featured in Coronation Street as Marcus. Charlie is also a prominent LGBT activist and advocate of same-sex parenting. He is a father of two children with his husband Cameron. For more information on Charlie click [here](#)

Our local LGBT Heroes

Here in Tower Hamlets we are lucky to have staff and community leaders who act as role models to the LGBT people both in the workplace and the wider community. These individuals strive to make the borough an inclusive environment, where somebody's sexual orientation and gender identity is respected and celebrated, whilst showcasing the multiple identities (being disabled, older, BAME and having a faith as well as being LGBT). The council celebrated the achievements of these individuals in Autumn 2015. Below you will find a summary of some of the local LGBT heroes and straight allies and the work that they continue to do for our community.



Deng Yang Sang - Young Mayor, Tower Hamlets Council

Deng Yan San is the current young mayor of Tower Hamlets and an amazing young woman, who has most recently volunteered to go and help build a school in August, in the Rajasthan region of India.

Before that she was Head Girl of George Green's School, has written a 30 minute play for the National Theatre on Gender Equality, as well as being an active member of the East London Chinese Community Centre.

She has also recently graduated from the NCS programme - where she was volunteering in an intergenerational project in sundial Centre and help create a campaign for cardboard citizens, the homeless charity.

Councillor Peter Golds - Tower Hamlets Council

Cllr Peter Golds has lived and worked as an openly Gay Tower Hamlets Councillor in the face of great adversity and some quite unpleasant bigotry. This is a great role model to other gay people.

He has endured anti-gay and homophobic heckling in the council chamber which many Gay people would have been scared of and rather than running for cover in the face of it all he has been brave and stood up to it. He has been solid in standing up for Gay venues within the town when their future has been threatened by licensing or other changes.

He was prepared to stand up and be counted over the issue of the White Swan and it was him who alerted us and the Gay community to the risks that the proposed licensing arrangements for entertainments at the venue represented. We were not even aware that they affected us. He's an excellent role model and a very brave councillor.

Jennifer Fear - CEO, Step Forward

Jennifer Fear is the CEO of Step Forward - a charity that has been supporting young people in Tower Hamlets since 1988. Jennifer's contribution for over 15 years to the charity has been inspirational. She was integral to the start up of a personal development group for young LGBT people to enable them to have a safe space to explore the issues they experience growing up as young LGBT people.

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Jennifer is an inspiring leader yet remains grounded and approachable to all young people who see her as a role model and someone to aspire to be like. She promotes diversity in all that she does and challenges those around her to ensure that LGBT young people get the support

Jennifer in her capacity as a lesbian woman is also active on numerous forums and panels ensuring that the voice of the LGBT community is always taken into account. Jennifer probably never set out to become a role model but by just being "herself" she has certainly become one!

Hardev Malhi - Inclusion Officer, Barts Health NHS Trust

In his capacity as Inclusion Officer, Hardev has contributed immensely to the setting up and progress of the LGBT subgroup of the Trust's Staff Diversity Network.

Apart from providing the basic minimum equality diversity training, Hardev has proactively attended seminars and training sessions outside the organisation in order to develop a Transgender training programme.

Hardev supports the Trust's engagement activity with the LGBT community group that meets at Positive East, Stepney Green. Without his considerable knowledge of the community, we would not have been able to achieve this, especially as we seek to make sure 'everyone counts' in our efforts to reduce health inequality in the area.

Finally, Hardev supports the Stonewall Healthcare Equality Index benchmarking exercise for the Trust by engagement through the LGBT sub group of the diversity network.

PC Lee Hawkins - LGBT CSU Police Officer, Limehouse Police Station

Lee Hawkins is the current Hate Crime and LGBT CSU Police officer in the borough. In my opinion, he has gone beyond his required duties and responsibilities as a serving Police officer to address Hate Crime within the borough.

He has been extremely proactive as a partnership lead and in developing both existing relationships and building new relationships with a variety of agencies within the borough, both statutory and in the voluntary sector.

