

Stonewall Workplace Equality Index 2020

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All submissions should be made online through Stonewall Submit at: <https://stonewallsubmit.fluidreview.com>

This document shows you all the questions asked and answers/evidence required on the Stonewall Submit portal for the 2020 Workplace Equality Index submission.

For any queries about the Workplace Equality Index, contact memberships@stonewall.org.uk

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 the policy audit process, policy content and communication.

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 ✓
No

State when the process last happened (Max 30 words).

DVSA Frontline Recruitment Strategy' – improving diversity of frontline staff, starting with changes to our general approach of promoting opportunities and the processes for recruiting in those positions.

Describe the audit process (Max 500 words).

The Agency screening process is a new system to better consider the effect of our policies and practices on different people including LGBT+. This includes transitioning staff, intersex and non-binary staff. The process encourages all staff to identify potential negative impacts on all staff with (or sharing) any of the protected characteristics, whilst enabling the agency to identify potential discrimination, promote equality of opportunity and how we can promote good relations between different groups of people. The process encourages all staff to think carefully about whether the screened activity could be discriminatory, homophobic, biphobic or transphobic. There is an effective monitoring process in place that requires the new policies and practises to be reviewed after 4 months. Each review requires a refreshed Equality Screening which will help identify any new adverse impacts and help with future planning and policy development. Policies and practices are then reviewed on an annual basis with an accompanying refreshed Equality Screening.

Describe any previous outcomes of the audit process (Max 500 words).

Previous outcomes of the equality screening process have been:

- Thorough examination of the process for recruiting frontline staff
- Identification of additional avenues for attracting greater number of individuals from different underrepresented communities such as women, disabled, transitioning, LGBT+ and BAME individuals
- Proposals to improve internal processes, such as panel composition, inclusive language in job adverts etc

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

Dignity at Work Policy

Overview

The dignity at work policy applies to all staff of any grade, including temporary or contract staff within the agency and those working away from the office premises or attending work organised social events, which are considered by law as an extension of the workplace. It also extends to dealings with customers and members of the public.

Our commitment

DVSA is committed to creating and maintaining an environment that recognises an individual's dignity at work. It should remain free from hostility, abuse, offensive behaviour, harassment, bullying, prejudice, discrimination and victimisation.

We aim to ensure that all staff are treated fairly at work or in connection with work (for example, a work related social activity) and that staff have equality of opportunity to develop their full potential in an environment where each employee's personal dignity is respected.

People's skills and opportunities are undermined by harassment and bullying. This is unacceptable and will not be tolerated.

Harassment is defined by the Equality Act 2010 as 'unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual'.

Some forms of harassment ([Annex A](#)) will constitute unlawful discrimination if it relates to a person's sex, gender reassignment, race, disability, religion or belief, age, or sexual orientation.

A complainant does not need to possess the relevant characteristic themselves, it can be because of their association with a person who has a protected characteristic, or because they are wrongly perceived to have one, or are treated as if they do.

An individual can also make a complaint where they are harassed by someone who doesn't work for that employer e.g. a customer.

Annex A

The following list of types of harassment is not exhaustive, but includes:

- use of derogatory stereotypes or innuendos
- offensive jokes
- mockery or lewd comments
- leering, lewd gestures or racially insulting gestures
- suggestions that sexual favours may further career development or that your career may suffer if you refuse
- offensive mannerism or style of communication which is not used with other colleagues
- unwelcome, intrusive or persistent questioning about a protected characteristic
- the display or circulation of offensive material, e.g. pornographic material, cartoons and slogans
- touching or deliberate brushing up against others
- verbal or physical threats and abuse

Annex B

Staff should be aware that there are two types of bullying:

- **open bullying** such as displays of rage in public and/or private (often over what are perceived as minor matters), personal insults and name-calling, persistent (continually repeated; unrelenting) unjustified criticism, threats or perceived threats of physical violence and public humiliation.
- **unseen bullying** such as setting objectives with unreasonable deadlines, removing areas of responsibility for no good reason and inflicting menial tasks instead. Constantly changing working patterns without justification. Deliberately ignoring, excluding an individual or talking only to a third party to isolate another

GUIDANCE: The policy/policies should clearly state that the organisation will not tolerate discrimination against employees on the grounds of sexual orientation or 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.

- 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 ✓
- E. None of the above

Name the policy and paste the relevant policy excerpt (Max 500 words per excerpt).

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.

A. Adoption policy



WEI2020%20Q1.3a.
docx

WEI2020 Q1.3a

B. Special or Compassionate Leave Policy



WEI2020%20Q1.3b.
docx

WEI2020 Q1.3b

C. Maternity policy



WEI2020%20Q1.3c.
docx

WEI2020 Q1.3c

D. Paternity policy



WEI2020%20Q1.3d.
docx

WEI2020 Q1.3d

E. Shared Parental leave policy



WEI2020%20Q1.3e.
docx

WEI2020 Q1.3e

F. None of the above

Upload the selected policies.

Provide a brief description of the policy/policies you have uploaded (Max 200 words).

The attached policy/policies details employees rights and gives guidance in respect of what to do should the employee decide/need* to adopt*/to take compassionate leave*/take maternity leave*/take paternity leave* or take shared parental leave*.

*Delete as appropriate

The policies we have focused on are all People based policies relating to the support and wellbeing of our staff while working for the agency.

All our people based policies are inclusive of the different protected characteristics (including age, disability, gender identity, marriage/civil partnerships, pregnancy & maternity, race, religion/belief, sex, sexual orientation) under the 2010 Equality Act.

We can confirm that the policies we've uploaded are applicable to Same Sex couples and they use gender neutral language throughout

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

Yes ✓

No

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.

A. Work related guidance for an employee who is transitioning ✓

[Supporting transitioning at Work Policy](#)

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 ✓

[Colleague Guide](#)

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

[Transitioning at Work – Management Checklist](#)

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

[Colleague Guide](#)

F. None of the above

Upload the selected policies.

Provide a brief description of the policy/policies you have uploaded (Max 200 words).

The new suite of gender identity policy documents and guides (Gender Identity and Intersex Policy) has come at a time of change within the agency in terms of identifying the specific roles that all staff, including HR, colleagues and Line Managers, can make in supporting transitioning staff. The policies also highlight the importance that all staff have to play in making the agency an inclusive and positive environment for the diversity of all of its staff

Our next challenge is making sure that all staff understand the policy, and the role they play in applying it across our 300+ locations and multiple teams.

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

Yes ✓

No

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.

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

[Gender Identity and Intersex Policy Statement](#)

B. Information on language, terminology and different trans identities ✓

[Gender Identity and Intersex - Useful Terminology](#)

C. Guidance on facilities and dress code for people ✓

[Supporting transitioning at Work Policy](#)

D. None of the above

Upload the selected policies.

Provide a brief description of the policy/policies you have uploaded (Max 150 words).

[The policy including guidance documents have been created to provide practical support to help the creation of an inclusive working environment, inc language or terminology, dress code and the use of different facilities](#)

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 ✓

No

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

[WEI2020 Q1.6](#)

Provide a brief description of the communication you have uploaded (Max 150 words).

[Yes – our communications regularly reinforce that our DVSA policies are LGBT+ inclusive to all employees. In the example shared, we celebrated DVSA's support of Manchester Pride, as an inclusive employer of choice, with policies that apply to our diverse workforce, and the customers we serve. One of our executive directors, \[REDACTED\] the Director of Enforcement, endorsed the article with a comment stating how proud we are of the colleagues who supported the event, and promoting our diverse and inclusive policies and staff network groups. We encouraged colleague discussion to promote our inclusive policies, through comments shared about the article.](#)

Provide the date that the communication was shared.

27/08/19

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?

Yes

No ✓

Describe how you ensure that the healthcare insurance is inclusive of all LGBT identities (and in particular, inclusive of trans people). Max 500 words.

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.

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.

A. Advertise or recruit from LGBT/diversity websites/diversity recruitment fairs and events

DVSA is an inclusive employer and uses a variety of approaches to attract LGBT+ talent. As a Stonewall Champion we are included in the Stonewall Starting Out guide, we use our own promotional material alongside our presence at outreach events such as Hastings, Bristol and Manchester Pride.

DVSA includes the Stonewall Champion logo on all job adverts and includes information about our commitment to inclusivity in the section that describes the agency.

DRIVER AND VEHICLE STANDARDS AGENCY

Government

QUICK FACTS

WHERE WE ARE

OPPORTUNITIES

MONEY

SIZE

BENEFITS

We cover all of Britain, with hundreds of sites nationwide.



Driver & Vehicle
Standards
Agency

WHO WE ARE

Great Britain's roads are among the safest in the world, but every death and accident on the roads causes devastation or distress.

We want to stop them from happening. That's why our vision is for safer drivers, safer vehicles and safer journeys for all. Join us and make our vision a reality.

MORE ABOUT US

We help everyone stay safe on Britain's roads. To do this, we:

- carry out theory and driving tests
- test that heavy vehicles meet safety standards
- carry out roadside checks on commercial drivers
- create and run award-winning digital tools and services
- regulate driving instructors
- monitor recalls of vehicles, parts and accessories
- support the Traffic Commissioners for Great Britain

We value equality and diversity in our workforce. We have 5 staff network groups, including a Pride group, run by employees who understand issues faced by staff with protected characteristics.



Explanation of Diversity Champion icons

Search for openings with this employer at the Proud Employers website



PROUD EMPLOYERS
Jobs with LGBT inclusive employers



PROUD EMPLOYERS
Jobs with LGBT inclusive employers

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Stonewall
Charity number 1101255 | VAT reg no.
882508405

In addition to having a physical presence at events, we provide information about how DVSA is a great place to work for LGBT+ staff, through equipping our PRIDE SNG members and all staff with information to pass on to friends and family, either face to face or through our social media channels.

DVSA includes the Stonewall Champion logo on all job adverts and includes information about our commitment to inclusivity in the section that describes the agency.

We recently held a digital recruitment open day with information for potential LGBT+ staff.



JUN
05

DVSA - Digital Services & Technology Open Evening

by DVSA [Follow](#)

Free



Sales Ended

[Details](#)

Description

The Digital Services and Technology team at the Driver and Vehicle Standards Agency (DVSA) is recruiting in Nottingham.

We're having an open evening from 5:30pm to 7:30pm on Wednesday 5 June 2019 where you can discover the opportunities that could await you with a career at DVSA.

This is a great chance to:

find out about the exciting roles we're recruiting for - including application engineers, platform engineers, test engineers, service designers, analysts and many more

- meet with the team and have a chat with them about the work we do
- view our facilities
- take part in interactive sessions (developers and service design)
- gain an insight into the types of digital work we do
- find out the benefits of being a civil servant

And there'll be free pizza and soft drinks!

We're a multiple award-winning agile team at the forefront of digital transformation within the Civil Service.

If you want to be part of a passionate and talented team that makes a difference to millions of people, DVSA is the right place for you.

Register your interest now to secure your place.



We look forward to meeting you!

Date And Time

Wed, 5 June 2019

17:30 - 19:30 BST

[Add to Calendar](#)

Location

The Axis
112 Upper Parliament Street
Nottingham
NG1 6LP
[View Map](#)

Tags

[United Kingdom Events](#)

[City Of Nottingham Events](#)

[Things To Do In Nottingham](#)

[Nottingham Networking](#)

[Nottingham Science & Tech Networking](#)

B. Include a statement around valuing diversity, explicitly inclusive of LGBT people in job packs and pages [Working at DVSA – A Great Place to Work - Page 9](#)

Should we just copy the relevant page from brochures/policy documents and paste just that into the submission or should we include the whole document?

DVSA includes the Stonewall Champion logo on all job adverts and includes information about our commitment to inclusivity in the section that describes the agency.



**dvsa-a-great-place-to
-work.pdf**

Working at DVSA

A great place to work

Helping you stay safe

on Britain's roads

4,600+
people work at **DVA**

380
driving test centres

600+
vehicle testing and
enforcement locations

5
admin offices



What we do

Great Britain's roads are among the safest in the world, but every death and accident on the roads causes devastation, distress or inconvenience.

We want to stop them from happening. That's why our vision is for safer drivers, safer vehicles and safer journeys for all.

To do this, we:

- carry out theory tests and driving tests for people who want to drive cars, motorcycles, lorries, buses and coaches, and specialist vehicles
- carry out roadside checks on commercial drivers to make sure they follow safety rules and keep their vehicles safe to drive
- create and run award-winning digital tools and services for drivers, vehicles and our enforcement teams
- approve people to be driving instructors and motorcycle trainers, and make sure they provide good quality training
- approve people to be MOT testers and approve the centres they work in
- test that lorries, buses and coaches meet road safety and environmental standards
- monitor recalls of vehicles, parts and accessories to make sure that manufacturers fix problems quickly
- approve training courses for qualified drivers; for example, Driver Certificate of Professional Competence courses for lorry, bus and coach drivers, and drink-drive rehabilitation courses
- support the Traffic Commissioners for Great Britain to license and regulate companies who operate lorries, buses and coaches

To make our vision a reality, we need you to join us. Our ambitious plans rely on skilled people like you.

Who works at

DVSA

Whether you're at the start of your career, an experienced professional or a career changer, we have a range of roles to suit your aspirations.

Around 4,600 people work at DVSA in a variety of interesting and rewarding roles, all helping to make our roads safer.

Providing services and protecting the public

Around two thirds of our people work in roles directly providing services to the public and businesses, and protecting public safety. They include:

- driving examiners carrying out driving tests
- vehicle standards assessors carrying out annual tests (MOTs) on lorries, buses and coaches
- traffic and vehicle examiners carrying out roadside checks, protecting you from unsafe drivers and vehicles

Creating and running world-class digital services

DVSA is in an exciting phase of digital exploration and innovation. Over the next few years, our multidisciplinary digital teams will overhaul and update our digital services for our customers, stakeholders and staff. All our digital work underpins the services we provide to help you stay safe on Britain's roads.

Our digital teams include people working in:

- agile project management
- design
- product management
- software engineering
- technical architecture
- user research

Providing professional corporate services

Staff in our corporate offices work across a range of professions to make sure our services run smoothly. They support our frontline staff, as well as working with government and other stakeholders to ensure we achieve our strategic priorities.

Our corporate service teams include people working in:

- communications
- customer insight and research
- estates and facilities
- finance and procurement
- HR
- policy and strategy
- customer service

How we work

DVSA is a great place to work, where everyone's contribution is valued and recognised.

Our people are our main asset. Their commitment, enthusiasm and professionalism are critical to our success in helping everyone stay safe on Britain's roads.

We aim to:

- provide a workplace where our people are engaged in their work
- be an inclusive, supportive employer with a workforce that reflects the communities we serve
- be a forward thinking organisation that welcomes innovative ideas and empowers staff to make the right decisions
- be a place where people are actively encouraged and supported in their learning
- be a digitally enabled and data driven organisation whose people embrace change and continuous improvement

Different people, one team

At DVSA, you can bring your whole self to work. We value equality and diversity in our workforce, and we're committed to the Civil Service Diversity and Inclusion Strategy. We aim to be an organisation where fairness and equal opportunity is central to our culture.

To support DVSA in becoming a more inclusive employer, we have 5 staff network groups run by employee representatives who understand issues that staff with certain characteristics face.

We're a member of



Developing your career

You'll get at least 5 days a year to devote to your learning and development.



Training courses



Job shadowing



On-the-job learning-



learning



Qualifications and accreditation mentoring



Coaching and

Your personal development plan

You'll agree your personal development plan with your manager, so you're clear on what skills you need to work on for your current role, and to develop your career.

Apprenticeships

Apprenticeships offer quality learning, with many leading to a recognised qualification or accreditation.

We offer apprenticeship opportunities in a range of areas - from providing services to the public, to expert corporate services.

What we offer

Working at DVSA is great. You've got lots to offer us - and we've got lots to offer you in return.



increasing one a day a year up to 30 days **Flexible working**



including part-time working and job sharing

Tax-free



Special performance rewards

Money off and cashback offers



25 days Civil Service annual leave Pension

with an employer contribution of at least 20%



Help and support with your home life, work life and wellbeing

Season ticket



childcare loan for travel



Physiotherapy scheme with a free assessment and up to 5 free sessions

Study leave



Search for our latest jobs at **www.gov.uk/dvsa/jobs**

Our people promise

When you work for us, we'll make you feel part of something special. We're an organisation where you can make a real difference. You'll be trusted to do a good job and can expect fair and respectful treatment. We'll make sure there are opportunities to get on and that you're thanked for a job well done.



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C. Supply potential applicants with information about your LGBT employee network group or LGBT inclusion activities



dvsa-a-great-place-to-work.pdf

D. Other

E. None of the above

Upload evidence for the selected options.

WEI2020 Q2.1a

WEI2020 Q2.1b

WEI2020 Q2.1c

Describe the evidence uploaded (Max 200 words).

DVSA has strived hard to make the agency a great place to work, where everyone's contribution is valued and recognised. Potential employees are presented with corporate information to back up this claim and the material is designed to reassure all potential employees that it is the person as well as their talent and ability that DVSA works with throughout everyone's career.

Working with a diverse range of talent, in nationwide locations and within a staff portfolio that is as varied as it is united, the DVSA proclaims its aim of Safe Driving for Life. Great Britain's roads are among the safest in the world, but every death and accident on the roads causes devastation, distress or inconvenience. We all work together to stop them from happening. That is why our vision is for safer drivers, safer vehicles and safer journeys for all and why we recruit from all sectors of our society.

The SNGs are highlighted as evidence of the support that is in place. The DVSA membership of bodies such as Stonewall, Business Disability Forum and Employers for Carers indicates the inclusive approach to recruitment and retention of staff as well as the desire to be a supportive employer.

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

B. 51 – 75 per cent ✓

C. 26 – 50 per cent

D. 1 – 25 per cent

E. No employees completed training

Describe the department or team who deal with recruitment and how you estimate training completion rates (Max 500 words).

The DVSA have a Workforce Planning Team that manage all our recruitment and workforce planning. The team work in partnership with the Dept for Transport Resourcing Group who manage a shared recruitment

process for all agencies across the dept. the team also work with the training solutions team who manage the training requirements for all staff with recruitment responsibilities. The training solutions team cross-reference the names with recruitment responsibilities with the data as to whether they have completed the necessary training to be members of a recruiting panel, the two key courses are:

Success Profiles: sifting and interviewing and Unconscious Bias training.

Describe the format of the training and the content you have uploaded (Max 500 words).

Unconscious Bias training

Research shows that unconscious bias – being biased in ways that you’re not even aware of – is just as big a problem as conscious bias towards people who may be different to ourselves. Biased decision-making has no place in any modern, progressive organisation. The training considers and reflects on different identities including gender, gender identity, sexual orientation, race, disability status etc.

The online topic introduces staff to techniques for challenging, preventing and removing issues of unconscious bias in the workplace. This helps staff develop strategies for overcoming their own biases and that of their colleagues. After completing the topic, staff are able to:

- explain how unconscious bias affects individual judgement and decision-making
- challenge their own prejudices and stereotypes
- spot biases in action and have the confidence to challenge colleagues’ actions and behaviours

Success Profiles: sifting and interviewing

The course helps staff develop the skills needed to conduct interviews effectively, from preparation to final selection, including asking the right questions, listening actively to the answers, creating a professional and welcoming environment for candidates, assessing an interviewee’s answers to questions and deciding who to recruit.

Learning outcomes include:

- Understanding why Success Profiles have been introduced and their benefits
- understanding sift criteria, setting standards and how to effectively sift application forms and CVs and personal statements
- describe steps to take to mitigate unconscious bias and indirect discrimination, particularly in relation to different identities, such as gender, those transitioning, disabled candidates etc
- create questions and use effective questioning techniques to explore a candidate’s behaviours and strengths
- demonstrate active listening skills
- use body language and non-verbal communication to ensure the interview is supportive and fair

Upload training content.



WEI2020%20Q2.2%
20Training%20form

WEI2020 Q2.2 Unconscious Bias Training

WEI2020 Q2.2 Success Profiles Training

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.

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



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OCX

WEI2020 Q2.3b

- C. Information on LGBT inclusive policies ✓



WEI2020%20Q2.3c.d
OCX

WEI2020 Q2.3c

- D. None of the above

Briefly describe the induction process and at what point the new starter receives the above information (Max 500 words).

As part of DVSA's onboarding for new members of staff, they are invited to attend our 'Corporate Induction day'. This allows them to learn more about DVSA as an agency and what is important to its staff members.

One of the sessions during the day is in regard to our staff network groups (SNG). This session is covered accessing 'Live'; 'DVSA net', where we visit each of the group's intranet pages.

The 'PRIDE' SNG's page is viewed and we discuss how we can make DVSA a great place to work for everyone and how we can do this is by sharing our diversity data. We talk about the PRIDE SNG's 'Objectives and goals' and link this as the group actively engage with DVSA staff in order to encourage people to declare their sexuality on our shared services portal.

We explain how its important to take part in staff surveys regarding bullying discrimination and Harassment, DVSA has worked very hard this last 18months to ensure we strive towards a better DVSA where people can bring their whole selves to work. This allows for discussion and understanding as we talk through how people can join the group or become an Allie to the PRIDE SNG, and we show people how this can be accessed through the intranet page.

Upload evidence for the selected options.

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
No ✓

Describe how non-binary identities are recognised on workplace systems (Max 500 words).

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.

	76–100%	51–75%	26–50%	1–25%	None
A. Organisational policy and legislation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B. Language, stereotypes and assumptions	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C. Challenging inappropriate behaviour	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D. Routes to reporting bullying and harassment	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Describe how you estimate completion rates (Max 500 words).

Delegates receive a calendar invite for one date, which they can either accept or decline. The invites are sent from Training & Development Administration Team, who then update the delegates' list for each date/venue.

When delegates arrive at their training they sign the attendance sheet, which is then scanned in by the trainer from [REDACTED] Consultancy and sent back to the Training & Development Administration Team. A master spreadsheet of all staff is then updated.

The DVSA SAP Training catalogue is updated with all the delegates names and dates they attended and the Training & Development Administrator follows up their training by sending the Building Respect in The Workplace Toolkit, which provides further support to the learners who have attended.

Describe the format of the training and the content you have uploaded (Max 500 words).

Different stakeholder groups including the PRIDE (LGBT+) network were part of the planning group agreeing the content and format of the training.

