

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? C. Yes, through another initiative

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

Describe the allies programme or initiative:

Yes The Acas Diversity and Inclusion team have rolled out national internal training which formalises D & I LGBT+ awareness and engagement. We have been carrying out this training to our front line delivery colleagues since November 2018. In our training we have verbally communicated to our operational colleagues to support all of our staff networks including our LGBT+ & Allies Network. (See LGBT training slides evidence)

We also often communicate during key LGBT events to encourage colleagues to become allies and join the LGBT+ & Allies Network.

This has been the case during:

LGBT History month,

IDAHOBiT and

celebrating Pride.

Upload a communication advertising the allies programme or initiative:

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



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).

A. The importance of allies

B. Discrimination towards LGBT people

C. Personal stories from LGBT people

D. Actions they can take to be effective allies

Provide a brief description of the content you have uploaded:

We often communicate during key LGBT events to encourage colleagues to become allies and join the LGBT+ & Allies Network.

A prominent example that we wanted to highlight was when [REDACTED] spoke about the importance to become an ally. The essence of this is to ensure that everybody working together to continue to eliminate inequality in the workplace.

Our CEO [REDACTED] who was the former Acas Diversity and Inclusion Advocate has been working with our LGBT+ & Allies Chair in sharing her thoughts in sending the Stonewall guide for Senior Champions to our Senior Leadership team. [REDACTED] believes this is a great idea. A message from SLT and Acas senior leaders to all staff would be a really powerful. A statement of dedication and support to the LGBT+ community within Acas and our customers more widely. The guide talks about a statement for induction and I think having it included in the induction letter/documents would be great as well. This has also encouraged Acas to start thinking about recruiting a LGBT+ champion in the near future.

This has been the case during
LGBT History month,
IDAHOBiT
and celebrating Pride. (See LGBT communication evidence file)

Upload content covering option A:

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

[REDACTED]

Upload content covering option B:

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

[REDACTED]

Upload content covering option C:

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

[REDACTED]

Upload content covering option D:

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

[REDACTED]

Provide a date for Option A: 04/02/2019

Provide a date for Option B: 07/02/2019

Provide a date for Option C: (No response)

Provide a date for Option D: 04/02/2019

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:

Yes in Acas we have rainbow lanyards, select few members have a small rainbow pin badge and we also have Acas pride Stickers for folks to use on their Acas equipment such as laptops, notebook and work mobile phones.

Allies/members can also adopt an LGBT+ inclusive email signature this was recently communicated in our promotion of celebrating Pride.

In addition, there was a news story on our intranet encouraging colleagues to signal their commitment to LGBT equality through the use of outlining what people’s preferred pronouns were and having a group of rainbow icons. This was communicated in the run up to Acas celebrating Pride in Nottingham and Norwich.

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.

- A. Participated in LGBT network group activities
- B. Helped organise a lesbian, gay and bi equality awareness raising event

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

A. Participated in LGBT network group activities	<p>Yes during IDAHOBIT Allies in Birmingham formally helped to organise and instigate the IDAHOBIT event in Birmingham and Cardiff.</p> <p>This was also done through our national Fair treatment contacts who apart of the Acas Inclusion network who are also LGBT+ & allies network members.</p> <p>Our Allies visibly showed their support for the day by categorically stating that they will speak out against Homophobia, Biphobia and transphobia. In addition they have publicly stated that they will stand with the LGBTI+ community and they endeavour to be part of the solution.</p> <p>Colleagues from our Newcastle, Manchester and Leeds Offices also endorsed these statement through their own IDAHOBIT events at their respective offices.</p>
B. Helped organise a lesbian, gay and bi equality awareness raising event	<p>Type here...Yes during IDAHOBIT Allies in Birmingham formally helped to organise and instigate the IDAHOBIT event in Birmingham and Cardiff.</p> <p>This was also done through our national Fair treatment contacts who apart of the Acas Inclusion network who are also LGBT+ & allies network members.</p> <p>Our Allies visibly showed their support for the day by categorically stating that they will speak out against Homophobia, Biphobia and transphobia. In addition they have publicly stated that they will stand with the LGBTI+ community and they endeavour to be part of the solution.</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.

Yes

Describe the training, programmes and/or resources:

Yes work is done throughout the year and also on

Trans Day of Visibility

IDAHOBIT

LGBT history month

To encourage, educate and influence LGB+ and cis allies to actively be a trans, non binary and gender diverse. The genderbread person from [REDACTED] is also used as a means to explain and educate on the differences between gender, sex, expression and orientation. In addition adopting a email signature that introduces and normalises gender pronouns is being introduced.

In addition Acas have trained up 80% of its operation workforce in increasing their understanding of gender identity and gender reassignment. This has lead to more allies becoming more aware of our LGBT+ & Allies network. This has resulted to the network membership doubling in the past year

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:

Yes Acas actively encourages all LGBT+ employee to become role models. Take for example [REDACTED] becoming an Stonewall workplace role model. Acas supported [REDACTED] through the application process and actively encouraged other members to apply. Acas also offers to send LGBT+ staff to role model training programmes.

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 (No response)
profile was shared.

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.

E. None of the above

A. Provide the date on which this (No response)
profile was shared:

B. Provide the date on which this (No response)
profile was shared:

C. Provide the date on which this (No response)
profile was shared:

D. Provide the date on which this (No response)
profile was shared:

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.

A. Gay people or lesbians

B. Bi people

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

H. BAME LGBT people

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

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

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

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

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

Dates:

A. Provide the date on which this 01/02/2018
profile was shared:

B. Provide the date on which this 13/11/2018
profile was shared:

C. Provide the date on which this (No response)
profile was shared:

D. Provide the date on which this (No response)
profile was shared:

E. Provide the date on which this (No response)
profile was shared:

F. Provide the date on which this (No response)
profile was shared:

G. Provide the date on which this 13/11/2019
profile was shared:

H. Provide the date on which this 25/02/2019
profile was shared:

I. Provide the date on which this (No response)
profile was shared:

J. Provide the date on which this (No response)
profile was shared:

K. Provide the date on which this (No response)
profile was shared:

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.

Yes

Describe the training, programmes and/or resources:

This is through communication via our LGBT+ & Allies network group on Yammer

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.

Bi equality

Trans equality