He is extremely proactive in addressing Hate Crime by identifying and mapping intelligence on Hate Crime incidents across the borough which has been instrumental to addressing risk and reducing repeat victimisation. He has a very committed approach to ensuring that victims of Hate Crime receive the best possible outcomes whether this be via the criminal justice system or ensuring they receive the required support they require from advocacy and therapeutic services.

Agencies state that they feel confident in reporting incidents to him and are confident that their service users will be treated with sensitivity and understanding. Agencies have commented that because of their experience of working with him, they have increased confidence in the boroughs Policing which is significant progress!!

I feel that he has been exemplary as both an LGBT Hate Crime practitioner and as an example of a proactive and insightful Police officer who has an excellent understanding of the local issues with a strong willingness to address Hate Crime.

In addition to this, he is extremely kind, thoughtful and willing to go the extra mile for anyone.

Kofi Agyemang - Tower Hamlets LGBT campaigner

For decades, Kofi Agyemang has worked tirelessly, using his own time and personal resources to confront and challenge homophobia in BME communities. The more public area of his work and efforts has culminated in an online resource by way of the SAY MY NAME website <http://www.saymynametheseries.com/>

This invaluable educational recourse serves to explain why homophobia is such a negative and destructive scourge on our society and highlights the particular effect homophobia has on members of the BME community. Abhorrence of Black gayness is openly manifested in most black art forms such as music, comedy, film and theatre where gay people are attacked and ridiculed.

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Kofi Agyemang - Tower Hamlets LGBT campaigner

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Role models & people in the community

Publicly known LGBT role models

Visible LGBT role models can have a transformative impact on creating a truly inclusive workplace and society. Below we have provided examples of role models including historic role models who have created and inspired the world through to activists who have dedicated their lives to promoting diversity and inclusion and using their identities as a platform for change. Please click on the links for more information.

Alice Walker

Alice is a 73 year old critically acclaimed Black author credited for the book "The Coloured Purple" which challenges society's view of women. As a Black Bisexual woman Alice has used her voice to campaign on the challenges and issues that women like her face. For more information on Alice and her work click [here](#).

Alex Drummond

Alex Drummond is a renowned Trans activist and author who has dedicated a number of years deconstructing gender and tackling gender stereotypes. Alex sits on Stonewall's Trans Advisory Group and has been influential in shaping Stonewall's campaigning on Trans rights. For more information on Alex click [here](#).

Ruth Baldacchino

Ruth is an LGBT, transgender and intersex activist from Malta and is the programme officer for the first intersex human rights fund. Ruth has a non-binary gender identity and has contributed to education policy on Trans, Gender Variant and Intersex Students in Schools. For more information on Ruth click [here](#).

Michaelangelo and Leonardo da Vinci

Both artists are known for their artistic skill and have gone down in history for creating some of the most awe inspiring pieces of art and buildings. Both men are believed to have been bisexual based on historical knowledge, but what is less commonly known is that both men suffered from epilepsy. This highlights a common feeling amongst disabled LGBT people is feeling of invisibility both within and out of the LGBT community. For more information on disabled LGBT people click [here](#).

Jonny Benjamin

Jonny is a British mental health campaigner who in January 2014 launched a social media campaign called Find 'Mike' to search for a stranger who talked him out of taking his own life in 2008. Jonny has struggled with mental health problem since the age of 10 and was eventually diagnosed with schizophrenia and bipolar disorder in his 20s. In 2008 he was hospitalised due to his condition and after running away intended to take his life by jumping off a bridge. Jonny was saved by a good samaritan, Neil Laybourn. Jonny has been open up about his struggle with his sexuality as a gay man and his mental health illnesses. To find out more click [here](#).

Jovanie Morrison

Jovanie Morrison as a young LGBT person has provided his story on being homeless. 1 in 4 homeless young people are LGBT. Jovanie realised he was gay by age 12 and was rejected by his family; following a violent outburst by his relatives. Jovanie in collaboration with the Albert Kennedy Trust provides his story [here](#).