- Training is face to face over a full day
- Delivered by an outside agency who helped design the course
- Delivered to over 4600 colleagues across 300 locations, covering almost 100% of the workforce
- Mandatory
- Part of colleagues' personal development plan
- Pre and post course discussions take place with a colleague's line manager, to check course understanding and that objectives achieved – and reinforce learning and inclusive culture and practices in DVSA
- Complementary 'Confident Manager' training course developed and being delivered – to all colleagues of defined grades, both for line managers and non-line managers **79% of Line Managers have been trained so far**
- Delivered in a challenging and supportive environment
- break out discussions
- colleague role plays
- scenario discussion and review

Upload evidence for selected options.



DVSA%20Building%20Respect%20in%20the%20Workplace

WEI2020 Q2.5a Organisational policy and legislation
WEI2020 Q2.5b Language, stereotypes and assumptions
WEI2020 Q2.5c Challenging inappropriate behavior

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.

A. Information about LGBT History Month, Pride, Spirit Day and/or IDAHOBiT

[All Company](#)



May 22 at 9:45 AM from Desktop

Today is Harvey Milk Day and is a day recognised not just in the US but by the LGBT+ community around the world. I mark this day because Harvey Milk is a personal hero of mine for one very simple reason: hope.

At a time when LGBT+ people were facing vilification and persecution, Harvey Milk continued to stand up and champion the rights of the LGBT+ community and he did so with his message of hope:

“The only thing they have to look forward to is hope. And you have to give them hope. Hope for a better world, hope for a better tomorrow, hope for a better place to come to if the pressures at home are too great. Hope that all will be all right.”

Find out more about [Harvey Milk](#) and why his birthday is still celebrated.

[#pride](#) [#itgetsbetter](#) [#lovewins](#) [#lgbt](#) [#hope](#)

[< collapse](#)



Seen by 650

1 share

1. [topic:Hope](#)
2. [topic:Lgbt](#)
3. [topic:Lovewins](#)
4. [topic:Itgetsbetter](#)
5. [topic:Pride](#)

Edit Topics

Today is International Day Against Homophobia, Transphobia and Biphobia, it seeks to draw attention to the continued violence, discrimination and repression of LGBT communities worldwide.

As a gay man, a senior leader and as a parent never have I felt more proud of who I am and yet aware of how privileged I am compared to many LGBT across the world. No-one should have to feel grateful to live a life free from discrimination, violence or repression, these are basic human rights and I'm also proud to say DVSA is an inclusive and supportive environment for me and my LGBT colleagues 🏳️

Seen by 663

1 share

1. [topic:Itgetsbetter](#)
2. [topic:Lovewins](#)
3. [topic:Pride](#)
4. [topic: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

April 24 at 12:24 PM

Why within Pride We Remember The Holocaust

The almost unspeakable horrors of the days when the holocaust brought shame on the world are remembered, quite rightly for its gruesome inhumanity and the obscene numbers involved. The majority of those exterminated were Jewish. The Nazi dogma being to cleanse Germany and Europe of those considered impure and thus produce an aryan society. However, included in this barbaric program were many homosexuals.

In 1935 the German Ministry of Justice changed the Germany penal code to specifically include homosexual men and thus allow unfettered Nazi persecution of gay men. This rather masks the fact that 1933 was actually when the party decided to begin rounding up homosexuals however the code was not amended to formalise these actions until June 28th 1935. The Third Reich decided that lesbianism was not a threat to racial purity in Germany. In Austria, after Anschluss (the annexation of Austria into greater Germany under the Nazi regime), a similar debate led to the inclusion of lesbianism in the penal code. Lesbians suffered the same destruction of community networks as gay men. They were not allowed to play any role in public life and therefore they often experienced a double economic disadvantage and incarceration.

Initially Germany only targeted German gays but officials expanded not only the geographical scope but also the category of “criminally indecent activities between men” to include any act or daily behaviour that could be construed as homosexual. Very soon afterwards the courts decided that even intent or thought would suffice. This allowed the police to hold indefinitely without trial anyone they wished and the brutality of these detentions has been well documented with released prisoners being physically unrecognisable or barely more than vegetables due to the severity of the custodial treatment. A particularly callous action was to release groups of homosexuals as cells overflowed to have them immediately rearrested for transportation to concentration camps.

Homosexuals being transported to concentration camps were identified on arrival by the now infamous pink triangle and were singled out for some of the worst abuses during their incarceration or prior to being terminated. The German hierarchy believed that homosexuality was a sickness that could be cured and they designed and trialled a series of regimes and treatments almost all of which included hard labour and regular beatings. The German paranoia of homosexuality meant gay inmates were segregated to prevent this “disease” spreading to other prisoners and the guards.

As already mentioned hard labour was given to almost all gay prisoners but certain jobs that often included deadly assignments in places like the underground rocket factories and the testing of the efficacy of new weapons both chemical and explosive were predominantly assigned to gay inmates. There was however one avenue for gay prisoners to be treated a little more favourably in the camps, castration. All of the medical experimentation on inmates proved worthless but most commandants felt that a castrated gay could no longer harm the purity of the race. The range of medical experimentation even went as far as lobotomies, most experiments resulted in mutilation, infection and very often death and all of them yielded no scientific knowledge or advancement.

The actual numbers of homosexuals who perished in the holocaust is not easy to ascertain, we know that from Germany alone over 100,000 were recorded as being rounded up. However, gays from throughout Europe were incarcerated and lesbian numbers are even less visible as often lesbian detainees were labelled with other symbols perhaps of race than the pink triangle. It is known that over 50,000 gay people were liberated so various extrapolations of the deaths estimates have been made. However, the memory of the holocaust era for the LGBT+ community is as much about the treatment of gays as the numbers of terminations.

The stories of survivors of the holocaust are few and far between, many survivors did not wish to remember the horrors of that time. However, the last known homosexual male concentration camp survivor Rudolf Brazda did break his silence in 2008 and you can read his story here:

<https://www.hmd.org.uk/resource/rudolf-brazda/>

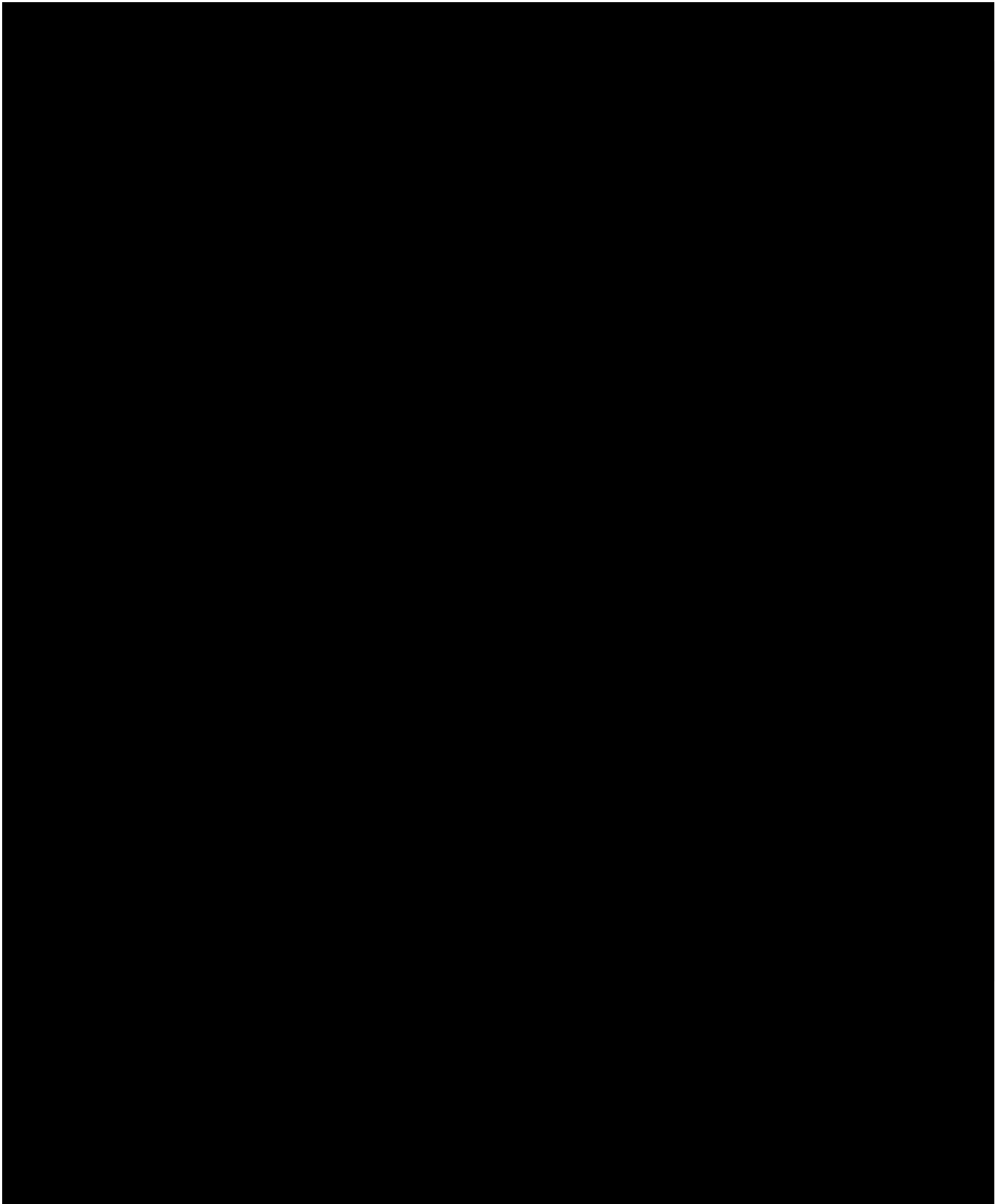
The pink triangle was just a part of an indexing system used throughout the German concentration camps, other examples are on the chart below which was found at Dachau

We would all hope that 75 years on such treatment of homosexuals could not happen again. Alas not, as in this year alone Brunei and Uganda have severely increased the penalties for homosexuality ranging from long prison sentences with hard labour to the death penalty by stoning. It is surprising to most people that many Commonwealth countries still have penalties ranging from death to long term detention for citizens found or even reported for being gay. The parallels are evident but we must all hope that the world community would never allow a mass extermination of any group to ever happen again.

If you wish to show your support for LGBT+ staff within the DVSA you can become an ally to Pride, the staff network group, also you can add

"I support LGBT+ staff within DVSA" to your email signature.



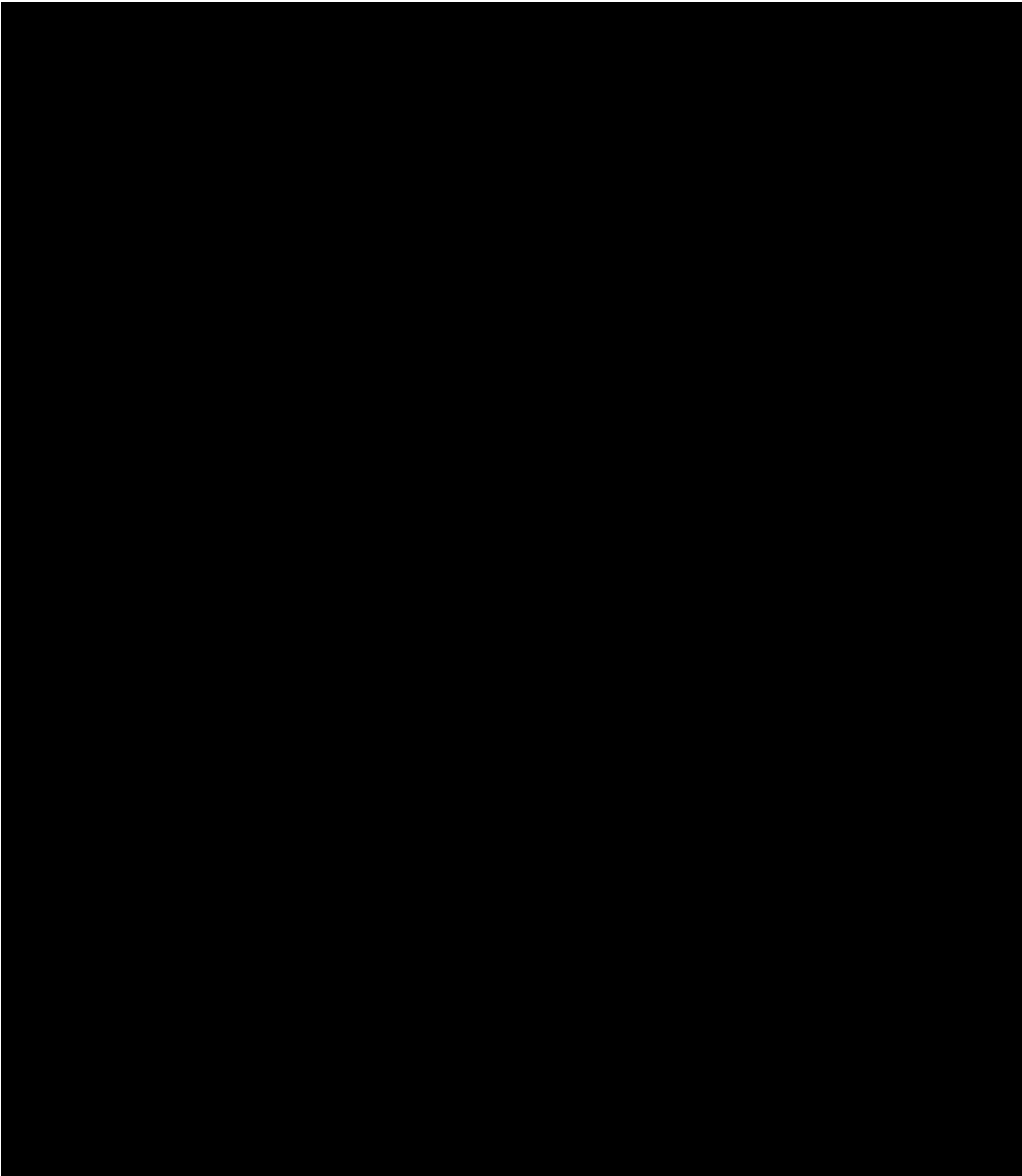


Seen by 276

2 shares


Add Topics

32





26 June 2019



On 17 June, I had the pleasure of being invited, by Brian Ashley-Faulkner, to the Chairs and Champions conference. Brian is the Chair of the Pride staff network group (SNG) and I'm an ally.

Celebrating the work of our SNGs

The conference had been organised to celebrate the great work of our brilliant SNGs across DfT, to share good practice, nurture connections and progress common goals. Personally, it was a chance for me to learn more about our SNGs and to understand more about my role as an ally.

There were hosts and speakers from across DfT, sharing their experiences of diversity, inclusion and wellbeing. They spoke about their commitment to building a culture of respect for the differences between each of us, emphasising how each one of us has a hand in doing this, both by promoting inclusion through the work we do, and the way we work with one another.

Why I became an ally

The reason I became a straight ally to the Pride SNG is because my youngest son is gay, and I understand only too well how prejudice and ignorance affects his life on a daily basis.

I explained to a colleague on the day of the conference, that I have to constantly temper my 'lioness' instincts when I'm with him. He's grown strong and developed a 'thick skin' because he's needed to, but that should not have to happen.

So, what is an ally?

- be an active source of support. Ensure you embody the principles of inclusion – different people; one team.
- support initiatives developed by networks, offer your help if you can.
- listen and educate (yourself and others) regarding particular experiences and barriers faced by your colleagues and friends in under-represented groups.
- challenge unacceptable treatment or unfair behaviour and lead by example.
- communicate what it means to be an ally, tell people why it is important and encourage them to become allies.
- make sure that workplaces feel safe and welcoming for colleagues, customer and service users.

A thought provoking day

It was a really inspiring and thought provoking day.

I met amazing people who make time to help, support and encourage others. They've all done inspirational work with senior leaders within the Diversity and Inclusion team to change and develop policies and create training for managers. For example, the introduction of the DfT Carer's Passport, Carer's Charter and the Domestic Abuse Charter.

I didn't see them as work colleagues – they were human beings with common goals of giving and sharing. Paving the way, through the amazing hard work they've done (and still do), to make the future less stressful for others. Providing a myriad of places where we can go when we need help with the trials and tribulations that life throws at us.

A comment from Tara Stone, from Stonewall, which had a significant impact and one which will remain with me, particularly because of my personal circumstances, was that a minority person has to expend a considerable amount of emotional energy and labour to explain who they are and it is a privilege not to have to do this. I see that every day when I look at my son – WHY does he have to do that?

The DfT is committed in its' aim to become one of the best diversity and inclusion employers in the Civil Service by 2020 – we're all a part of that and only by working together will we achieve it.

[Find out more about DVSA's SNGs](#)



[Redacted]

[Redacted]

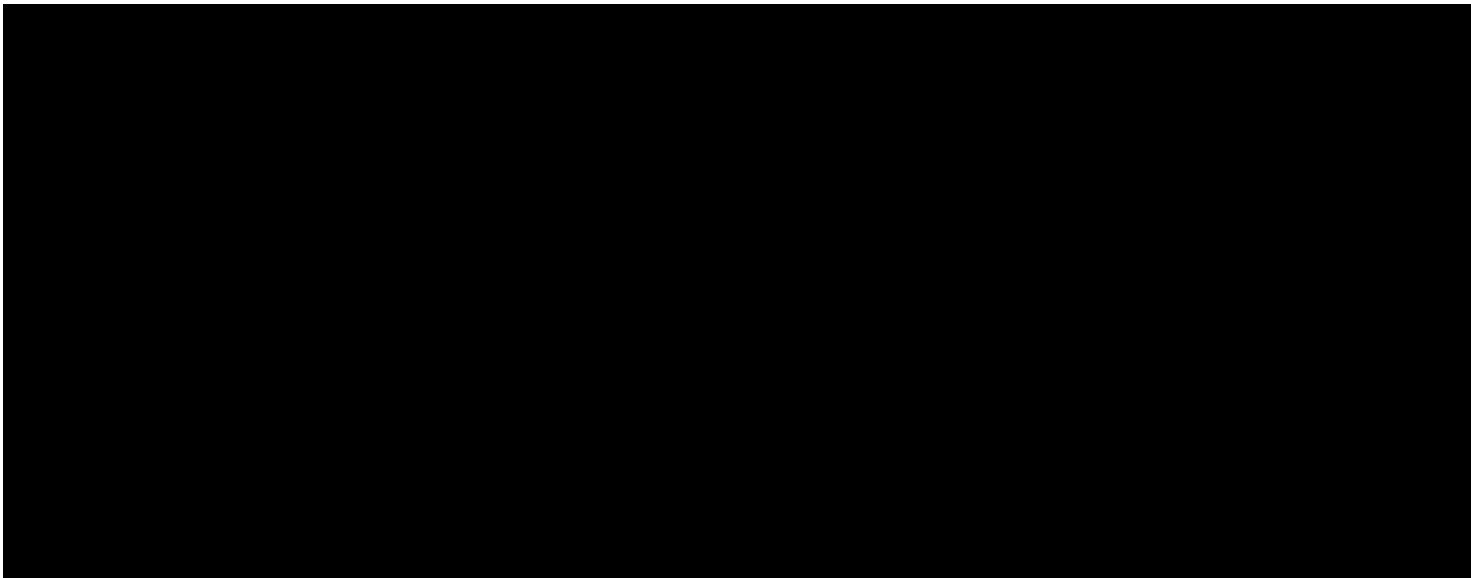
[Redacted]

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[Redacted]

[Redacted]

[Redacted]



E. None of the above

Upload evidence for selected options.

Provide date for option A: [17/05/19 & 22/05/19](#)

Provide date for option B:

Provide date for option C: [24/04/19](#)

Provide date for option D: [26/06/19](#)

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.

A. General leadership and development programmes

[7 March 2019](#)

[The Positive Action Pathway launches for grades AA/AO on 11 March.](#)

[The Positive Action Pathway is a formal learning programme that lasts around 12 months and consists of workshops, work based projects and independent learning. It doesn't guarantee promotion to the next grade, but aims to help you to:](#)

- [• increase your skills and knowledge](#)
- [• develop confidence to overcome barriers](#)
- [• compete on an equal footing for progression or places on Civil Service talent schemes](#)

[You can download the application form and apply from 11 March until 5pm on 29 March.](#)

B. LGBT specific leadership/professional development programmes

C. LGBT specific seminars and conferences

[The Stonewall Workplace Conference was advertised in the CSL Bulletin, Management Matters and posted onto Yammer for maximum exposure. Our reasoning being that if an employee doesn't know about the event they can't ask their manager if they can attend.](#)

[This year's Stonewall Workplace Conference takes place in Manchester on 27 September. The conference includes 12 CPD-accredited sessions.](#)

Led by inclusion specialists, these cover the latest best practice on LGBT workplace inclusion and key topics from the Stonewall Workplace Equality Index.

Please share the conference details with members of your team interested in attending to support their role or personal development.

D. None of the above

Describe the programmes and how these programmes are promoted to LGBT employees (Max 100 words per options).

A. Provide a date on which these opportunities were communicated: 05/04/19

B. Provide a date on which these opportunities were communicated:

C. Provide a date on which these opportunities were communicated: 07/08/19 & 09/08/19

2.8 Does the organisation proactively recognise contributions to the LGBT employee network group(s) 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 ✓

No

Describe how contributions are recognized (Max 300 words).

The contribution of colleagues who are members of our LGBT networks is discussed and defined through a colleague's objectives, reviewed quarterly as part of the performance management (PM) process. LGBT+ network group colleagues have shared responsibility for delivery of their group's objectives. Their contribution to these objectives is reviewed in line with DVSA's code of conduct and values, and recognised through performance appraisal.

As part of the quarterly PM process, all colleagues in DVSA are measured on what they achieve (output), and how they achieve it (behavioural) – by demonstrating the right behaviours and putting our values into action.

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

GUIDANCE: Answers should detail how employees are given opportunities to raise any issues relating to discrimination (homophobia, biphobia and/or transphobia) they may have experienced or become aware of in the organisation. Answers should refer explicitly to LGBT inclusion in exit processes.

Yes ✓

No

Describe the exit interview/survey process and how LGBT issues would be identified or raised (Max 200 words).

Yes, DVSA does identify and act on any LGBT+ issues raised at exit interviews.

DVSA has a zero tolerance approach to discrimination, bullying and harassment – which means all allegations will be taken seriously, and dealt with effectively and sensitively.

The process involves an opportunity for the leaving member of staff to email their current line manager any comments or information about their experiences within the agency. This is not a face to face interview but it does provide the staff member to share their experiences.

