

# Stonewall Workplace Equality Index Case Study

## Section 7: Procurement

### The University of ...

Section 7 of the Workplace Equality Index looks at 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. The University of ... has demonstrated the following activities to meet some specific criteria in this section:

- All staff in the procurement team (circa 30 staff members) have completed Equality and Diversity training.
- Before contracts are awarded, the University scrutinises their policies - ensuring that they ban bullying and harassment related to sexual orientation and trans identity/gender expression - and equality training. This is done through an Equality Questionnaire. Each supplier must complete this form and responses are then scrutinised and assessed by the procurement team which can contact the supplier for more details where needed or refer to the ED&I team for further support.
- Once contracts are live, suppliers are held to account with a standard item on Equality and Diversity Issues as part of contract management meetings. The organisation monitors complaints and takes appropriate action to hold suppliers to account.
- Access to diversity in the workplace training has also been offered to suppliers and uptake is being monitored.
- Major contractors are invited to participate in network group events throughout the year, and are included in communications about events in the LGBT calendar which are featured in the procurement newsletter. Suppliers were invited to march with the University in Pride with dual organisational branding. This work has resulted in a construction supplier raising a rainbow flag on their construction sites for a month, to coincide with Pride.