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Dr and Imam Ludovic-Mohamed Zahed

Imam Zahed is a gay man and the founder of Europe's first inclusive mosque in France. He

Charlie Condou

Charlie has appeared in numerous TV shows and has recently featured in Coronation Street as Marcus. Charlie is also a prominent LGBT activist and advocate of same-sex parenting. He is a father of two children with his husband Cameron. For more information on Charlie click [here](#)

Our local LGBT Heroes

Here in Tower Hamlets we are lucky to have staff and community leaders who act as role models to the LGBT people both in the workplace and the wider community. These individuals strive to make the borough an inclusive environment, where somebody's sexual orientation and gender identity is respected and celebrated, whilst showcasing the multiple identities (being disabled, older, BAME and having a faith as well as being LGBT). The council celebrated the achievements of these individuals in Autumn 2015. Below you will find a summary of some of the local LGBT heroes and straight allies and the work that they continue to do for our community.



Deng Yang Sang - Young Mayor, Tower Hamlets Council

Deng Yan San is the current young mayor of Tower Hamlets and an amazing young woman, who has most recently volunteered to go and help build a school in August, in the Rajasthan region of India.

Before that she was Head Girl of George Green's School, has written a 30 minute play for the National Theatre on Gender Equality, as well as being an active member of the East London Chinese Community Centre.

She has also recently graduated from the NCS programme - where she was volunteering in an intergenerational project in sundial Centre and help create a campaign for cardboard citizens, the homeless charity.

Councillor Peter Golds - Tower Hamlets Council

Cllr Peter Golds has lived and worked as an openly Gay Tower Hamlets Councillor in the face of great adversity and some quite unpleasant bigotry. This is a great role model to other gay people.

He has endured anti-gay and homophobic heckling in the council chamber which many Gay people would have been scared of and rather than running for cover in the face of it all he has been brave and stood up to it. He has been solid in standing up for Gay venues within the town when their future has been threatened by licensing or other changes.

He was prepared to stand up and be counted over the issue of the White Swan and it was him who alerted us and the Gay community to the risks that the proposed licensing arrangements for entertainments at the venue represented. We were not even aware that they affected us. He's an excellent role model and a very brave councillor.

Jennifer Fear - CEO, Step Forward

Jennifer Fear is the CEO of Step Forward - a charity that has been supporting young people in Tower Hamlets since 1988. Jennifer's contribution for over 15 years to the charity has been inspirational. She was integral to the start up of a personal development group for young LGBT people to enable them to have a safe space to explore the issues they experience growing up as young LGBT people.

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Jennifer is an inspiring leader yet remains grounded and approachable to all young people who see her as a role model and someone to aspire to be like. She promotes diversity in all that she does and challenges those around her to ensure that LGBT young people get the support

Jennifer in her capacity as a lesbian woman is also active on numerous forums and panels ensuring that the voice of the LGBT community is always taken into account. Jennifer probably never set out to become a role model but by just being "herself" she has certainly become one!

Hardev Malhi - Inclusion Officer, Barts Health NHS Trust

In his capacity as Inclusion Officer, Hardev has contributed immensely to the setting up and progress of the LGBT subgroup of the Trust's Staff Diversity Network.

Apart from providing the basic minimum equality diversity training, Hardev has proactively attended seminars and training sessions outside the organisation in order to develop a Transgender training programme.

Hardev supports the Trust's engagement activity with the LGBT community group that meets at Positive East, Stepney Green. Without his considerable knowledge of the community, we would not have been able to achieve this, especially as we seek to make sure 'everyone counts' in our efforts to reduce health inequality in the area.

Finally, Hardev supports the Stonewall Healthcare Equality Index benchmarking exercise for the Trust by engagement through the LGBT sub group of the diversity network.

PC Lee Hawkins - LGBT CSU Police Officer, Limehouse Police Station

Lee Hawkins is the current Hate Crime and LGBT CSU Police officer in the borough. In my opinion, he has gone beyond his required duties and responsibilities as a serving Police officer to address Hate Crime within the borough.

He has been extremely proactive as a partnership lead and in developing both existing relationships and building new relationships with a variety of agencies within the borough, both statutory and in the voluntary sector.

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