Describe how any issues raised would be acted upon by the organisation (Max 200 words).

Zero tolerance means that where allegations are upheld, suitable and proportionate action will be taken. The outcome of some allegations may be considered gross misconduct and result in dismissal, where appropriate.

DVSA has a dignity at work and a grievance policy these provide the processes and structures that all managers and staff must adhere to when dealing with any inappropriate issues raised by staff. Managers are provided with a disciplinary and grievance masterclass and a confident manager one day training course which is in addition to the BR training that is mandatory for all managers and staff. Any inappropriate issues that require investigation will be delegated to our team of trained investigators.

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.

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

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

B. No, but we have a formal agreement with an external network in our sector/region

C. We do not have an LGBT employee network group or a formal agreement with an external network in our sector/region

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

DVSA Staff Network Groups – Terms of Reference

1. Purpose/role of the group:

- A. To promote the equality, diversity, inclusion & wellbeing agenda within DVSA, making recommendations via the staff network group (SNG) facilitation group
- B. To act as a critical friend to consider the equality, diversity and inclusion aspects of wider DVSA business, to include feedback on Equality Screenings. C. To engage with DVSA employees with protected characteristics.
- D. to consider & drive forward solutions to make DVSA a safe and inclusive place to work
- E. To suggest responses / solutions to business problems and where possible to be involved in the formulation of policy & other service redesign and product improvement initiatives.
- F. The group can act as a sign post for employees who need further help and support but should not get involved in personal cases.

2. Membership:

A. All DVSA employees can apply to be a member of a SNG. The following levels of membership include:

Core membership – all SNGs can have up to 8 Core members. A core member must possess the protected characteristic for the respective SNG. Core members will be active in the SNG's physical meetings and will carry out the management, coordination of the SNG's actions and activities.

Associate membership – where Core member interest for any group exceeds 8, those people can be referred to as Associate members. They will be communicated to by the core group and encouraged to engage via DVSA.net and Yammer & blog articles. All SNGs can have an unlimited number of Associate members. All Associate members must possess the protected characteristic for the respective

SNG. Any future Core membership vacancies can be filled from the pool of Associate members.

Allies – all SNGs can have an unlimited number of Allies. Allies do not need to possess or share the protected characteristic for the respective SNG. SNG Allies will show and demonstrate their support for the SNG and the equality, diversity and inclusion agenda. SNG Allies will promote equality, diversity and inclusion within their work setting and with their colleagues.

- B. Where possible, each group should be made up of representatives from both operational and admin backgrounds
- C. Core members will be appointed via an application process, whereby an expression of interest and intent is submitted to the existing SNG core group of members. Where there are no more than 8 expressions of interest, all interested parties can become core members.
- D. A list of potential members will be maintained and dated on an annual basis to allow any gaps in membership to be filled quickly and fairly. The list will be held by the Equality and Inclusion Specialist

3. Accountability:

- A. SNGs will work in conjunction with the Facilitation Group and their respective SNG Champion. Suggestions for actions/communications on themes common to all protected characteristics will be fed into the Facilitation group for consideration
- B. SNGs will produce their own action plan, with at least two objectives. SNGs will feedback progress annually to the Facilitation Group.
- C. SNGs will be accountable for ensuring the information provided to DVSA is agreed by the Core group and that any recommendations the group make are practicable and considered in line with the needs of the business.
- D. Core group members will take responsibility for any actions arising out of the SNG. Owners of actions will be decided at each meeting depending on expertise and interest of group members. Minutes of meetings will be uploaded on to the respective SNG page on DVSA.net.
- E. All group members will be committed to investing time in the success of the

'Business Critical' SNG and in taking an active role in the group, to include involvement in discussions and accepting actions on behalf of the group

- F. SNGs will ensure there is effective communication with the wider DVSA and ensuring its role and achievements are widely understood. This will be done in collaboration with the SNG facilitation group and the Equality and Inclusion Specialist.
- G. Each SNG will be responsible for maintaining its information on DVSA.net.
- H. SNGs will be responsible for running at least one event to raise awareness of equality, diversity and inclusion and on its protected characteristic in conjunction with the SNG facilitation group

4. Review:

- A. Each SNG will review its effectiveness and achievements in March on an annual basis. This should be documented by the group and shared with the Facilitation Group and published on DVSA Net.
- B. SNGs will review their terms of reference after 12 months
- C. SNGs will review their membership and objectives at the end of the financial year.

5. Meetings:

- A. SNGs will elect/appoint their own chair and secretary at the first meeting of the first quarter of the financial year. At least fifty percent of Core members must be present for the election/appointment of the Chairperson. A vote of the Core members will take place. If there is a tie in the voting, the outgoing chair of the network (or a nonCore member) will contact all Associate members, who will vote cast their votes for in the election of the new SNG Chairperson.
- B. SNGs will hold 2 physical meetings per year, where needed, with the option of more, if necessary. Locations of meetings can be decided by Core members
- C. SNG members should input into the agenda prior to the meeting date
- D. SNG meetings will have an agenda agreed by the chair
- E. Guest speakers/relevant experts, or DVSA staff can be invited to the meetings, as required, by the group.
- F. SNG meeting minutes should be agreed and published on DVSA.net within 1 calendar month of the meeting having taken place

6. Sharing of information and resources

- A. Each group will have an e-mail group and a Yammer presence for communicating with each other and for sharing with the wider DVSA.
- B. All SNG members and supporters (Core & Associate members and Allies) will adhere to all DVSA policies, particularly those relating the management of information and data.

7. Time allocation

A. SNG allocated time is available to cover the internal activities within SNGs. Internal activities can include:

- SNG meetings
- SNG campaigns & events
- SNG related conferences, workshops and development opportunities.
- Cross government networking

Any participation in a DVSA requested activity will be treated as general (non SNG) engagement with the agency. DVSA requested activities can include:

- Responding to queries and providing advice to DVSA staff, teams or Directorates
- Participating in DVSA working groups, project boards, planning groups etc
- Participating in DVSA SNG Development Days, or DFT Chairs & Champions events

B. Up to 6 days a year is available for each core group member to participate in SNG internal meetings and activities, as long as those meetings and activities are consistent with the purpose of SNGs. Approval for time away from a core group member's substantive post has to be agreed beforehand by line managers and will be granted in line with business need.

C. Core group members will be given time to attend the meetings. Sufficient notice (3 months where possible) should be given to line managers of meeting dates to allow them to accommodate requests. At the beginning of the financial year Core members should discuss potential dates and commitments with their line manager.

D. SNG chairs are entitled to up to 8 days a year to coordinate and participate in SNG internal activities, as long as those activities are consistent with the purpose of the SNG.

E. Additional requests for time can be agreed on an ad hoc basis with the line manager. Advice can be sought from the Equality and Inclusion Specialist, and the HRBP Equality and Diversity lead, where necessary

8. Additional information

A. Each SNG core member will establish at least one personal objective reflecting their involvement in the SNG. The objective(s) will be discussed with their line manager as part of the performance management cycle.

WEI 2020 Q 3.1a

Describe the formal agreement and your organisation's role in the network (Max 500 words, only for option B).

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 ✓

No

List examples of some of your most recent objectives and progress towards achieving them (Max 500 words).

Objective one:- increasing staff declaration rates.

Actively engage with DVSA staff in order to encourage people to declare their sexuality on the shared services portal.

- We currently have around 1.5% of our work force declaring as LGBT+ compared with a Stonewall estimation of 5% of the general population. We need to discover if DVSA is representative of the public we serve (and if not, why). This could have implications for advertising, recruitment, retention and workplace policies etc.

Face to face engagement activities with allies and associates. Encouraging them to spread the message through presentations to their teams e.g. 04/07/19 in Bristol. Presentations have since taken place at various locations around the business.

Progress

Blog requests from Champion with emphasis reason for request and on data security concerns staff may have (7/3/19 - Why I'm Proud of Pride, 16/07/19 - Stonewall Survey)

IT created auto prompt to fill in declarations on opening SSC, only disappearing once the relevant section had been opened/completed.

Objective two:- WEI submission

Work towards gathering further evidence of compliance of best practice across DVSA with policy and procedures in relation to LGBT+ employees and customers.

- We will be looking to improve on the previous year's rating on Stonewall's Workplace Equality Index after receiving feedback and reviewing the requirements of the index. The group will liaise with all parts of the business including Strategy and Policy, HR, Operations and other Staff Network Groups.

We'll continue to share best practice with external employee network groups and LGBT+ support groups.

Progress

Project co-ordinator [REDACTED]

Tasked [REDACTED] as Blog Czar, regularly producing blogs on staff intranet and Yammer to raise awareness and educate.

Sam Smith a non-binary singer songwriter – 21/03/19,

Trans and working for the UK Government (International Trans Visibility Day 31/03/19) – 27/03/19

Why within Pride we remember The Holocaust – 24/04/19

A perspective on Mental Health & LGBT+ life – 07/05/19

Faith & LGBT+ - 17/05/19

#loveislove – 17/05/19

i = e – d (Ignorance = education – diversity) - 12/06/19

Is the Church ringing the changes – 06/06/19

The Less Safer Sex – 16/06/19

Nia Griffith Profile – 20/06/19

Stonewall Riots versus Compton's Cafeteria – 22/06/19

LGBT+ Pride Month – 28/06/19

Woke Washing – 20/06/19

LGBT+ at 50+ - 14/07/19

Colin Jackson – the Cardiff boy who came out good – 21/07/19

LGBT+ Parents – 29/07/19

The Younger LGBT+ - 06/08/19

SNG team events hosted to focus on requirements e.g. 27-28/6/2019 in Manchester. Including segments of quarterly meetings as a BAU.

Local Departmental allies and associates given face-to-face meeting to focus on submission needs 04/07/19 in Bristol.

Attended People Committee (Board meeting of all Directorates, attended by respective Directors) 09/05/19 with specific request to gain approval from all directorates to the needs of the submission and making information requests from the SNG as a standard business need. All approved and Deliverables added to grade 6/7 objectives.

As a result of people committee above. Contacted grade 6/7 department heads with set of requirements especially to finance, procurement, HR, Comms and Staff Wellbeing.

Increase use of Yammer and Teams platforms to collect activity evidence.

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.

A. Provide confidential support to all employees on LGBT issues

The Staff Network Group members are a visible and well promoted point of contact for staff with LGBT+ issues and questions. We are available through various mediums and are dispersed regionally throughout the UK.

While we are not a counselling service, we are able to be a sympathetic understanding ear, advise on internal and external further points of contact and where necessary could be a persons accompanying body in more formal internal processes.

The make up of our staff network group allows us to draw experience from almost all sections of the LGBT+ family.

DVSA internal communications via Yammer and agency wide publications such as DVSA News feature regular information about our staff network group, how to contact us and what we do.

These communications promote our Equality and Inclusion objectives, our workshops and events, both external and internal. At conferences and workshops the SNG Pride members are also available for face to face advice.

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

One case of discrimination, bullying or harassment is one too many. DVSA is committed to stopping all inappropriate behaviour.

The Network supports colleagues and encourages them to speak out. We make it clear that support will always be given to staff when they speak out about inappropriate behaviour whether they have experienced it themselves or they have witnessed it. We challenge homophobic, biphobic and transphobic bullying and harassment whenever it occurs and

enable staff to have a better understanding so that they can identify it, report it and together with other stakeholders eliminate it.

Whilst support is available, it is made clear that it is their choice whether they decide to take an informal route such as mediation or as a formal grievance. It is made clear that the informal route does not mean the issues will be taken less seriously but can provide a quicker resolution. This can lead to working relationships being recovered before they have deteriorated too far.

The Network emphasises to colleagues that it is always important to intervene if inappropriate behaviour is witnessed in order to protect them and other colleagues. This is particularly relevant for managers, where the Network can offer support and information.

C. Have been consulted on improving internal policies and practices

The employee network has worked closely on several key pieces of work. For example, DVSA holds an annual meeting to determine the organisations inclusion plan for the forthcoming year. [REDACTED] from Pride SNG attended the last meeting which was held on 29th November 2018 in Birmingham. At the meeting it was determined how DVSA plans to align the organisation with the shared inclusion goals of The Department for Transport and what needs to be done to ensure DVSA's plan to be one of the most inclusive departments in the civil service is a success. The Network were also involved in a series of meetings to develop a new People Strategy for the agency. This involved meeting with the Head of Human Resources to establish measurable objectives and targets for the development of staff to meet the agency business objectives.

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

The employee network group have been consulted on business development, organisational priorities and/or the organisation broader work via two primary routes. Firstly, through the agency's Equality Screening process. Here the employee network provide input, scrutiny and challenge using a LGBT+ lens on key policies, strategies and plans. Secondly, the employee network is an active key member of several working/steering groups to guide the development of key pieces of agency work. For example, the development of the Inclusion Action plan, People Strategy, Recruitment Strategy and the more recent Building Respect Working Group. All of these areas are broad, cross cutting strategic and corporate activities for the employer.

E. None of the above

Describe the options selected (Max 200 words per option).

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.

A. Social networking event for members

Pride SNG have been attending monthly meetings of the North West LGBT+ social group which is organised by [REDACTED] from DWP LGBT+ SNG. DVSA core member [REDACTED] and associate member [REDACTED] attend the monthly social networking event and have been networking with LGBT+ members from The Home Office, DWP & The Valuation Office. To date [REDACTED] have attended these sessions on 14/05/19 and 11/06/19 in Manchester's Gay Village. They plan to attend every month. The events are an opportunity for cross collaboration with other departmental SNG's and has proved a very useful tool for sharing best practice approach to representing LGBT+ staff and customers from across

the civil service. Amongst other issues, [REDACTED] have shared information about DVSA's plans to take part in Manchester Pride 2019. As a result, DVSA now have the opportunity to march with other civil servants in the parade.

Our quarterly meetings are held at different geographical locations which allows core Network members to interact away from the work environment the evening before and to build relationships with local Allies and Associates. Colleagues from across the organisation are also invited to attend.

12/12/18 – Nottingham

11/03/19 – Bristol

26&27/06/19 - Manchester

B. Lesbian, gay and bi equality awareness raising event

The Pride Network Group has attended several Directorate 'away days' providing a stall with information leaflets and members to answer questions or concerns. Recent examples being for Operations, People, Communications and Engagement, and Office of the Traffic Commissioner events. The Network has also attended national 'We are DVSA' events led by the Directing Board which allowed the Network a very high profile presence and the opportunity to engage with large numbers of staff from across the organisation, providing information, answering questions and signposting LGBT+ resources both within the public sector and elsewhere. These opportunities for face to face conversations are invaluable in establishing relationships which many people said made them more comfortable and more likely to engage with Network members in the future. The Network received positive feedback from many colleagues, stating how it had raised their awareness and understanding of some LGBT+ issues and the realisation that there was still much work to be done.

We also raise awareness by regularly publishing posts on Yammer

01/10/18, 06/12/18, 12/02/19, 21/05/19 – Birmingham - We are DVSA

14/11/18 – Drayton Manor - Office of the Traffic Commissioner away day

23/01/19 – Bristol - PC&E Directorate Day

C. Trans equality awareness raising event

The Network attended a workshop in Plymouth on trans issues organised by a:gender, the inclusive support group for staff in Government Departments and Agencies. They were then able to feedback the latest initiatives, terminology and advice to colleagues across the organisation at policy meetings and staff events.

08/02/19

D. Collaborated with other LGBT network groups

The Network is in regular contact with other public sector LGBT+ organisations. Although we did not attend ourselves, we exchanged experiences and ideas with the Environment Agency regarding their attendance at Bristol Pride. We are liaising with the Home Office and with Civil Service LGBT+ Network surrounding our attendance at Manchester Pride to maximise our visibility on the parade and to ensure colleagues from organisations are able to visit us and help out on our stall at the event.

Ongoing

E. Collaborated with other internal network groups

We regularly collaborate with the other four Staff Network Groups in relation to development of policies and procedures. This can be by email, Skype calls or face to face meetings. Our Chair attends a regular meeting with the leaders of the other groups to ensure a consistent and collaborative approach to dealing with issues relating to protected characteristics within the Agency. We have helped out the Womens Integrated Network in their recent awareness week by supplying materials and have jointly attended events with other colleagues

from Time 2 Care and Enabled designed to raise awareness of SNGs in general or improve collection of diversity data.

Ongoing

F. Mentoring or coaching programme

Network core members have delivered coaching sessions to Allies and Associates to give them the understanding and confidence in delivering presentations outlining the role and terms of reference of the Pride Group. This allows for them to become more involved in the workings of the Group and for our message to be delivered personally across a wider geographical spread. Follow on sessions are planned on a more one-to-one basis where particular development needs have been identified.

04/07/19

G. Reverse mentoring programme

On the 6th August 2019 Pride SNG member [REDACTED] began a reverse mentoring programme with [REDACTED] who is DVSA's Director of Operations for the North. The reason [REDACTED] wants to participate in a reverse mentoring scheme is so that he can have a better understanding of what it's like to be an LGBT+ member of staff or customer at DVSA. During the first session [REDACTED] asked [REDACTED] how he is finding working for DVSA as an openly gay man. [REDACTED] was keen to find out whether there are any barriers to the progression of LGBT+ members of staff or any negative practises which may impact on our customers. Following the first session [REDACTED] invited [REDACTED] to attend a future Pride SNG quarterly meeting to get further insight into matters affecting LGBT+ staff and customers. [REDACTED] enthusiastically accepted the invitation and plans to attend the next meeting. It is also planned that [REDACTED] will have the opportunity to shadow [REDACTED] during some of his high level work so that [REDACTED] can indicate to [REDACTED] areas where he can help to ensure that inclusion is at the heart of all operational decisions.

Ongoing

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

I. None of the above

Describe the activities selected and when they occurred (Max 200 words per option). Please provide specific dates or time periods within the last year.

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.

- 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)

There is a virus out there we don't fully understand, it's killing young men in record numbers. It kills 3 times as many British men as women, although nothing adequately explains why. The government confirms that while almost all other leading causes of death are on the downfall due to medical and social progress, deaths caused by this virus are at their highest for decades. Yet the money we spend on researching and treating the problem stands at a fraction of what we spend on those other leading causes of death, as do charitable donations from the public.

What is this virus? Well if you are a man aged between 20 and 49 you're more likely to die from it than cancer, road accidents or heart disease. So if you haven't already guessed, it's suicide. Despite the chilling figures, this is a subject rarely spoken about in public or private.

Modern life with its high stressed jobs, so little me or family time, mental and physical health, money problems, relationship issues, sexuality, and conflicting expectations of what a modern man should be are factors but as this month highlights, bullying is a significant one not to be ignored.

12/11/2018

G. Religion

Describe the campaigns, initiatives, seminars or events and when they occurred (Max 200 words per option).

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.

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)

Regularly communicates with staff, including articles on the internal intranet and blogs to highlight the inclusive nature of the Pride SNG. Recent blog during LGBT+ History Month was specific in asking for members of staff to become allies or associates and outlining the criteria for these roles and how people who identify as any strand of LGBT+ are particularly welcome to expand the diversity of the group.

A local area newsletter was interested in finding out just what Social Network Groups were about and their purpose, so in December 2018 a post was written to advertise all of the Social Network Groups and how members of staff could use and / or contact each of the five groups, this newsletter was sent out early in 2019 to several test centres reaching 100's of members of staff some of whom would not of known that they even existed. March 2019

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

D. Other

This year the Pride SNG has introduced a blind sift process when selecting new core members. All existing core members review the applications on their merits as potential valuable assets to the group and DVSA as a whole, this helps removes any nepotism or discrimination based on missing LGBT+ labels included or excluded from the group. We are actively recruiting assets to the group and the part they can play in furthering the groups objectives with the only caveat that the person must have one of the protected sexuality characteristics.

Members of the employee network met with DVSA Directors at the agency's People Committee in May, to ask for approval and agreement for their senior staff to give us any information we require to answer questions for the Stonewall WEI 2020 submission. We also stressed the importance of getting their middle managers to express how important it is for their staff (e.g. disabled, BAME, LGBT+ staff) to fill in their Diversity Data on our Shared Services system. Raising the profile of the network will lead to a more diverse range of staff being aware of the network and how they can be involved as associate members and allies.

E. None of the above

Describe the initiatives selected (Max 200 words per option).

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. Please include specific dates or time periods.

Yes

No

Describe the activity and impact (Max 300 words).

Pride month was supported by many businesses throughout the UK and the issue of Woke Washing raised its ugly head again. In an effort to confront this blatant commercialism I along with other Staff Network Group members and staff of all orientations began challenging stores, who were using the rainbow flag/colours to increase sales, to explain what actual level of support was given by the business to the LGBT+ community. Waitrose seemed not to have informed their staff about the Pride colours despite using it online and selling rainbow cake in store. Tesco and Sainsbury's were more accommodating and agreed to stock LGBT+ greetings cards but the fact that they had to be challenged to do so was disappointing.

Many DVSA staff members were unaware of the practice of Woke Washing and instinctively found it distasteful. The responses from staff who asked in store for information was mixed but the very presence of a challenge may help prevent this piggy-backing on Pride from occurring in future.

DVSA new entrants currently attend a 1 day face-to-face Corporate Induction course in which they are introduced to the various staff network groups including Pride.

A review of the Induction is taking place with representatives from across the business. It is envisaged that from 1st October new entrants will receive an initial welcome letter/e-mail with a link to a welcome video from [REDACTED] (CEO). This process will see the new entrants signposted to all staff network groups via a SWAY document that is unique to the Directorate where they are employed.

In addition, they will have access to a 'toolkit' type document that shows them where to find information on all the SNGs.

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.

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

Our SNG Terms of Reference are generic to all five SNGs so don't specifically mention bi or trans staff, however, it is clear from the first line that ALL DVSA employees can apply to be members.

Taken from DVSA.net

All DVSA employees can apply to be a member of a Staff Network Group. The following levels of membership include. *(When we refer to all colleagues, this includes everyone, regardless of their protected characteristic - and so therefore, all bi and trans staff)*

Core membership

A group can have up to 8 Core members. A core member must possess the protected characteristic for the respective SNG. Core members will be active in the group's meetings and will carry out the management, coordination of actions and activities. *This therefore includes all bi or trans staff for our Pride SNG*

Associate membership

Where Core member interest for any group exceeds 8, those people can be referred to as Associate members. They will be communicated to by the core group and encouraged to engage via DVSA.net and Yammer & blog articles. Groups can have an unlimited number of Associate members. All Associate members must have the protected characteristic for their respective group. Any future Core membership vacancies can be filled from the pool of Associate members. *This therefore includes all bi or trans staff for our Pride SNG*

Allies

Each group can have an unlimited number of Allies. Allies don't need to possess or share the protected characteristic for the respective group. Allies will show and demonstrate their support for the SNG and the equality, diversity and inclusion agenda. They'll promote equality, diversity and inclusion within their work setting and with their colleagues.

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.

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 ✓

- B. Yes, a separate allies network group
- C. Yes, through another initiative
- D. No

Describe the allies programme or initiative (Max 500 words).

We periodically put posts on Yammer and also promote the Allies initiative at events and presentations we do around the country. We ask anyone who is not LGBT+ if they disagree with homophobic language/bullying and if they were to see it would they feel comfortable challenging that behavior in the workplace. We ask interested staff to drop one of the group an email and ask them to put this strap line on their email signature:

I support LGBT+ staff within DVSA (In Rainbow colours but doesn't show up on Stonewall Submit)

Associate membership

Where Core member interest for any group exceeds 8, those people can be referred to as Associate members. They will be communicated to by the core group and encouraged to engage via DVSA.net and Yammer & blog articles. Groups can have an unlimited number of Associate members. All Associate members must have the protected characteristic for their respective group. Any future Core membership vacancies can be filled from the pool of Associate members.

Allies

Each group can have an unlimited number of Allies. Allies don't need to possess or share the protected characteristic for the respective group. Allies will show and demonstrate their support for the SNG and the equality, diversity and inclusion agenda. They'll promote equality, diversity and inclusion within their work setting and with their colleagues.

Upload a communication advertising the allies programme or initiative.



WEI%202020%20Q4.
1.docx

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



Q%204.2a%20the%
20importance%20of

Q 4.2a the importance of allies

B. Discrimination towards LGBT people



Q4.2b%20Discrimin
ation%20towards%

Q4.2b Discrimination towards LGBT people

C. Personal stories from LGBT people



WEI2020%20Q4.2c%
20Blogs%20.docx

WEI2020 Q4.2c Blogs

D. Actions they can take to be effective allies



Q4.2d%20actions%
20they%20can%20ta

Q4.2d actions they can take to be effective allies

E. None of the above

Provide a brief description of the content you have uploaded (Max 200 words).

The Staff network group arranged and held a development day for the groups Allies and Associates. The day was designed to increase engagement with Allies. During a session the group gave a presentation which showed statistics in the workplace. From this the Group encouraged discussion on the importance of Allies.

Covering areas such as:

Being an ally and displaying the strapline can show support to colleagues by being a point of contact for those who are feeling bullied or harassed.

Allies can highlight and deal with inappropriate comments/actions when they see or hear them.

By being an Ally they are helping the Agency become a place where people can freely bring their whole self to work through positive promotion.

The uploaded slides are the slides that best reflect the question being answered although they may seem a bit disjointed, but as part of a bigger presentation they don't!

Upload content covering the selected options.

Provide date for option A: 04/07/19

Provide date for option B: 04/07/19

Provide date for option C: 04/02/19, 06/06/19, 26/06/19, 28/06/19

Provide date for option D: 04/07/19

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 ✓

No

Describe how allies can visibly signal their commitment to LGBT equality (Max 200 words).

When we receive a request to become an Ally or Associate Gary sends an email as below:

Firstly, thanks for getting in touch and offering your support. As a Staff Network Group we have core members, but without the support of our Associates and Allies our role would be several times harder.

I'm Gary, and along with being deputy chair of the group I take responsibility for the Associates and Allies. I will send out occasional emails with updates, and requests for help when we need it. This may be asking for Blogs, assistance at events or even just to encourage your colleagues to complete the Stonewall Staff Survey that is on line just now.

The other thing we ask Allies to do is attach the below strapline to their work signature. Not only does this show support but it may allow someone who is being bullied or harassed to see you as a safe contact to report it to.

I support LGBT+ staff within DVSA (in rainbow colours but doesn't show using Stonewall Submit)

Again Thanks for your support, if you have any questions please feel free to email myself or the group.

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

I recently attended the Chairs and Champions conference in London. I was invited by the DVSA Chair of Pride SNG as I'm an Ally.

The day was a celebration of how the hard work of colleagues around the Civil Service has helped generate D&I awareness and understanding of others.

For me the most rewarding aspect was the opportunity to meet new people and share experiences. It helped me understand how the lives of others are affected by prejudice and the impact, that I am not alone and my feelings are shared by others. At times this was very humbling, I felt a strong sense of pride in those who voiced their feelings and experiences. More importantly it was abundantly clear we can work together to improve the lives of everyone and build understanding and respect for us all. I explained to a colleague that I constantly temper my 'lioness' instincts when I'm with my son. He's grown strong and developed a 'thick skin' because he's needed to, but that should not have to happen. If we can create a better culture I hope there will be a time in the future when I no longer need to feel this way.

17/06/19

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

At a recent Pride SNG meeting we were given a presentation and asked in turn to then present it to our teams back at our test centres. I had initial concerns as we have a few colleagues there who are disengaged for this cause. People who have never considered what it would be like to walk a day in an LGBT+ persons shoes. Concerns to one side I took on this challenge as I feel that if I reach just one person it would be worth it. I asked my manager and it was agreed that I could utilise our corporate connectivity hour. I asked everyone to gather around the computer and proceeded to explain Who We Are and What We Do. I covered various LGBT+ statistics within the workplace, our objectives for the year and shared my personal story of coming out and the differences between my gay life compared to their heterosexual ones. Since then I have been in contact with Managers within my local area and I have now given this presentation to four test centres to date with future plans to do the other five as soon as can be arranged.

31/07/19, 07/08/19, 14/08/19, 21/08/19

C. Helped organise a trans equality awareness raising event

D. Recruited other allies

I've recently been to various DTCs and given a presentation on behalf of Pride SNG. The presentation covers LGBT+ statistics, our objectives for the year and I shared my coming out story and the differences between my gay life and their heterosexual ones. The overall response has been wonderful. Colleagues approach me wanting details on how they can become an Ally. I have also received amazing positive feedback from people because my personal story had really made them think about some of the difficulties we face. Having my colleagues go through their day wearing the ribbon badge in the pride colours to show their support makes me proud of the work we are doing at DVSA.

I attended the Chairs and Champions conference. Brian is the Chair of Pride and I'm an ally.

I became an ally to Pride because my youngest son is gay, and I understand only too well how prejudice and ignorance affects his life, daily.

I explained to a colleague that I constantly temper my 'lioness' instincts when I'm with him. He's grown strong and developed a 'thick skin' because he's needed to, but that should not have to happen.

E. Coached or mentored other allies

F. Other

At a recent Pride SNG meeting we were given a presentation and asked in turn to present it to our teams back at our test centres. I had initial concerns as we have a few colleagues there who are disengaged for this cause. People who have never considered what it would be like to walk a day in an LGBT+ persons shoes. Concerns to one side I took on this challenge as I feel that if I reach just one person it would be worth it. I asked my manager who agreed that I could utilise our corporate connectivity hour. I asked everyone to gather around the computer and proceeded to explain Who We Are and What We Do. I covered various LGBT+ statistics within the workplace, our objectives for the year and shared my personal story of coming out and the differences between my gay life and their heterosexual ones. Since then I have been in contact with Managers within my local area and I have now given this presentation to four test centres to date with future plans to do the other five as soon as can be arranged.

31/07/19

07/08/19

14/08/19

21/08/19

G. None of the above

Describe the activities selected (Max 200 words per option). Please include specific dates or time periods.

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
No ✓

Describe the training, programmes and/or resources (Max 500 words).

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 ✓
No

Describe the training, programmes and/or resources (Max 500 words).

The organisation supports LGBT staff to become role models through the staff network group(SNG) programme. All members of staff network groups are encouraged to be role models for the respective protected characteristic through involvement as either a Core or Associate member of the networks. Networks are supported through the following:

- Dedicated time to carry out SNG business
- Finance and other resources to support the delivery of objectives
- Individual staff SNG objectives in work programmes
- DVSA Development Days for peer support, coaching and role development
- DFT Development Days and Chairs and Champions to support individual SNG roles

Staff at all levels are encouraged to provide Stories for the intranet or updates on Yammer. This is a full Agency communications channel so has the potential to be seen by every member of staff.

Some things used to increase visibility of role models include:

- 1) Directors can be seen wearing Rainbow lanyards/ribbons in corporate publications, also having our strapline on their email signature which is visible to all staff and customers.
- 2) The Agency actively encourages LGBT+ staff to apply for courses through the Positive Action Pathway. This is a qualification that is aimed at underrepresented groups of staff. On completion staff are presented with their qualification, there are articles written on the Intranet for all staff to see. This scheme is open to all levels of staff up to Director level.
- 3) Staff at all levels have the opportunity to take on mentoring roles, have staff shadow them, Volunteer and also to help with coaching. This allows higher grades to pass on knowledge and skills to other staff while acting as a role model. Any event, conference or special occasion is marked with pictures and either a follow up blog or Yammer post to highlight the event.
- 4) Civil service Learning also has numerous training courses available for LGBT+ staff, this allows them to progress through the Agency and increase their visibility by having the right skills.

All of these programmes, course etc provide an opportunity for senior staff to become visible role models. Even if they do not have the protected characteristic themselves they are seen to promote the Agencies goal of becoming a great place to work.

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.

Yes ✓

No

7 March 2019

Adrian Long, Director of People, Communications and Engagement

LGBT history month has just ended. DVSA.net has shared stories about the 50th anniversary of Stonewall, the 100th anniversary of the First World War armistice, and the place of lesbian, gay, bi-sexual and trans (LGBT) people in those momentous events and struggles.

As the month ends, I'd like to share some more recent history – 2 stories that still shape my view of how people deserve to be treated at work. Two stories that are part of why I'm proud to be an ally of DVSA's staff network group (SNG) for LGBT people – PRIDE – and proud to be their Board Champion.

Stigma and discrimination

In the mid 1980s I met S. S was a young, black, gay man who had grown up in difficult circumstances on an inner London estate. He was the first person I knew that was HIV positive. He became the first person I knew that died from AIDS related conditions. Sadly he wasn't the last.

We worked together in what would probably now be called an inclusive organisation. By the time the virus had destroyed his health, S was working elsewhere. The stigma, discrimination and horrendous treatment he was subjected to in his new working environment contributed to his death. It left me angry and shocked at how anyone could be treated that way at work.

Impacts on mental health

A decade later and even closer to home is the story of N. N is a lesbian who is out to her family and friends, but decided not to come out at work given the way that gay people were talked about by many of those she worked with. Some time later N was forcibly outed at work by a particularly cruel and malicious individual. She was treated appallingly and her manager did nothing to challenge the behaviour of others.


Her mental health suffered as she tried, and ultimately failed, to manage at work. Eventually she resigned, suffered a breakdown, and was out of work for some time.

Whilst I don't think that what happened to S and N could happen at DVSA, I do hear from people who are apprehensive about being out at work or have faced challenges.

Helping make DVSA a great place to work

And that's one big reason why we need groups like Pride. Pride gives LGBT people a platform, a voice, and support. Like our other SNG's they help us all to bring the best of ourselves to work and not have to hide who we are. They are helping to make DVSA a great place to work.

Pride help us learn from history, not repeat it. And that's another reason why I'm proud of Pride, proud to champion their work across DVSA, and proud to be their ally.


Director of People, Communications and Engagement
Board Champion and ally of Pride

Provide the date on which this profile was shared. [07/03/19](#)

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.

A. Lesbian

- B. Gay
- C. Bi
- D. Trans
- E. None of the above ✓

Submit evidence where you have profiled the person/s in the last year (For each option selected).

- A. Provide the date on which this profile was shared
- B. Provide the date on which this profile was shared
- C. Provide the date on which this profile was shared
- D. Provide the date on which this profile was shared

4.9 In the past 18 months, has the organisation profiled visible role models from the following communities? 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

Nia Griffith is an MP in the constituency next to where I live. Her personal experience of working in the education system as a teacher and working in that field during the infamous Section 28 years have galvanised her thoughts.

In the attached article and video she makes a compelling argument for the new sex and relationships education syllabus being compulsory for all children at each age level. The right of withdrawal from the classes should be removed is her starting point. She argues that regardless of a person religious or belief background it is important that each one of us understands that others can have a different viewpoint and that it is not appropriate to be critical of, try to avoid or attempt to hide the alternatives.

<https://www.bbc.co.uk/news/uk-wales-politics-48635533>

◀ collapse

[REDACTED]

There is a strong case for scrapping parents right to remove children from the lessons, an MP says.

www.bbc.co.uk

[REDACTED]

Seen by 80

[REDACTED]

[REDACTED]

[REDACTED]

Bisexual – Made in Chelsea or A Leeds Lass?

Our Pride blogs over the last few months have demonstrated some of the great strides in how gay, lesbian and trans people are represented in the media and in society in general. It is very apparent there is one section of the Pride community who are still pretty much invisible and often less willing or able to be out in society - bisexual men. It is reported that bisexual women find it easier in society to be open about their sexuality, we can speculate on this but it appears it is some sort of macho-societal pressure that prevents most bisexual men being open.

A quick straw poll around sector 76 had us really scratching our heads trying to think of openly high profile bi males or on-screen representations of them. 'Made In Chelsea' star Ollie Locke was the only name that eventually sprang to mind, while one member of the sector also remembered that 'EastEnders' featured the bi character Danny Pennant - played by Gary Lucy - a few years back. That was it. Ollie Locke, since coming out as bisexual has gone further and come out as gay which perhaps strengthens the argument that some put forward that bisexual people are just gay people who have yet to decide on their sexuality.

Wayne Dhesi, founder of LGBT charity RUComingOut, believes it is due to the wider perceptions of bisexuality in society, he has noted, “A lot of it is about how we perceive the world. If we see a person with a girl, we perceive them as straight. If you see a guy with a guy, we see them as gay. Unless that person tells you otherwise, you don’t know they’re bisexual, it’s easier to think they’re gay.” This confusion of what bisexuality is something that reinforces the issue of remaining closeted. From a straight perspective there is a tendency to view bi and gay in the same way, because straight people probably do not spend huge amounts of time evaluating gay life, it is likely that just hearing a guy has slept with another guy puts that person in the gay bracket.

It is not just the straight community that have preconceived notions of bisexuality. From inside the LGBT family, there is a tendency for gay people to be sceptical about bi people, often bi-sexual people are scoffed at as if they have not fully accepted being gay. The expectation that bisexuals are still dealing with an internal shame and will later come out as gay is how jokes such as “bi now, gay later” have become part of the discourse associated with bisexuals among the LGBT community. However, there are often instances where people borrow the term ‘bisexual’ as a stepping-stone on their journey of discovering their sexuality and it is debateable if this does the bi community any favours. If they are the only times people are hearing about being bi, then obviously society is going to think that that is what it is.

So who should we blog as a bisexual role model?

Nicola Adams became my choice but I must admit to my shame of only thinking of male bisexuals when initially seeking a Bi role model. Thankfully, I broadened my horizons, although I admit to thinking of her because of her participation in the Great Stand Up to Cancer Bake Off rather than boxing.

Nicola Adams OBE was born on 26 October 1982 and is a British professional boxer who is the current WBO women’s flyweight world champion. She became the first female boxer to win an Olympic gold medal at London 2012, and the first female boxer to become a double Olympic champion after winning a second gold medal at Rio 2016, both in the flyweight division. As of 27 May 2016 she is the reigning Olympic, World and European Games champion at flyweight, and has won the entire set of amateur championships available to her - Olympic, Commonwealth and European Games' titles, and the World, European and European Union championships. Quite an impressive CV.

A Rainbow Plaque has been placed in Leeds, her hometown, honouring Nicola as the first openly LGBT+ person to win an Olympic Boxing Gold. She is openly bisexual, and was named the most influential LGBT person in Britain by The Independent in 2012. She also became the first openly LGBT person to win an Olympic boxing Gold medal, after her win at the 2012 Summer Olympics. A great deal of her personal life has been splashed through the media and the tabloid press have delighted in some of her relationship issues and revelations. Nicola has handled this with dignity and maturity throughout and of late has become more protective of her private life and partner.

There is plenty of speculation about many sportsmen and women and it is to Nicola’s credit that she feels able to bring her whole self to the sport and the world.

If you need more information on any issues raised in this blog the SNG Pride group members will help you find suitable resources or follow the link below: <https://www.supportline.org.uk/problems/sexuality/> collapse

C. Binary trans people (e.g. trans men and trans women)

March 27 at 12:38 PM from iPad

Trans and working for the UK Government

(International Trans Visibility Day 31st March 2019)

Many of us will never truly appreciate what being born in the wrong body feels like, even fewer of us will ever have considered the possibility of transitioning our gender and fewer still will have actually made that decision and become a Trans member of society. For many it is an anathema, for others it is simply puzzling and for some it is their way of living life in the body that they feel they should have been born in. Whatever your viewpoint for those who transition the UK is nowadays one of the best places in the world to live. It has not always been as good as it is today though.

In the early 1970s at the age of 20 Caroline Cossey had her final reassignment surgery at Charing Cross Hospital. Life up until transition had been tough and years of taunting and bullying at school and through teenage years had perhaps reinforced the need for transition. Such life changing surgery led to life changing events, the 6' slim male from Brooke in Norfolk became a model and under the professional name of Tula became a model appearing in the Bond film *For Your Eyes Only* and the first Trans model to appear in *Playboy*. Life was looking up for Tula until the News of The World got hold of the story and a front page headline read "James Bond Girl was a Boy". This outing brought Caroline close to suicide but with her inner resilience she came through and there followed years of legal campaigning and battles in the UK and Europe resulting ultimately in the British Government passing the Gender Recognition Act in 2004. Today Caroline is still an activist and working for the Trans community and their rights.

The change in British law allowed others in the UK to lead the life they wish and to contrast Caroline Cossey's experience most starkly we can look at the British Military, a harsh environment for both sexes, and how since the 2004 ruling the British Armed Forces have embraced Trans recruits and become a world leader in supporting Trans service people. Prior to this, a ruling in June 2000 stated that only gay and lesbian citizens were allowed to serve openly in the armed forces. However, despite the Trans law not coming fully into force until the 2004 the military had allowed another Caroline, Caroline Paige to transition and remain a serving officer as early as early 1999.

Caroline entered military service in 1980 as a male recruit and enjoyed a 35 year RAF career as both a jet and helicopter navigator and was involved in those roles during the Cold War, Bosnia, Iraq and Afghanistan. Caroline transitioned during her career and was the first serving Trans officer in the UK armed forces. The decision to transition whilst serving was made because Caroline was passionate about her job and like her employer both she and the RAF saw no reason why transistion should interfere with a worthwhile, professional and honoured career.

Flight Lieutenant Caroline Paige performed many roles within her chosen service and gained three Commendation from the Commander in Chief and remained flying for 34 years of 35 years service and

completed seventeen operational tours including battlefield helicopter operations. The British Armed Forces are forward thinking when compared to many national militaries and even before the law reform saw no reason to hold back the talent of a Trans recruit. It is unfortunate that some countries still treat the issues around gender and sexuality as political and in January this year we have seen the United States president ban transgender people from serving in the military and in case you think this number will be insignificant around 9000 Trans people were making a career in the US military.

You can listen to Caroline Paige's story on Forces Radio following this link

[https://www.forces.net/radio](https://www.forces.net/radio/player/listen-again/116217) player/listen-again/116217

If you wish to show your support for LGBT+ staff within the DVSA you can become an ally to Pride, the staff network group and also you can add

I support LGBT+ staff within the DVSA to your email signature.

[REDACTED]

Driver and Vehicle Standards Agency | Driving Test Centre, Old Station Road, Carmarthen, SA31 1JN

[REDACTED]

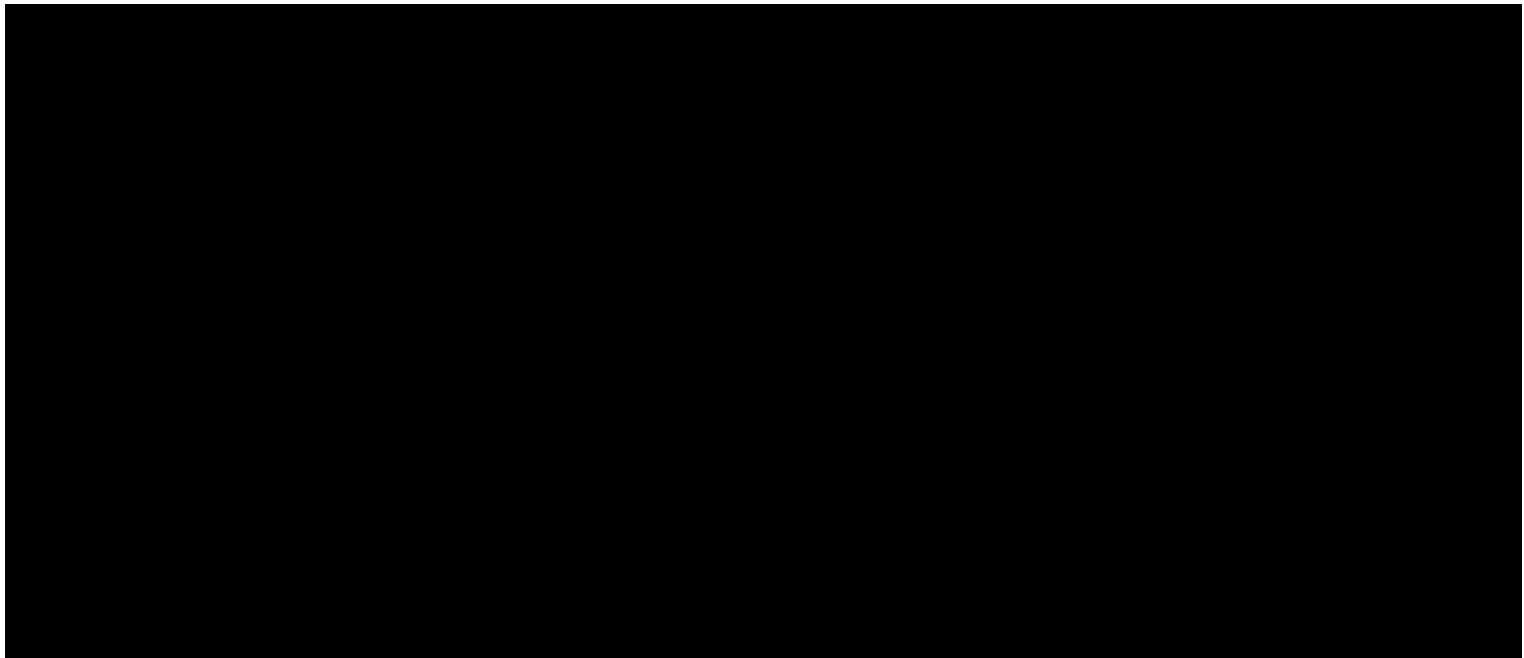
I support LGBT+ staff within DVSA

[◀ collapse](#)

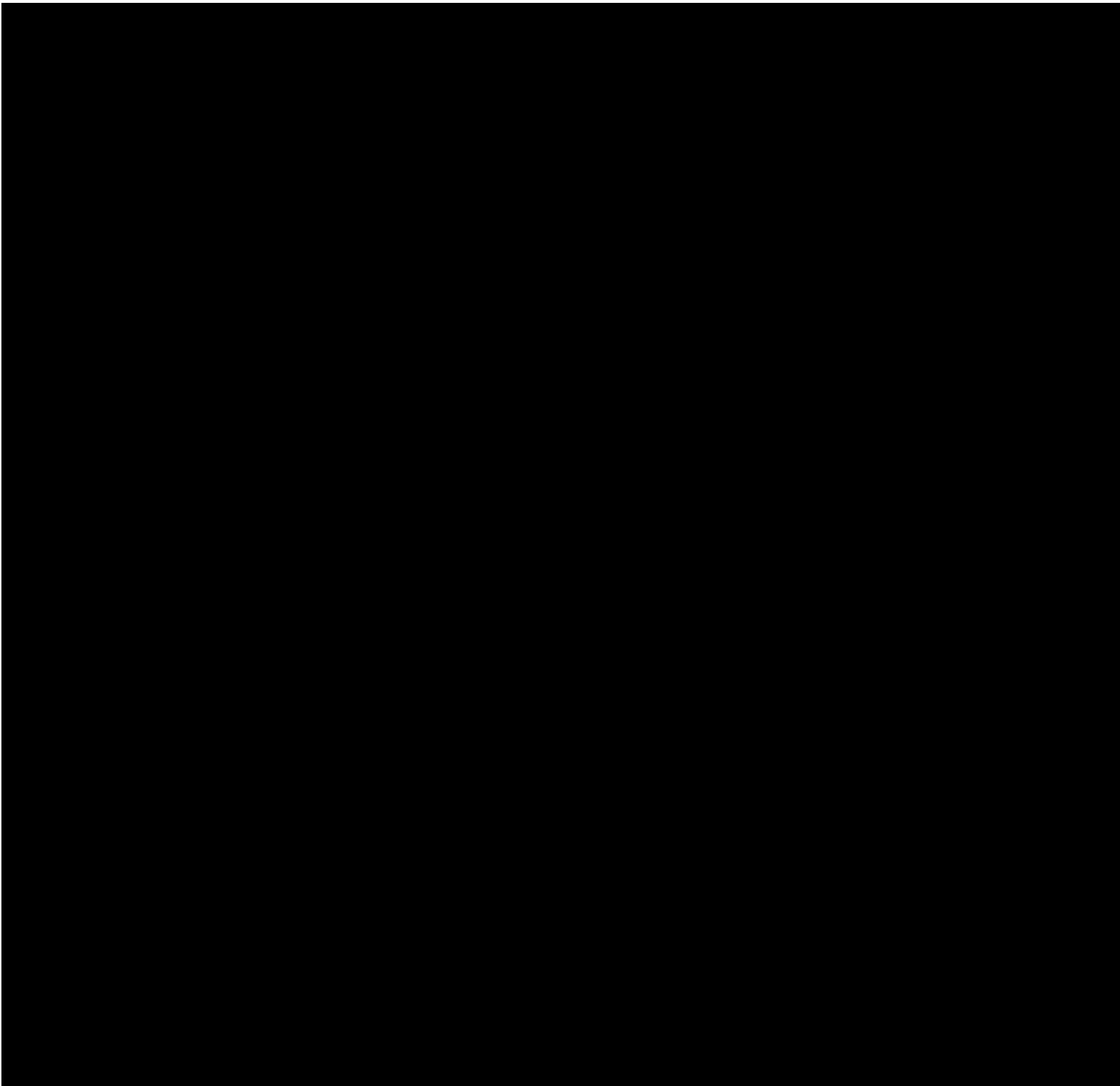
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[REDACTED]

Seen by 184



- [REDACTED] in reply to [REDACTED] - Hello [REDACTED], thanks for the “big up”, I hope to be doing...



D. Non-binary [redacted]
[redacted]

-

March 21 at 12:03 PM from iPad

Sam Smith a non-binary singer songwriter.

Gender is something that for most people is as simple as being male or female. This is not the case for everyone and Sam Smith is the latest “celebrity” to be added to the list of people declaring a non-binary gender status. It has nothing to do with the demarcation of straight or gay although Sam recognised as being gay from the age of around 10 years old. Recently though the singer song writer has perceived that being regarded as a gay male does not correctly reflect Sam’s mid 20’s gender.

Non-binary is a relatively new term in relation to gender identity but binary sexual identity can be traced back to the mid to late 19th century when sexuality was first medicalised. Throughout the 20th century this broadened and gender roles within male or female were used to determine sexuality when many terms now considered offensive were assigned to those sexual roles. Only in the mid 20th century were people commonly labelled heterosexual and homosexual and not until the mid 1990s did the non-binary term appear, but more commonly under the heading of genderqueer. Genderqueer is still in use but non-binary is the term expressed most. Gender-fluid is perhaps a good way to picture it although this term is not totally accurate for non-binary.

Personally Sam Smith began to realise that gender floats somewhere between male and female and that it no longer felt possible for Sam to identify simply as male. Sam points out that for the non-binary genitalia is not an indicator of gender. These days plenty of men are not afraid to demonstrate or comment on their feminine side but identifying as non-binary is much more than this as non-binary does not lock onto either gender as the defining major gender role.

The journey Sam has been on to a non-binary status started at 10 years old identifying as gay. In the intervening time gender reassignment was considered but after much soul searching not seen as appropriate by Sam. More recently and possibly with the wider awareness and knowledge of non-binary status Sam began to identify with this more and more. Announcing non-binary status has faced some high profile opposition, not only in Sam’s case. Notably Piers Morgan has ridiculed Sam, as well as others, and publicly taunted him by saying that he, Piers Morgan now identifies as Sam Smith and wants to claim his royalties. Previously Piers has said mockingly that he now identifies as Arnold Schwarzenegger amongst others to try to embarrass or ridicule various people. However Piers has completely missed the point, Sam is still Sam but a Sam that is oscillating between and not aligning with any specific gender.

As medical experts continue to uncover more of the complexity of the primate family Hominidae it is without doubt that our understanding of gender will continue to develop. Those who now mock and sneer will hopefully soon understand and respect that we are born unique and thus appreciate that our differences are a valid and remarkable part of the rich tapestry that is our world.

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Seen by 130

Show 1 previous reply

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In All Company

LGBT at 50+

In the media we tend to see LGBT+ people as young, vibrant, colourful, often outspoken and trendy. Othertimes the young are shown as the victims in some drama or making the news due to cases of discrimination or as victims of the increasing number of horrendous homophobic attacks. However, don't discount the over 50s LGBT+ communities, they are a mix of seasoned campaigners, media moguls, Lords of the land, writers, actors, comedians, civil servants, vehicle inspectors and driving examiners.

The over 50s within the LGBT+ community were around at times of great change in our world. Decriminalisation of homosexual sex, the rise and fall of clause 28, the campaign for LGBT freedom in our military and police services and fighting the so called gay plague. Many of the over 50s were involved in these campaigns. Campaigns which have seen our society come through decades of momentous change and we should be grateful to each and every one of the myriad of unsung heroes who are still and were involved.

Trying to choose which one character to feature in this blog is nigh on impossible. Alan Bennett, Mariam Margolyes, Stephen Fry, Ellen DeGeneres, Sir Ian McKellen, Jodie Foster, Boy George, Sue Perkins, Paul O'Grady, Cameron Macintosh, Colin Jackson, Elton John, Sandi Toksvig, Samantha Fox, Graham Norton. All out, proud and mostly loved by everyone but it isn't always thus for the older generation.

Many older LGBT+ people still live in the shadow of their youth when homosexuality was not even talked about at home, neither in school or the workplace except perhaps to be ridiculed or attacked. Growing up in a society that detests your birth sexuality colours the way many think for years to come and it can take a momentous event to change those memories and give someone the courage to no longer be afraid of hiding the real self.

Elizabeth Jean Barker was born in Scotland in 1961, schooled in Motherwell she went on to study at Southampton University and later work for Age Concern for around 25 years. As a Liberal Democrat she became a member of the House of Lords in 1999 where she is her party's spokesperson on the Voluntary Sector and Social Enterprise. But like many of us from her era her personal life was one which she kept very private, guarded about her relationships and not out.

However the passage of the Marriage (Same Sex Couples) Act 2013 had a profound effect on her thinking and during the debate on the Bill she decided to change her rather closetted status and casually dropped into her speech that she was in fact a lesbian. Clearly this demonstrates how difficult it can be to admit your relationship status even when you've made it to high office.

The "out" Baroness Barker found no such barriers and continues to support the LGBT+ communities, she is an ambassador for the Albert Kennedy Trust which helps young homeless LGBT+ people but more pertinent to this blog is that Baroness Barker is Patron of a charity called Opening Doors London. Isolation is a major problem for the older LGBT+ where for some a partner may have died, or the onset of ill health and even longed for retirement are all roads that can lead to isolation.

Opening Doors and Baroness Barker provide over 40 group activities each month across London, arrange Sunday lunch and film clubs and have an important befriending service. The previous work of the Baroness has allowed her to guide and inspire this charity and thus so many older people have benefitted from becoming part of the LGBT family, some for the first time others returning to the fold.

While the Baroness may not be one of the mega rich high profile media personalities who have millions of followers, fans and devotees or a high profile entrepreneur with thousands of staff worldwide she is still an inspirational character. Tirelessly behind the scenes, not always or hardly ever in the media spotlight she is there making a difference and it's a difference that anyone of us in the future could benefit from as our lives slip from the season of mellow fruitfulness into our late autumn years.

Take a moment to look at the work of Opening Doors London here:

www.openingdoorslondon.org.uk<<https://www.openingdoorslondon.org.uk>> collapse



Tuesday at 5:00 PM

The Younger LGBT+

From an older perspective, it is easy to regard the youth of today as having it easy. The LGBT+ youth have the backing of the law in ways those of us in our 60s could only have dreamed of when we were teenagers. Currently legal protection in the UK extends to; amongst other things hate crime, employment and housing discrimination and the provision of goods and services. A same sex couple are free to book a double-bedded room and are unlikely even to raise an eyebrow when checking in, what a change!

That is not to say that young members of our community have it all their own way. While in general society has accepted the natural differences we find in human beings and trade and business have moved to integrate the valuable pink pound economy into the mainstream of our society, barriers, discrimination and hate still exist. The union of Great Britain and Northern Ireland highlights the imbalance between the rights afforded to the LGBT+ with the Stormont government, when it is sitting, dragging its feet on implementing the equality legislation that the rest of the UK enjoys.

The rise of populism politics is worrying the young, with the rates of homophobic and hate crimes rapidly rising. Fringe politicians shout about reversing equality legislation and hark back to days of a family model

that has not existed for generations. Furthermore, research has shown that the traditional family model is no better for the wellbeing and development of children than same sex family units. We witness homophobic protests, the like of which this country has not seen since the Mary Whitehouse days, some of which aim their misinformed attacks at the heart of our inclusive education curriculum.

I could profile those who have had troubled upbringings, difficult coming out issues, one of the high number of young gay homeless people (the highest rising percentage of homeless people in the UK) but I have chosen a person of forthright character, someone who is high profile but strangely little known, a minor tabloid sensation but ultimately a serious, professional and determined person in whose hands our future may well be held. Who is this young example of success? Mhairi Black.

Black was born 12/09/94 in Paisley Scotland and on 08/05/15 she unseated Douglas Alexander from the safe Labour seat of Paisley and Renfrewshire South with a 2541 majority. That seat had been Labour for 70 years and a 20-year-old lesbian Scottish Nationalist Party candidate became the “Baby of the House”, a term given to the MP that is the youngest in the House of Commons. However, Mhairi was also the youngest ever! She stunned everyone again with her maiden speech; it got fellow MPs applauding (which they are not meant to do in the House of Commons) and had millions of views online around the world.

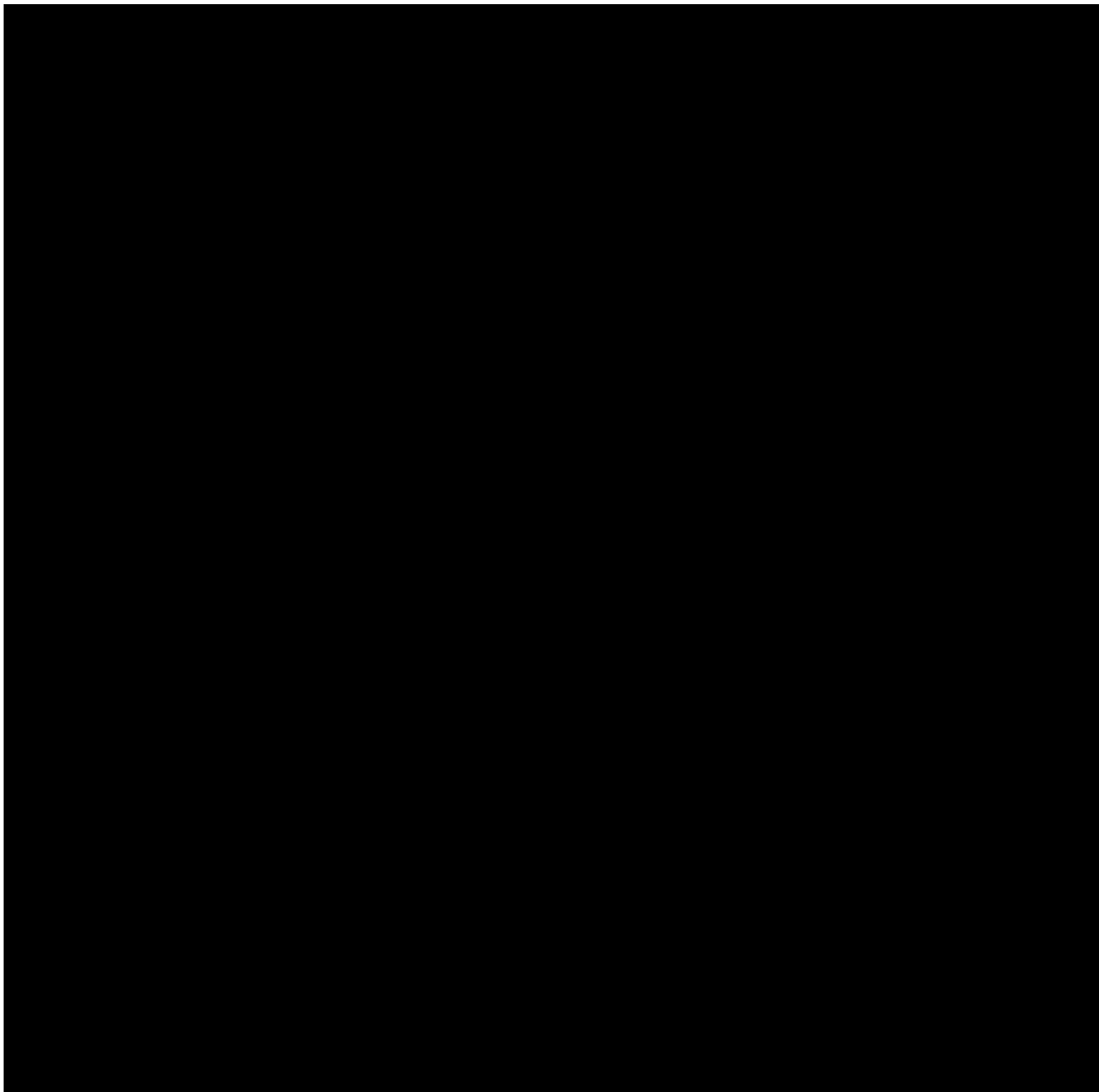
As a child, Mhairi wanted to be an astronaut, a farmer, or even a judge. The careers adviser weirdly never said “Member of Parliament?” but before she became an MP, her last job was working in a chip shop. Clearly there is no pink ceiling in Scotland. She continues to play guitar and piano and loves “dad music” including Motown, U2, The Beatles, the Kinks and the Stone Roses. Therefore, she jokes that if her career in politics does not work out, wedding disco DJ-ing awaits. She is a season ticket holder for Partick Thistle as well as having been a member of her first school female football team. Perhaps that was a portent of the future.

Mhairi got a first in politics and public policy at Glasgow University. She was still a student during her election campaign, and even did some studying in the House of Commons library. Her last exam was actually after she was elected. She is not always one for Parliamentary language however, and was caught on camera after the Yes campaign's referendum defeat saying that she would like to “put the nut on” a Labour councillor. That is slang for a head butt, for those of us south of the border.

Mhairi shows her youth at Westminster in the most mature but modern ways and thinks many of the MPs she now mingles with in the Commons tearoom are so very out of touch. She told The Times she found many of the ancient rules weird: “You're not allowed to clap like an ordinary person, but you're allowed to bray like a donkey? Further proof of her age was confirmed when she admitted she spent some of her first MP's pay packet on “rounds for her mates and McDonald's”.

When asked about her decision to “come out” as gay she replied, “I've never been in. It is with great respect for Mhairi that I learn she guards the privacy of her partner with an iron fist, politics is a tough business and I am sure her partner welcomes the anonymity that Mhairi insists on. Did I mention that Mhairi was young? She was born in 1994; the year Oasis released “What's the Story” (Morning Glory). It is so encouraging to see young LGBT+ people making it in the world and in Mhairi's case being able to make a difference too.

There have been plenty of television both real and fictional about young LGBT+ such as Queer as Folk but for a down to earth fictional drama about coming out I don't think you can beat the C4 Film Beautiful Thing



In All Company

Disability Is Not A Barrier

Many of us bemoan how hard life is, how difficult certain situations can be and most of us are able bodied. Imagine a life where a physical disability is added to the the trials and tribulations of today's society and suddenly everything is so much harder to achieve. Or so you might think!

Imagine being born in 1964 and at six months old being diagnosed with aniridia, a condition affecting the iris which caused you to be blind from early childhood. Being packed off to a catholic boarding school for the blind at the age of seven. Not a very auspicious start to any life. This blog belongs to Emily Andrea Melanie Brothers.

The boarding school life lead eventually to Teeside University and an interest in student politics. Brothers graduated and married in 1993, fathering two children. The marriage broke down when Brothers revealed the overwhelming need to live as a woman. Hormone and voice therapy was followed by gender reassignment surgery in 2008. Her children William and Victoria as well as her ex-wife are very supportive but that support does not extend beyond the immediate family. Emily now lives her life openly as a lesbian.

Clearly her blindness has been no barrier to work or success. Career paths began at the RNIB, the Disability Rights Commission and until 2014 Programme Head at the Equality and Human Rights Commission. Along with these roles Emily has found time to be an active member of the Greater London Association of Disabled People and has been President of the National Federation of the Blind of the United Kingdom.

A political career began in 2014 when Emily came to notice of the Labour party after standing up for the disabled during the party conference and forcing the movement to provide better facilities and access to disabled attendees. 2015 saw Emily become the first transgender national political candidate but of course not the first blind candidate.

Being blind clearly has its problems, being blind and trans has seen Emily facing the type of comments I thought were beneath even then lowest of the British tabloid journalists. Rod Liddle in The Sun asked Emily how she knew she was the wrong sex since she was blind. The backlash to the paper was so strong that eventually Liddle issued this statement, "I wish Emily the very best and I'd vote for her if I lived in Sutton and Cheam. I am sorry for the poor joke"

It seems beyond comprehension to me that anyone would consider that question a joke and furthermore that anyone would try and claim the crass question was asked only as a joke. Emily regarded it as the sort of cheap comment expected from Rod Liddle but was concerned how other trans people or those going through gender reassignment would feel about his comments. Ridicule is hurtful and it was particularly obnoxious coupling the jibe against the trans community with the disability of blindness.

Emily is however proof that success is not impeded by tabloid journalism, disability or gender, the things that others perceive as weakness can be the source of the strength required to achieve. Above all Emily's story is about being yourself and liking what is within.

<https://community.scope.org.uk/discussion/55563/gay-and-disabled-first-dates-paddy-smyth> collapse

H. BAME LGBT people



In All Company

Colin Jackson CBE, the Cardiff boy who came out good.

A familiar face in the world of sport and television commentary, Colin Jackson has had a glittering career as a Commonwealth champion, Olympic silver medalist, twice world champion and still the world record holder of the 60m hurdles despite having hung up his spikes in 2003, thereafter becoming a BBC athletics pundit. He achieved all of this whilst hiding his sexuality from the world. Colin has said he knew he was gay from an early age but society, family and peer pressure ensured he kept that secret well hidden for a long time.

The BAME (Black, Asian, and Minority Ethnic) communities in the UK are often seen to be some of the least tolerant to alternative lifestyles. I once heard a black friend of mine describe his youth in Brixton Hill thus: “Growing up, it felt like I was too gay to be black and too black to be gay” and “it was seen as a white thing to have a same sex attraction”. However, we all know that any family from any culture, religion or origin can give birth to children who are LGBT+. Hopefully growing up for these children will be less and less of a torment as more and more parents accept that diversity is everywhere including in their own family.

For Colin growing up in Cardiff in the 1970s it was not considered an option to be gay. His career path was all consuming and anything that would jeopardise it was conveniently put in the closet. As his career progressed and success followed success it became more and more difficult to face the possibility of coming out. The times weren't changing, clause 28, AIDS and questionable police action towards the LGBT community reinforced Colin's desire to keep his sexuality private.

The cost to anyone hiding a massive secret can sometimes be overwhelming. For Colin the reward for closeted success was a period of bulimia and anorexia. Like many other high profile personalities the pressure of hiding “the big secret” often has a psychological consequence. Training for the Olympics during this episode in his life he would be consuming barely 900 calories a day and this took an immense toll on his physical health. Colin has even commented about how small he looked during those lean times and how being the split personality, that public/private divide was an immense barrier to his wellbeing.

Knowing that the BAME communities are a tough gig for those coming out we find Colin was left with no option but to tell his Jamaican parents in 2006 when a past partner sold his story to the press. Possibly one of the most difficult conversations a child has with their parents and in Colin's case he immediately decided he had the best parents in the world. Clearly this was a great result for our subject but for many BAME and other LGBT+ people the coming out story is one of narrow-mindedness, resentment and often life long rejection.

However, Colin did not comment publically on this revelation for another ten years. During a Swedish television program in 2017 called Rainbow Heroes the Jackson closet door was finally lodged wide open and he was amazed at the positive reactions from friends, colleagues and sports personalities around the world. However, that step to make one's personal life public is a step too far for some, at least for some top flight sportsman. Colin has stated that coming out could easily be a distraction from the all important thing in a sportsman's life, winning! However today he considers that professional

football is the one sport where coming out is still very much a no no.

So how do the LGBT+ BAME community cope? Code-switching is one way amongst many strategies. Simply put it is when a person in a minority group alters some of the most obvious elements that associate them with that particular group or community in order that they fit in with whatever more mainstream community group they happen to be in at the time. This may range from toning down accent or mannerisms to totally avoiding references to marital status, sexuality or social activities and thus avoid those awkward conversations.

For further information on BAME issues please take a moment to look at these short clips put together by Stonewall.

<https://www.qweerist.com/identities/stonewall-bame-lgbt-voices/> collapse

1

[View Full Conversation](#)

I. LGBT people of faith

In All Company

Faith and LGBT+

A vicar, a priest and a rabbi were on a train going to an ecumenical conference. They were discussing the beginning of life. The vicar said “life begins at the moment of birth”, “rubbish” said the priest “life begins at the moment of conception”, a pause and the rabbi said “you are both wrong, life begins when the youngest child leaves home and the dog dies”. Each is right in their own way or belief, but actually, this joke could well hide a serious dilemma that religion may present every LGBT+ person with, be they believers or not, the unbending view.

I had been asked to write this blog many weeks ago and since then I have wrestled with the subject. Personally, I have no religion, but I do recognise the strength and courage that many people derive from their belief, whatever the creed. However, the brief for this was to write a blog that was about a real LGBT+ person and their faith. I trawled the internet reading about the great and the good gays, the LGBT+ celebrities and the out, loud and proud vicars, priests and the pious but everyone seemed too focused on their singular devotion to be that interesting. Then I came across a title that struck the right note “My Affair with Christianity” a book by a progressive Jew, Rabbi Lionel Blue and I knew that he was my salvation.

Born in 1938 in the East End of London, he watched black shirt marchers pass his home, was bombed out and subsequently became an evacuee. Here was the gay son of immigrant Jews who has also been a revolutionary Marxist, had sought comfort in Quaker meetings whilst at Balliol College Oxford. In 1950, he could be found on communist marches in London and he never let go of the idea of universalism and the world brotherhood of human beings. He was a young man by now and other feelings were surging through him, but homosexuality was to remain illegal in the UK for another decade and a half. His political and religious views had collided head on with his sexuality and there was no meeting of minds at this time. Religion, Lionel concluded was about the sinner, the imperfect or the lost and he began to seek and find a spiritual soul mate, God.

At Oxford Lionel noted that Christianity seeped into every facet of his life, the bells, the Latin grace before meals, plaques on walls, all reinforced by the myriad of Christian bookshops in the city of spires. He spoke of the other “sinners” he had encountered on his religious explorations and travels such as the server at St Marks in Venice who gave him the eye during a mass and of the evangelicals who would try to save souls, even his! He remembered with gratitude the day he came across the simplest and most powerful Quaker prayer “Help”. Lionel soon began to embrace the ideas of the Metropolitan Community Church, which from its early days accepted LGBT+ worshippers and is today the only church in which our community can receive a religious wedding ceremony. Lionel described its liturgy in a very Jewish way “A goulash of all the traditions the members had had to leave behind in the mainstream. Like the gypsy stew in *The Wind in the Willows* it had everything in it”.

This non-traditional view was what appealed to him. Lionel absorbed everything that he thought was good from all of the various denominations he had encountered and used those findings throughout his life, but his foray into Christendom was cut short in part by his mother who clearly was not impressed at his desire to renounce his Jewish

heritage. He also pointed to the passages in the gospels that persecuted his sexual feelings as well as the Jews. He felt he was being cast as the villainous Pharisee. From then onwards he took it upon himself to never diabolise others for their love of the same sex and help all faiths to be more tolerant in this regard. Many of the rabbinical views on sexuality were not altogether to Lionel's liking and throughout his career as a rabbi he strived for inclusion and understanding and succeeded in so many areas. He argued that the worship of tradition is the Achilles heel of orthodoxy.

From his Marxist youth he had formed a desire for inclusion, he had also realised the failings of the Marxist system and subsequently disavowed it as his political ideal. From many of his religious dalliances he absorbed and went on to use only what he considered good. His view of religion was summed up in a stanza by William Blake:

And all must love the human form
in heathen, Turk or Jew.
Where Mercy, Love and Pity dwell
there God is dwelling too.

He began to study to be a rabbi in 1960 but his birth faith made it awkward for him to express his sexuality. His first long-term committed relationship, which he always referred to as his LCRs, was a difficult one to carry on. The pair had to lie about their friendship, stay in separate hotel rooms, take supposed girlfriends to dinner parties and synagogue functions. Miraculously it lasted for 20 years and the couple parted friends but it was only as society was changing that Lionel was able to open up and come out to the world. No more secret trips to Amsterdam, where life was far more tolerant, he was at last able to be honest with his congregation and that is when I first heard of him. His largest audience was provided by BBC radio where he spanned R2 and R4. I remember feeling uplifted when R4's Thought for the Day was given by Rabbi Blue, and apart from his innate humour, he made being homosexual just normal to me and to millions of other listeners.

His life and work as a rabbi had some surprising elements. He spent two years in Germany reconciling the German people and the Holocaust, the persecution of gays during the holocaust was a driver in this task. While Orthodox Judaism still condemns homosexuality he became an proponent of a more progressive Judaism which now combines many of the traditions with the realities of modern day living. During his later life, he would take these progressive ideas to other faiths; after all, he had first-hand knowledge of the shortcomings of many religions as well as his own. This rapprochement also extended to the non-Christian religions, which was not only ground breaking, but well received.

He was someone to recognise a problem but never to make it an obstacle. His faith made him think of earth as a departure lounge in which we are all waiting to go on a long journey. Rabbi Lionel Blue began that final journey on 19 December 2016. However in characteristic style he is the only person I know to have presented their own obituary; the link to this is below and it gives a glimpse of the character that brought a smile to millions and always found time for the downtrodden, the dispossessed and the disenfranchised. He was surely someone who made so many people feel better about themselves, better about the ordinariness of their lives. It is little wonder that Jews and non-Jews, believers and atheists, as well as people of all sexualities felt that they had lost "their rabbi" when Lionel Blue finally got to meet the Lord and put him right on some things.

<https://www.bbc.co.uk/sounds/play/b0891fkd>

If you wish to show support for LGBT+ staff within the DVSA you can become an ally to Pride, the staff network group also you can add I support LGBT+ staff in the DVSA to your email signature. collapse

4 11

[View Full Conversation](#)

89

J. LGBT people being open about their mental health (including disability related to mental health) or wellbeing challenges

May 7 at 5:01 PM

A Perspective on Mental Health and LGBT+ Life

Nigel Owens MBE, to any Welsh person or rugby fan worldwide that name immediately evokes an admiration, a pride and a barrel full of laughs for a very hard job exceptionally well done. A job done with outstanding professionalism, total fairness and 110% commitment to his sport of choice. However, many of us only see the public persona of Nigel Owens. Many were surprised when he came out as gay. Many more are completely unaware of his struggles with depression, steroid addiction and bulimia nervosa as well as his failed suicide attempt.

Nigel is originally from deepest Carmarthenshire, born in the little village of Mynedd Cerrig. Here he grew up not knowing gay people and during a time when homosexuality was often ridiculed, hardly ever discussed never mind not being a life option. Many gay people still move to the smoke after they have begun to understand their feelings and in order to live life as themselves. Rural communities however can be far more repressive than big cities and it was not until he was in his late teenage years that Nigel realised his life was not to be what rural Carmarthenshire expected of him.

During this time he realised his feelings were for same sex partners. This was so alien to him, to his locality and to his close Welsh family upbringing. Like so many gay people around that age he was entering a very uncertain, turbulent and potentially dangerous period of his life. Nigel the teenager was not the fit referee we see today running up and down the rugby pitch for 80 minutes. He was a portly teenager but had already

started rugby refereeing in his mid-teens, accepting that he was not going to make the grade as a rugby player so he chose his next best option.

The combination of carrying too much weight and the very private haunting thoughts of his sexuality that he was hiding began to lead him to depression. His depression brought him into territory that would remain with him for perhaps the remainder of his life. He saw his weight as being unattractive, even an embarrassment and in a desperate bid to feel comfortable with his body succumbed to the eating disorder bulimia nervosa. His desire to get his body in shape took on the even more chaotic routine of steroid abuse. A depressive cycle of physical and mental disorientation and by Nigel's own admission he was in a very dark place, seemingly with no way out. The mild mannered and polite country lad had become a very short-tempered adult with low self-esteem and secret that was killing him.

He decided that the cul de sac that his life had steered him into had no turning circle and one night he left his parents' house with a pocketful of paracetamol, a bottle of whisky and a loaded shotgun. He left a note for his parents informing them that he could not go on anymore but was unable to tell them why. The whisky and paracetamol took Nigel into a coma before he was able to use the shotgun, thankfully. He was found many hours later, spotted by the police helicopter, unconscious and was rushed to hospital. The climb out of depression is never an easy for anyone and like Nigel; so many people will have travelled the apparently never-ending undulating path of recovery.

Depression and bulimia never really go away; they are like demons hiding behind the curtains waiting to catch you when you are most vulnerable. Even today, Nigel admits he only maintains control of his bulimia and there are still some dark times.

After the failed suicide attempt, his mother Mair told him that if he ever wanted to do it again then he should also take her and his father, as they would not want to live without him. I think that is a statement worthy of the most loving of parents and I am sure it had a significant bearing on Nigel's move away from suicidal thoughts. Even after this episode, Nigel still kept his homosexuality a secret for many years. His career was flourishing and his life to the outside world seemed good. That dark secret, that bringer of so much misery and anxiety to many homosexuals was still haunting him. Depression is a wicked often-unseen master but in 2007 at the age of 36, he made the decision to come out.

He told his mother first and, as many mams do, she cried but who can be sure what a mam already knows. Then he came out very subtly but publicly on television. Nigel is a regular guest on an S4C rugby program "Jonathan" hosted by ex-Welsh rugby international Jonathan Davies. Jonathan arranged for Nigel to emerge onto that week's show from a cupboard on the set to the music of "I Am What I Am", nothing else was said and Nigel was out! Later that year he was awarded Gay Sports Personality of the Year by Stonewall.

Nigel Owens broke the heterosexual male stereotype of not only rugby but also all top class sport and who knows may have encouraged many other professional sports men and women to come out such as Colin Jackson and Gareth Thomas, who also went through the black times of depression.

Nigel's story is certainly high profile but the issues he has faced and is still facing are not unique to him. Many many LGBT+ people go through complex issue such as anxiety, mental trauma, depression, suicide, addiction, self-esteem issues and also suffer abuse, isolation, bullying, harassment and discrimination. The following link shows Nigel talking candidly.

https://youtu.be/_0UHLsKqyAg

Today our British society has gone a long way to redress many of these issues and problems. In our workplaces and in society anti-discrimination legislation, equalisation legislation and the teaching of diversity in sexual education classes at school are all great strides to help overcome the psychological and physical harm that can result from being born LGBT+. We must not be complacent though. As I write this, several countries around the world from America to Uganda are reversing the rights and freedoms of our worldwide community and some are even reintroducing the death penalty. Britain has recently been voted the best country in Europe in which to be gay, but not the United Kingdom as Northern Ireland still refuses to implement major equality legislation.

I hope Nigel's story has been informative and may have been useful to some. He is living proof that there are not pink ceilings in Britain, furthermore has demonstrated that you can achieve your full potential, even in the most unlikely macho arenas. He remains a much-loved character renowned for having a comment on every occasion and the following link will in part show this and balance the more serious side of Nigel and this blog.

<https://youtu.be/TMx68qYXNF4>

If you wish to show your support for LGBT+ staff within the DVSA you can become an ally to Pride, the staff network group also you can add

I support LGBT+ staff within the DVSA

to your email signature.

[◀ collapse](#)

Attached video:Nigel Owens Opens Up About Accepting His Sexuality | Lorraine

youtu.be

More video options

Attached video:Nigel Owens - "This is not Soccer" | Best Moments

youtu.be

More video options

You like this

<https://www.bbc.co>



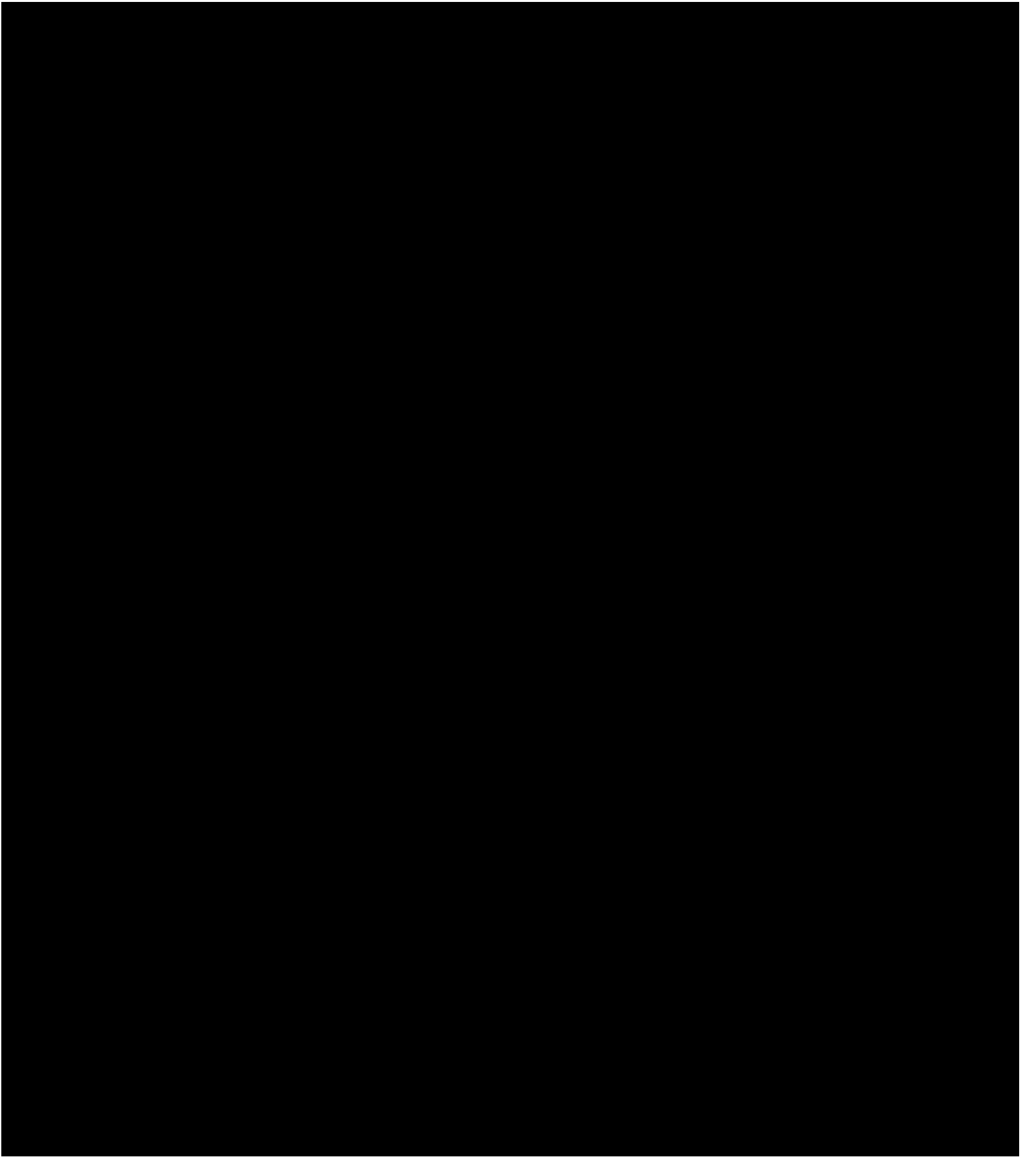
o

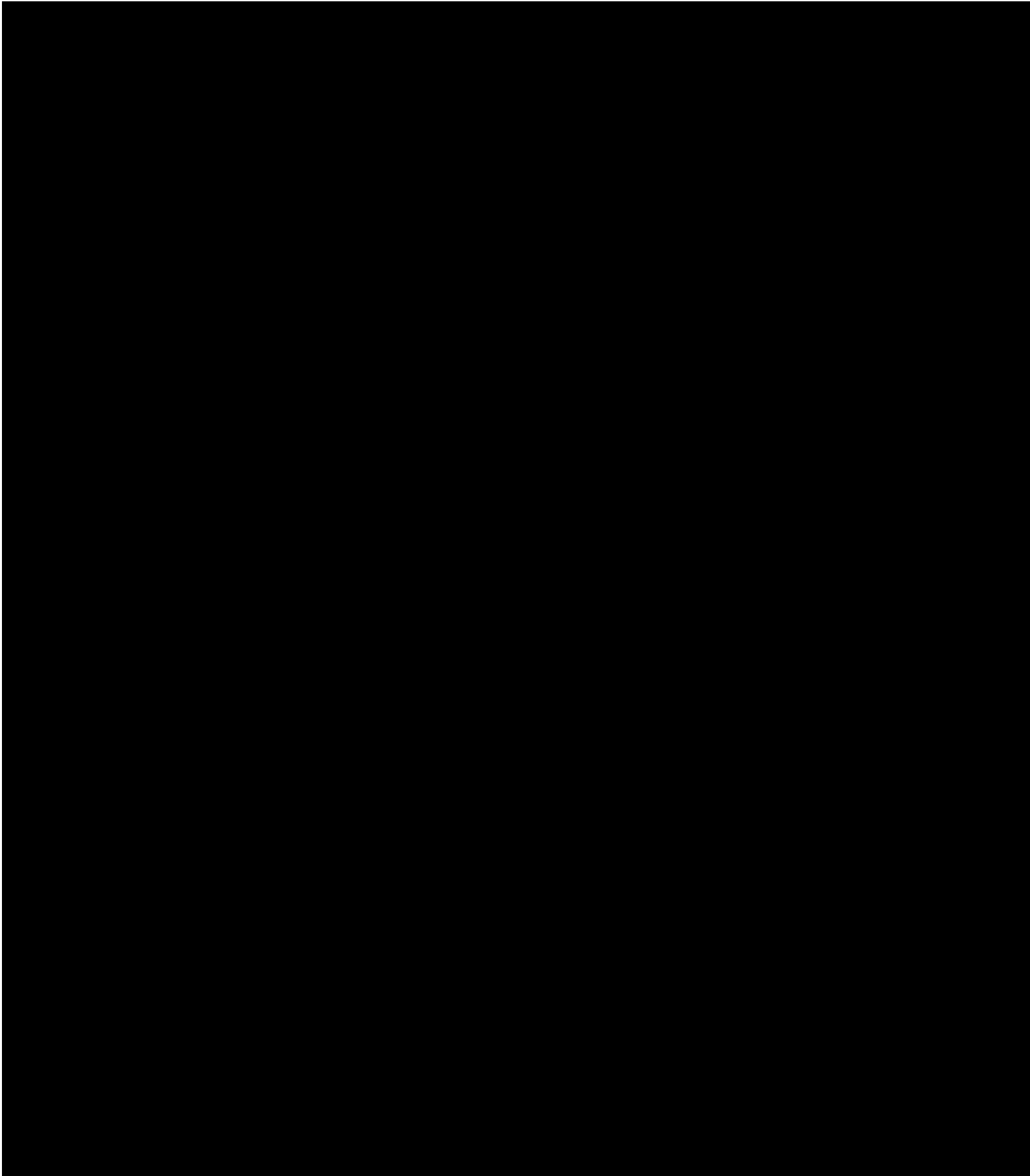
Attached link:Female referees Joy Neville and Alhambra Nieves to officiate men's internationals - BBC Sport. Click to open in new tab.

Ireland's Joy Neville and Spain's Alhambra Nieves will make history by becoming the first women to referee men's international rugby matches.

www.bbc.co.uk

More link options







July 29 at 8:07 AM

LGBT+ Parents

What does an LGBT family look like? The answer is simple as it looks like a family should. The differences to a heterosexual unit may be evident because of the presence same sex parents but not necessarily. LGBT parenting does often refer to lesbian and gay people raising a family but it may also be bisexual or transgender parents so there is not necessarily a physical difference in the family make-up.

These parents may be raising one or more children as parents, foster parents, children being raised by a single LGBT parent or children raised by opposite sex couples where one partner is not heterosexual. LGBT people can become parents through various means including current or former relationships, co-parenting, donor insemination, adoption, surrogacy or reciprocal IVF. Howsoever the family is initially created scientific research indicates that children of same sex couples fare just as well and sometimes even better than children of opposite-sex couples.

Furthermore, it is not as uncommon as many people think to be LGBT parents. Research shows that around 33% of female same sex couples and 21% of male same- sex couples have at least one child under the age of 18 living at home. Joint adoption by same sex couples is legal in 27 countries with 5 more countries allowing step-children adoption.

Scientific research from the 1970s onwards has consistently shown that same sex couples raise children that are as psychologically healthy and well-adjusted as the children of heterosexual parents. Contrary to some fundamentalist beliefs, the children of same sex parents are no more likely to be LGBT than the offspring straight couples. Furthermore, the LGBT children show no differences in hobbies and interests to those from heterosexual families. However, research has shown that the same-sex family does render the offspring more tolerant and accepting of sexual diversity in early and later life and less likely to embrace traditional gender roles around the house; of course it would!

The children of same-sex couples do sometimes struggle with the negative attitudes and even harassment that society in general and peers may have towards their parents. Empirical research cannot reconcile religious and societal disputes about core and moral values, as such beliefs and values are wholly subjective but the research is very clear about the facts. LGBT families support and nurture children at least as well as the traditional family unit.

There are plenty of examples of same sex parents, Sandi Toksvig and Debbie Stewart, Matt Bomer and Simon Halls, Ricky Martin and Carlos Gonzalez Abella, Rufus Wainwright and Jorn Weisbrodt, Elton John and David Furnish, Rosie O'Donnell and Michelle Rounds, Cynthia Nixon and Christine Marinoni.

Elton and David met in 2005 and in 2009 tried to adopt a young child with HIV from a Ukrainian orphanage they had visited, however the law of that land prevents same sex parentage, but they still support the orphanage and the child. In 2010 through surrogacy, they became dad and dad to Zachery and in 2013 to Elijah. The family life clearly appeals to them; they are godfathers to the Beckham's son Brooklyn. Lady Gaga is godmother to both Zachery and Elijah who call her Gaga mother.

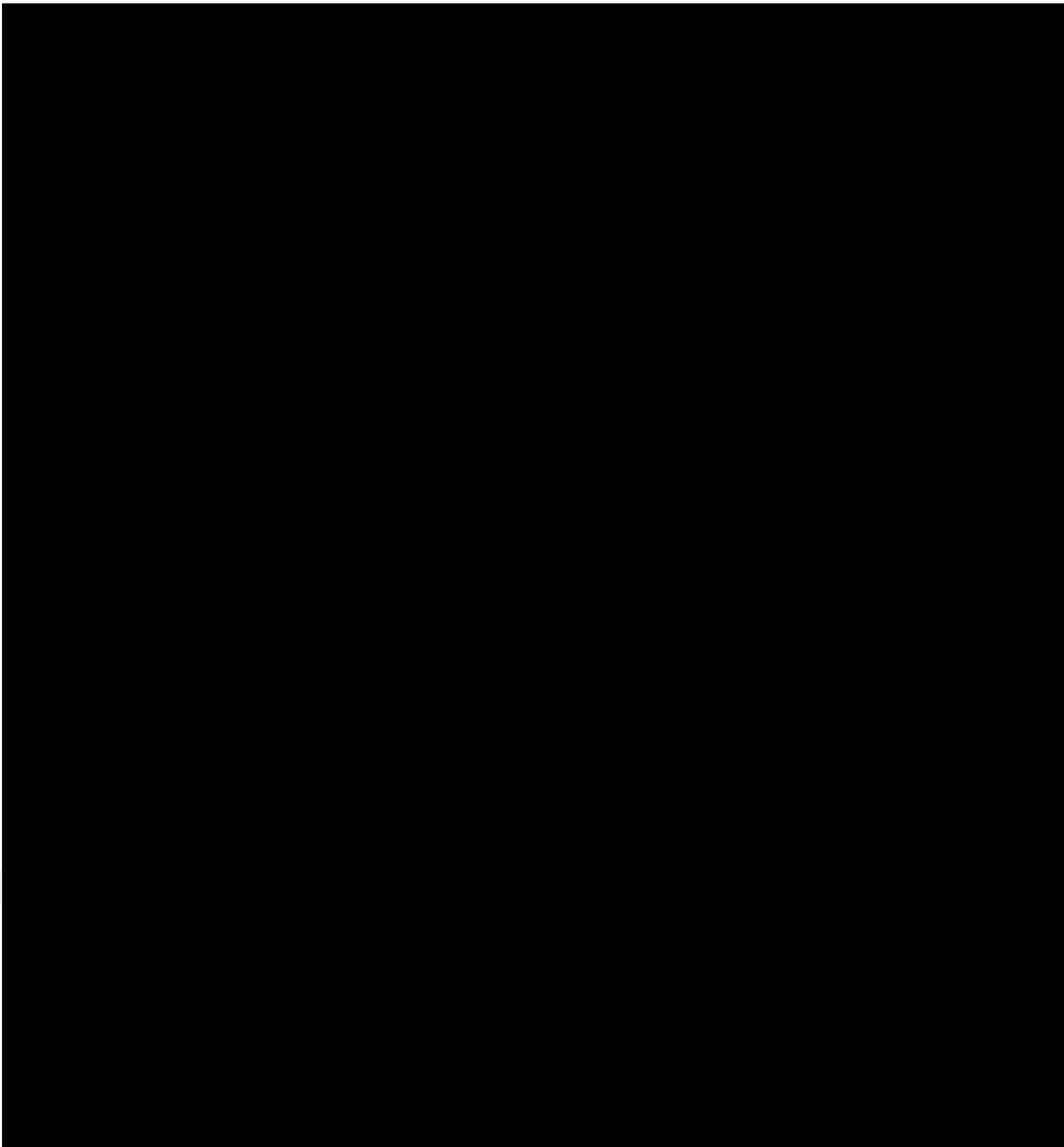
Elton has admitted that the change children brought to his life was immense, from believing he was too selfish, too old and too set in his ways he became a devoted father. Elton scaled down his touring activities to spend more time with the children and with David. The excesses of his past life are now firmly behind him and the focus of their world is their children.

The simple pleasures of taking the kids to school and trying as best as is possible to give the little ones as normal a life as is possible given who the fathers are. Elton knows they have a very privileged lifestyle but he is keen to impress on them the importance of hard work and instil on them the values that he grew up with as a working class kid who had to work hard to make it. "We want to be there for them, guide them as best we can. It's all you can do really, as a parent"

The picture below was taken by Zachery and shows his brother Elijah photobombing the vows at Elton and David's wedding.

The link shows a few more famous LGBT families that you may or may not recognise!

https://m.huffingtonpost.co.uk/entry/thriving-lgbt-famous-families-elton-john-david-furnish_uk_5797362be4b06d7c426d91dd?guccounter=1&guce_referrer=aHR0cHM6Ly93d3cuZ29vZ2x1LmNvLnVrLw&guce_referrer_sig=AQAAADOBupzabeQ-oNTulDHkJT6kcWv5qk0Lb14d8vNzyPdIdJZwYU_zWKeB1-thKo_kbHFCEqbvMlcna9-O-vWAV02qoRPemq3qDCN0mK_YjNf3epoGco-oB7bn_TO6CTKb-Vw5Mo5kOjUYHVN8ZBb1A3CINCF14RTKKnqFOQrGiTO



July 29 at 10:22 AM

L. None of the above

Submit evidence where you have profiled the person/s in the last 18 months (For each option selected).

- A. Provide the date on which this profile was shared 20/06/19
- B. Provide the date on which this profile was shared 28/08/19
- C. Provide the date on which this profile was shared 27/03/19
- D. Provide the date on which this profile was shared 21/03/19
- E. Provide the date on which this profile was shared 14/07/19
- F. Provide the date on which this profile was shared 06/08/19
- G. Provide the date on which this profile was shared 28/08/19
- H. Provide the date on which this profile was shared 21/07/19
- I. Provide the date on which this profile was shared 17/05/19
- J. Provide the date on which this profile was shared 07/05/19
- K. Provide the date on which this profile was shared 28/07/19

The following questions are 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
No ✓

Describe the training, programmes and/or resources (Max 500 words).

**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.

- A. Bi equality
- B. Trans equality

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.

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.

A. Reverse mentoring opportunities for board level employees

Pride SNG had the opportunity to address board level employees at People Committee on 9th May 2019. At this meeting the group were able to highlight specific issues that affect LGBT people and aimed to gain high level support for DVSA's submission to the workplace equality index. As a direct result of this meeting, [REDACTED] (Operations Director, North) decided to take the opportunity to do some reverse mentoring with one of the pride members, after being impressed by their attitude and contribution to the meeting. [REDACTED] and [REDACTED] have had an initial meeting where they have discussed barriers to inclusion within the Operations Directorate and how [REDACTED] can help [REDACTED] to ensure that future decisions have inclusivity at the core. This meeting was an eye-opener for [REDACTED] and he learnt a lot.

[REDACTED] plans to attend a Pride SNG meeting on 5th December 2019 and possibly attend a Pride parade that [REDACTED] is directly involved in organising for further insight into the issues faced by LGBT staff.

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

The Stonewall Workplace Conference was advertised in the Corporate Senior Leader CSL Bulletin and Management Matters and posted onto Yammer for maximum exposure to encourage anyone interested to attend. Our reasoning being that if an employee doesn't know about the event they aren't going to be able to ask their manager if they can go on it.

Stonewall Workplace Conference – Manchester, 27 September 2019

This year's [Stonewall Workplace Conference](#) takes place in Manchester on 27 September. Aimed at senior leaders, HR and diversity professionals, employee network groups, and LGBT staff and allies, the conference includes 12 CPD-accredited sessions.

Led by inclusion specialists, these cover the latest best practice on LGBT workplace inclusion and key topics from the Stonewall Workplace Equality Index.

Please share the conference details with relevant members of your team, who may be interested in attending to support their role or personal development.

If anyone in your team would like to attend, please email [\[redacted\]](#).

C. Other

Each SNG has a Champion, ours is [\[redacted\]](#) Director of People, Communications and Engagement. He attends some of our meetings and advises the Board of any issues we feel they need to be aware of.

D. None of the above

Describe each option selected (Max 200 words per option)

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.

A. Communicated a strong message on sexual orientation equality

We published an article, to promote and endorse DVSA's attendance at Manchester Pride – and our commitment to sexual orientation equality. Message available to all 4500 colleagues, across a range of channels.

We explained our commitment to building a diverse and inclusive workforce, which represents the communities we serve. At Manchester Pride we promoted DVSA and its people policies, which are LGBT+ inclusive to all employees.

We outlined that people perform better when they bring the best of themselves to work. Featuring in the parade promoted our Civil Service ambition to be the UK's most inclusive employer by 2020, and attract new and diverse recruits.

We thanked DVSA staff who gave their time voluntarily to fly the DVSA flag. At Pride, we were able to chat with hundreds of visitors and promote the agency as an employer of choice.

We recognised that our staff network groups continue to make a positive difference in making DVSA a great place to work. By attending Pride we publicly declared we want our people to work in a positive culture, to deliver the services

that our customers need. One of our board members thanked staff who gave their time and supported Manchester Pride in 2019.

- 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
- J. Other
- K. None of the above

Describe each option selected (Max 200 words per option). Please include specific dates or time periods. 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.

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.

- A. Reverse mentoring opportunities for senior management level employees
 - B. Promote LGBT specific conferences or seminars to senior management level employees
- The Stonewall Workplace Conference was advertised in the Corporate Senior Leader CSL Bulletin and Management Matters and posted onto Yammer for maximum exposure to encourage anyone interested to attend. Our reasoning being that if an employee doesn't know about the event they aren't going to be able to ask their manager if they can go on it.

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Led by inclusion specialists, these cover the latest best practice on LGBT workplace inclusion and key topics from the Stonewall Workplace Equality Index.

Please share the conference details with relevant members of your team, who may be interested in attending to support their role or personal development.

If anyone in your team would like to attend, please email [a \[REDACTED\]](#)

- C. Other
- D. None of the above

Describe each option selected (Max 200 words).

5.4 In the past year, which of the following activities have senior management 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.

A. Communicated a strong message on sexual orientation equality

May 17 at 9:13 AM from iPhone

Today is International Day Against Homophobia, Transphobia and Biphobia, it seeks to draw attention to the continued violence, discrimination and repression of LGBT communities worldwide.

As a gay man, a senior leader and as a parent never have I felt more proud of who I am and yet aware of how privileged I am compared to many LGBT across the world. No-one should have to feel grateful to live a life free from discrimination, violence or repression, these are basic human rights and I'm also proud to say DVSA is an inclusive and supportive environment for me and my LGBT colleagues 🇬🇧

#idahobit #pride #lovewins #itgetsbetter

- [Attached image: No description set. Image Today at 09:05:50.JPG Click to open full-page preview.](#)

Seen by 663

1 share

5. [topic:Itgetsbetter](#)

6. [topic:Lovewins](#)

- B. Communicated a strong message on trans equality
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- F. Spoken at an external LGBT event
- G. Engaged with the board to discuss LGBT equality
- H. Reviewed and/or approved an LGBT inclusion strategy
- I. Attended an external LGBT event, for example Pride **Manchester Pride – Laura Great-Rex**
- J. Mentored or coached other senior leaders
- K. Other
- L. None of the above

Describe each option selected (Max 200 words per option). Please include specific dates or time periods. 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.

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.

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 ✓

No

Copy and paste the question/s you ask and options staff can select (Max 500 words).

We encourage employees to keep their personal details up to date on the Shared Services Portal, but cannot force them to do so. We request basic personal details, Name, DoB, Religion, Ethnic Origin, Nationality.

Items affecting LGBTI staff are:

Sexual Orientation – Options available:

Bisexual

Gay Man

Gay Woman/Lesbian

Heterosexual/Straight

Other

Prefer not to say

Gender: - Options available:

Male

Female

Marital Status – Options available:

Civil Partnership

Divorced

Married

Separated

Single

Widowed

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 ✓

No

Copy and paste the question/s you ask and options staff can select (Max 500 words).

As part the application process diversity information is gathered on all candidates if they wish to provide it, this is gathered through the recruitment system Oleeo.

Diversity Monitoring

We know that we deliver better services when our workforce reflects the full range of backgrounds and experiences in the society we serve.

To continue to do this we need your help in filling out a short monitoring form.

None of the information you provide will be visible as part of your application. It will only be used anonymously to monitor the inclusivity of our selection processes.

You can select 'prefer not to say' if you would rather not answer any question.

Your gender:

Man
 Woman
 Prefer to self describe
 Prefer not to disclose

Describe your gender

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 ✓
 No

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

Directorate

All

Date Filter

05/09/201804/09/2019

Grade Filter

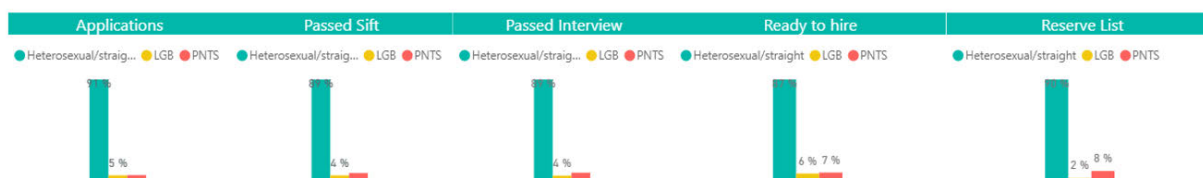
All

Diversity - Sexual Orientation

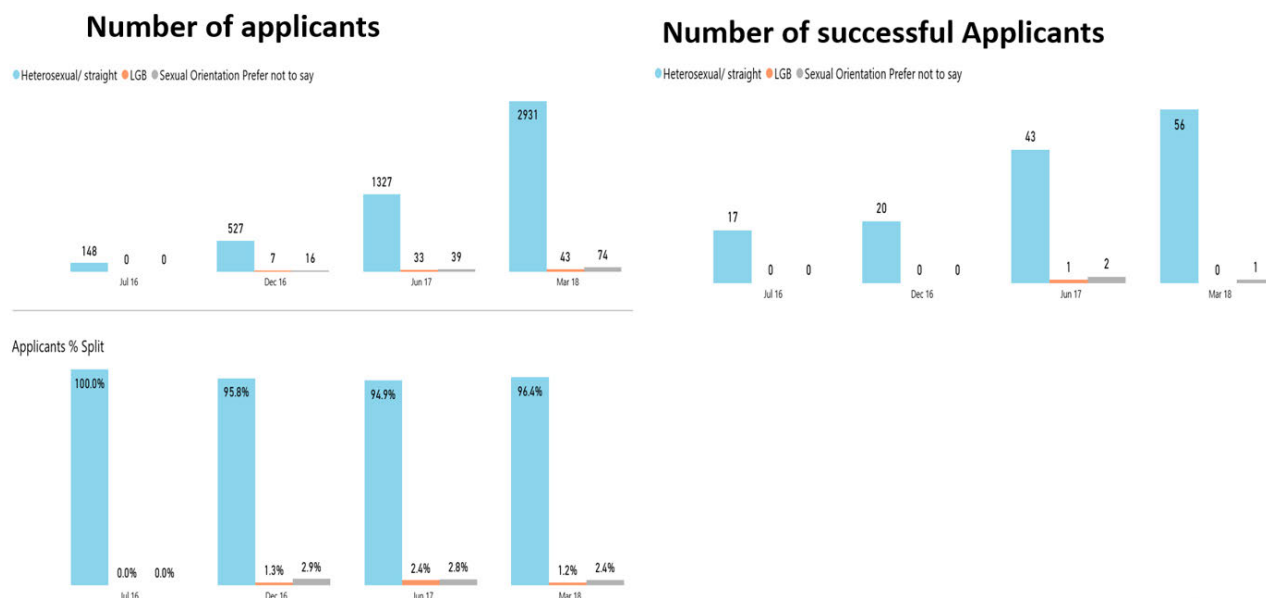
...



N/R will be shown if the applicable figures are displaying as less than 10. (PNTS is Prefer not to say)



Sexual Orientation



7

Describe who the analysis is seen by and action taken (Max 500 words).

The information is in the public domain on Gov.uk

Any actions from the results are taken by the senior HR team ED&I specialist and the Resourcing Specialist and the agencies People Committee.

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

Yes ✓

No



DVSA Equality Monitoring Storyboard 2017-18

This storyboard contains an analysis of the diversity of DVSA staff for 2017/18. The objectives of the analysis were to:

- ▶ summarise the diversity characteristics of staff and applicants;
- ▶ compare the diversity of DVSA staff with the diversity of the local working-age populations;
- ▶ identify differences between diversity groups within DVSA; and
- ▶ highlight any changes since previous years.

This storyboard was prepared by the In House Analytical Consultancy in the Department for Transport, and sits alongside the Department for Transport's "Diversity and Inclusion strategy 2017-2021 – Different People. One Team. The D&I strategy is [published on GOV.UK](#). The strategy explains how we use the data in our Equality Monitoring reports and from other sources such as staff surveys, to develop interventions that will make a difference to how included our people feel at work. The strategy is based on five goals which include increasing the representation of underrepresented groups in all professions and grades including the senior civil service and attracting and nurturing diverse talent. It sets our aspiration to be one of the most inclusive departments in the Civil Service.

In House Analytical Consultancy



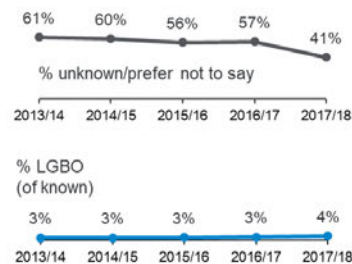
Sexual orientation

Context

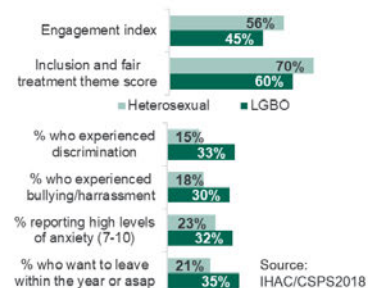
This year, for the first time, over half of staff have declared their sexual orientation. Of those, 4% declared themselves to be LGBO.



The proportion of staff who had not declared their sexual orientation dropped in the past year.



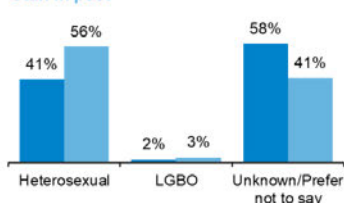
People Survey 2018



Leavers

The proportion of leavers with unknown sexual orientation was higher than expected (58%); however, this characteristic was correlated with other unknowns and therefore may generally represent leavers who failed to declare their diversity details.

Proportion of staff Leavers



Other analysis

Where analysis was possible, no significant differences were found in analysis of the following by sexual orientation:

- ▶ likelihood of having taken sickness absence last year, nor how many days were taken;
- ▶ likelihood of having recorded training, nor how many days were recorded;
- ▶ success at each recruitment stage;
- ▶ performance management; or
- ▶ promotions.



Describe who the analysis is seen by and action taken (Max 500 words).

This information is shared with [REDACTED] (Head of HR – DVSA) and is seen by the senior HR leadership team at DfT.

Any actions from the results are taken by the senior HR team ED&I specialist and the Resourcing Specialist and the agencies People Committee.

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 ✓

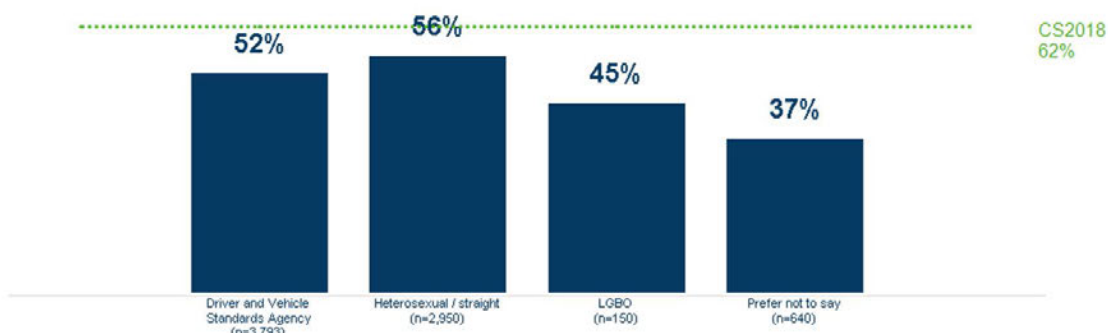
No

Upload the most recent staff satisfaction data.

ENGAGEMENT BY SEXUAL ORIENTATION



Commentary text can
be added here



Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

2018

ENGAGEMENT QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

● 10% points or more above DVSA Overall

● 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Engagement Index	52%	56%	45%	37%
B47. I am proud when I tell others I am part of DVSA	49%	54%	46%	26%
B48. I would recommend DVSA as a great place to work	39%	44%	34%	19%
B49. I feel a strong personal attachment to DVSA	39%	44%	35%	19%
B50. DVSA inspires me to do the best in my job	36%	41%	30%	16%
B51. DVSA motivates me to help it achieve its objectives	33%	38%	25%	14%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

MY WORK QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

● 10% points or more above DVSA Overall

● 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Theme: My work	63%	67%	57%	48%
B01. I am interested in my work	85%	88%	79%	74%
B02. I am sufficiently challenged by my work	75%	78%	66%	64%
B03. My work gives me a sense of personal accomplishment	69%	74%	63%	51%
B04. I feel involved in the decisions that affect my work	39%	43%	36%	22%
B05. I have a choice in deciding how I do my work	48%	52%	43%	31%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

ORGANISATIONAL OBJECTIVES AND PURPOSE QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

- 10% points or more above DVSA Overall
- 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Theme: Organisational objectives and purpose	69%	74%	65%	51%
B06. I have a clear understanding of DVSA's objectives	66%	71%	62%	48%
B07. I understand how my work contributes to DVSA's objectives	72%	76%	67%	54%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

MY MANAGER QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

- 10% points or more above DVSA Overall
- 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Theme: My manager	63%	66%	63%	48%
B08. My manager motivates me to be more effective in my job	63%	67%	66%	45%
B09. My manager is considerate of my life outside work	75%	78%	74%	62%
B10. My manager is open to my ideas	71%	74%	70%	58%
B11. My manager helps me to understand how I contribute to DVSA's objectives	59%	63%	59%	42%
B12. Overall, I have confidence in the decisions made by my manager	66%	70%	67%	48%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

MY MANAGER QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

- 10% points or more above DVSA Overall
- 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Theme: My manager	63%	66%	63%	48%
B13. My manager recognises when I have done my job well	72%	75%	73%	60%
B14. I receive regular feedback on my performance	65%	68%	65%	56%
B15. The feedback I receive helps me to improve my performance	58%	62%	59%	41%
B16. I think that my performance is evaluated fairly	58%	63%	59%	40%
B17. Poor performance is dealt with effectively in my team	40%	43%	40%	27%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

MY TEAM QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

- 10% points or more above DVSA Overall
- 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Theme: My team	70%	73%	67%	60%
B18. The people in my team can be relied upon to help when things get difficult in my job	80%	82%	73%	72%
B19. The people in my team work together to find ways to improve the service we provide	72%	74%	70%	63%
B20. The people in my team are encouraged to come up with new and better ways of doing things	60%	63%	58%	45%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

LEARNING AND DEVELOPMENT QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

- 10% points or more above DVSA Overall
- 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Theme: Learning and development	42%	46%	42%	27%
B21. I am able to access the right learning and development opportunities when I need to	54%	58%	52%	38%
B22. Learning and development activities I have completed in the past 12 months have helped to improve my performance	40%	44%	41%	25%
B23. There are opportunities for me to develop my career in DVSA	38%	42%	37%	23%
B24. Learning and development activities I have completed while working for DVSA are helping me to develop my career	37%	41%	38%	21%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

INCLUSION AND FAIR TREATMENT QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

- 10% points or more above DVSA Overall
- 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Theme: Inclusion and fair treatment	65%	70%	60%	47%
B25. I am treated fairly at work	69%	74%	60%	49%
B26. I am treated with respect by the people I work with	80%	83%	77%	67%
B27. I feel valued for the work I do	51%	56%	46%	31%
B28. I think that DVSA respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)	62%	67%	56%	41%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

RESOURCES AND WORKLOAD QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

- 10% points or more above DVSA Overall
- 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Theme: Resources and workload	64%	68%	61%	49%
B29. I get the information I need to do my job well	58%	63%	57%	38%
B30. I have clear work objectives	72%	76%	69%	58%
B31. I have the skills I need to do my job effectively	83%	85%	80%	72%
B32. I have the tools I need to do my job effectively	64%	68%	62%	50%
B33. I have an acceptable workload	52%	56%	45%	37%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

RESOURCES AND WORKLOAD QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

- 10% points or more above DVSA Overall
- 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Theme: Resources and workload	64%	68%	61%	49%
B34. I achieve a good balance between my work life and my private life	58%	62%	56%	40%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

PAY AND BENEFITS QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

● 10% points or more above DVSA Overall

● 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Theme: Pay and benefits	17%	19%	16%	7%
B35. I feel that my pay adequately reflects my performance	15%	17%	15%	7%
B36. I am satisfied with the total benefits package	21%	24%	19%	9%
B37. Compared to people doing a similar job in other organisations I feel my pay is reasonable	14%	16%	15%	6%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

LEADERSHIP AND MANAGING CHANGE QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

● 10% points or more above DVSA Overall

● 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Theme: Leadership and managing change	30%	34%	28%	15%
B38. Senior managers (Directors, G6s and G7s) in DVSA are sufficiently visible	33%	36%	34%	20%
B39. I believe the actions of senior managers (Directors, G6s and G7s) are consistent with DVSA's values	32%	36%	29%	16%
B40. I believe that the Board has a clear vision for the future of DVSA	37%	41%	30%	20%
B41. Overall, I have confidence in the decisions made by DVSA's senior managers (Directors, G6s and G7s)	28%	32%	25%	12%
B42. I feel that change is managed well in DVSA	24%	27%	26%	11%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

LEADERSHIP AND MANAGING CHANGE QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

● 10% points or more above DVSA Overall
● 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Theme: Leadership and managing change	30%	34%	28%	15%
B43. When changes are made in DVSA they are usually for the better	25%	29%	21%	12%
B44. DVSA keeps me informed about matters that affect me	44%	49%	41%	26%
B45. I have the opportunity to contribute my views before decisions are made that affect me	23%	26%	19%	10%
B46. I think it is safe to challenge the way things are done in DVSA	28%	31%	28%	14%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

TAKING ACTION QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

● 10% points or more above DVSA Overall
● 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Theme: Taking action	26%	30%	25%	13%
B52. I believe that senior managers (Directors, G6s and G7s) in DVSA will take action on the results from this survey	29%	33%	28%	14%
B53. Where I work, I think effective action has been taken on the results of the last survey	23%	26%	23%	12%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

ORGANISATIONAL CULTURE QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

- 10% points or more above DVSA Overall
- 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=840)
Theme: Organisational culture	62%	67%	55%	43%
B54. I am trusted to carry out my job effectively	82%	86%	74%	66%
B55. I believe I would be supported if I try a new idea, even if it may not work	53%	58%	47%	34%
B56. In DVSA, people are encouraged to speak up when they identify a serious policy or delivery risk	51%	56%	45%	29%
B57. I feel able to challenge inappropriate behaviour in the workplace	60%	65%	52%	41%
B58. DVSA is committed to creating a diverse and inclusive workplace	66%	71%	58%	46%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

LEADERSHIP STATEMENT QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

- 10% points or more above DVSA Overall
- 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=840)
Theme: Leadership statement	46%	50%	46%	27%
B59. Senior managers (Directors, G6s and G7s) in DVSA actively role model the behaviours set out in the Civil Service Leadership Statement	33%	38%	29%	15%
B60. My manager actively role models the behaviours set out in the Civil Service Leadership Statement	58%	63%	62%	39%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

CIVIL SERVICE VISION QUESTIONS BY SEXUAL ORIENTATION



Scores in the table
below are % positive

- 10% points or more above DVSA Overall
- 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Theme: Civil Service vision	44%	48%	45%	29%
B61. I am aware of the Civil Service vision for 'A Brilliant Civil Service'	48%	51%	50%	35%
B62. I understand how my work contributes to helping us become 'A Brilliant Civil Service'	40%	45%	40%	23%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

WELLBEING QUESTIONS BY SEXUAL ORIENTATION



W01-03: % positive
W04: % negative

- 10% points or more above DVSA Overall
- 10% points or more below DVSA Overall

○ Within 10% points of DVSA Overall

	Driver and Vehicle Standards Agency (n=3,793)	Heterosexual / straight (n=2,950)	LGBO (n=150)	Prefer not to say (n=640)
Theme: Wellbeing	59%	62%	56%	45%
W01. Overall, how satisfied are you with your life nowadays?	61%	64%	59%	45%
W02. Overall, to what extent do you feel that the things you do in your life are worthwhile?	66%	69%	61%	51%
W03. Overall, how happy did you feel yesterday?	60%	63%	56%	45%
W04. Overall, how anxious did you feel yesterday?	33%	31%	37%	40%

Please note that groups with fewer than ten respondents will not be displayed

Driver & Vehicle Standards Agency

For questions W01, W02 and W03 the percent positive is the proportion answering 7, 8, 9 or 10 to each question.

For question W04 the percent negative is the proportion answering 6, 7, 8, 9 or 10 to the question.

In general, scores highlighted in green mean that demographic is doing better than the average. However, the reverse is true for scores relating to W04 - where higher than average scores actually relate to higher levels of anxiety.

Describe who the analysis is seen by and action taken (Max 500 words).

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.

90-100%
80-89% ✓
70-79%
60-69%
50-59%
Under 50%
We do not monitor

Upload reports or data demonstrating the declaration rate.

Sexual Orientation	HC	DVSA %
Heterosexual	2786	58.88%
Gay Man	40	0.85%
Lesbian	32	0.68%
Bisexual	25	0.53%
Other	26	0.55%
Prefer not to say	1035	21.87%
Left blank	788	16.65%
Grand Total	4732	100.00%

Provide a brief description of the report you have uploaded (Max 200 words).

The report is gathered from information held on our HR Shared Services System

The business is reliant on staff to declare their diversity characteristics themselves i.e. these are not populated by HR from application forms or other sources.

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.

90-100%
80-89%
70-79%
60-69%
50-59%
Under 50%
We do not monitor ✓

Upload reports or data demonstrating the declaration rate.

Provide a brief description of the report you have uploaded (Max 200 words).

The following question is not scored.

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

Yes
No ✓

Describe who the analysis is seen by and what action is taken (Max 500 words).

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.

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
No

Describe the role or team responsible for procurement (Max 200 words).
Describe the diversity and inclusion training or guidance they receive (Max 500 words).

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.

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

From the Department for Transport Conditions of Contract for Services:

D3.1 The Contractor shall not unlawfully discriminate either directly or indirectly or by way of victimisation or harassment against a person on such grounds as race, colour, ethnic or national origin, disability, sex or sexual orientation, gender reassignment, marriage and civil partnerships, pregnancy and maternity, religion or belief, or age and without prejudice to the generality of the foregoing the Contractor shall not unlawfully discriminate within the meaning and scope of the Sex Discrimination Act 1975, the Race Relations Act 1976 (as updated by the Race Relations (Amendment) Act 2000, the Equal Pay Acts 1970 and 1983, the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (Amendment) Act 2005), the Employment Equality (Sexual Orientation) Regulations 2003, the Employment Equality (Religion or Belief) Regulations 2003, the Employment Equality (Age) Regulations 2006, the Equality Act 2010, the Human Rights Act 1998 or other relevant or equivalent legislation, or any statutory modification or re-enactment thereof.
D3.2 The Contractor shall take all reasonable steps to secure the observance of clause D3.1 by all Staff, suppliers and sub-contractors.

B. Whether the potential supplier has equality training which is explicitly inclusive of sexual orientation and gender identity
C. None of the above

Describe the options selected below (Max 500 words per option).

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.

- 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
- C. None of the above

Describe the options selected below (Max 500 words per option).

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.

- A. Joint LGBT diversity and inclusion training
- B. Invite suppliers' employees to take part in LGBT employee network group events
- C. Joint community outreach projects targeting LGBT people
- D. Share best practice and policy around LGBT inclusion

Following our feedback session we engaged with our Procurement department who are very positive about helping us to improve our score in this area. To date we have designed a leaflet (below) that will be sent to prospective suppliers.

Equality, Diversity & Inclusion at DVSA

Helping you through a lifetime of safe driving

Helping you keep your vehicle safe to drive

Protecting you from unsafe drivers and vehicles

DVSA Equality, Diversity & Inclusion Ambitions		
<p>Promoting equality of Opportunity</p> <p>DVSA is striving to become an organisation that wants to remove all known barriers for our staff and their career development and for the public so that they can receive accessible and professional services irrespective of their background or diversity identity.</p>	<p>Valuing diversity</p> <p>We're an organisation with fairness at its core, where all staff and their diversity are valued.</p> <p>By making sure our workforce reflects the wider population, we're better able to meet the needs of our diverse customer base.</p>	<p>Inclusive behaviours</p> <p>DVSA is committed promoting equality and valuing diversity in the recruitment and support for our staff and in the delivery of our services to the public.</p>
Working for DVSA		

We expect all DVSA staff to be treated with respect and dignity at work.

- provide a workplace where our people are engaged in their work
- be an inclusive, supportive employer with a workforce that reflects the communities we serve
- be a forward-thinking organisation that welcomes innovative ideas and empowers staff to make the right decisions
- be a place where people are actively encouraged and supported in their learning
- be a digitally enabled and data driven organisation whose people embrace change and continuous improvement

Working with DVSA

We expect all DVSA contractors to...

- Reflect the DVSA equality diversity and inclusion ambitions
- Treat all DVSA customers with respect & dignity irrespective of their gender, age, sexual orientation, disability status, gender identity, religion or belief, race or marital status.
- Have robust policies and procedures to tackle inappropriate behaviours with their staff and with our customers.
- Challenge homophobic, biphobic, transphobic, racist or sexist comments from staff, customers or the general public.



E. None of the above

Describe the options selected below (Max 500 words per option). Please include specific dates or time periods.

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.

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. 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

No

Describe the activity (Max 500 words).

DVSA made use of different social media platforms to promote our commitment to LGBT+ equality. We utilised the expertise of our internal and external communications colleagues to capture and share the agency's involvement in the Manchester Pride event. Internally we used our own YAMMER platform to encourage staff to attend the event and to communicate why the agency is involved – benefits to the business corporate objectives. We worked closely with our external communications colleagues to ensure that our presence at the events was communicated to external audiences to demonstrate that DVSA is committed to LGBT equality not just in terms of our recruitment ambitions but also in the delivery of our core services to members of the public.

Upload two screenshots of social media activity.

Twitter:

Tweets

Tweets & replies

Media

Likes

1

3

7



Driver & Vehicle Standards Ag... · 3d

We're delighted to be taking part in the [#ManchesterPride](#) parade tomorrow. We're also at the Expo in the Gay Village all weekend so come along and say hello. [#pride](#) [#happypride](#) [#loveislove](#) [#Manchester](#)



1

9



Driver & Vehicle Standards Ag... · 3d

Tweets Tweets & replies Media Likes

2 1



Driver & Vehicle Standards Ag... · 2d

Morning [#ManchesterPride](#) We're at the expo in the gay village all day today. Come down and say hello and see how we keep you safe on Britain's roads. [#pride](#)
[#bringyourwholeselftowork](#)
[#manchesterpride2019](#) [#Manchester](#)
[#LovesLove](#)

3 4 9



Driver & Vehicle Standards Ag... · 2d

If you receive a letter about a safety recall on your vehicle you should always follow

Tweets

Tweets & replies

Media

Likes



4

15

36



Driver & Vehicle Standards Ag... · 2d

DVSA is committed to building a diverse and inclusive workforce. Great to take part in the [#ManchesterPride](#) parade and to meet so many fantastic people, including the mayor. Have a great evening [#Manchester](#) See you tomorrow. [#manchesterside2019](#) [#Pride](#)

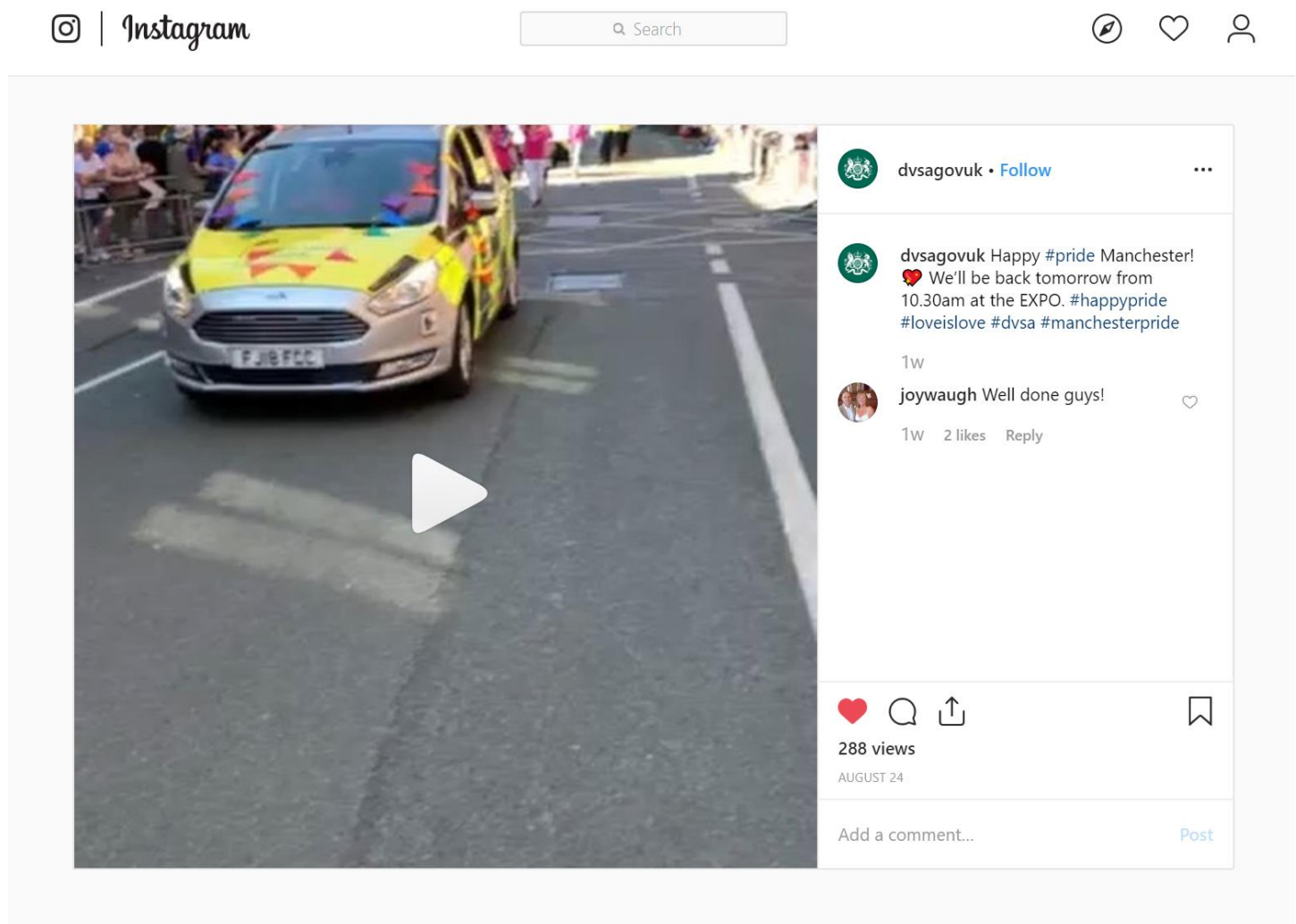


Driver & Vehicle Standards Ag... · 2d

Thinking about becoming a driving instructor? Check our step by step guide

Instagram:

<https://www.instagram.com/p/B1ji2OunNI3/?igshid=la8ek3mfj475>



DVSAnet:

[Driver & Vehicle Standards Agency](#) > [News](#) > We are proud: DVSA colleagues at Manchester Pride



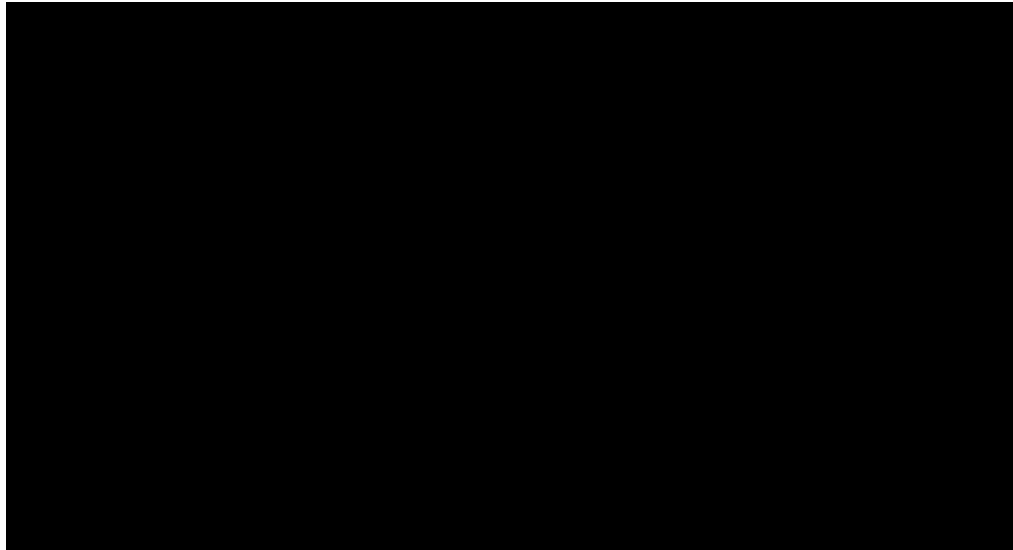
We are proud: DVSA colleagues at Manchester Pride

We are proud: DVSA colleagues at Manchester Pride

27 August 2019

The Manchester Pride Parade took place over the bank holiday weekend, welcoming hundreds of thousands of visitors to the city to witness this world-leading celebration of LGBT+ life.

A team of volunteers, members, friends and allies from DVSA's Pride staff network group took part in the event, flying the DVSA flag during the festival's famous parade on Saturday afternoon. [Take a look at their video coverage](#) on Instagram.



Pride members Nick Spruce, John Caradine and Brian Ashley-Faulkner take a breather

The parade features over 150 entries and 10,000 walking participants and floats from a wide range of businesses and community groups. Our DVSA team were joined by one of our Enforcement vehicles, to help provide welcome relief for tired feet!

In DVSA we're committed to building a diverse and inclusive workforce, which represents the communities we serve – and Manchester Pride was a great opportunity to promote DVSA and its people policies, which are LGBT+ inclusive to all employees.

We know that people perform better when they can bring the best of themselves to work, and featuring in the parade not only helped us promote our Civil Service ambition to be the UK's most inclusive employer by 2020, but also attract new and diverse recruits to the agency.

██████████, Director of Enforcement, said:

"I'd like to thank those DVSA Pride members and staff – all 16 of them – who gave their time voluntarily over the weekend, to fly the DVSA flag. By taking part in the parade and hosting a stall, our staff were able to chat with hundreds of visitors to this famous event, and promote the agency as an employer of choice.

"I'm proud of the work that all our staff network groups do to promote equality, diversity and inclusion in our workplace, to help us all understand better the issues faced by those who share protected characteristics.



DVSA colleagues in the big parade

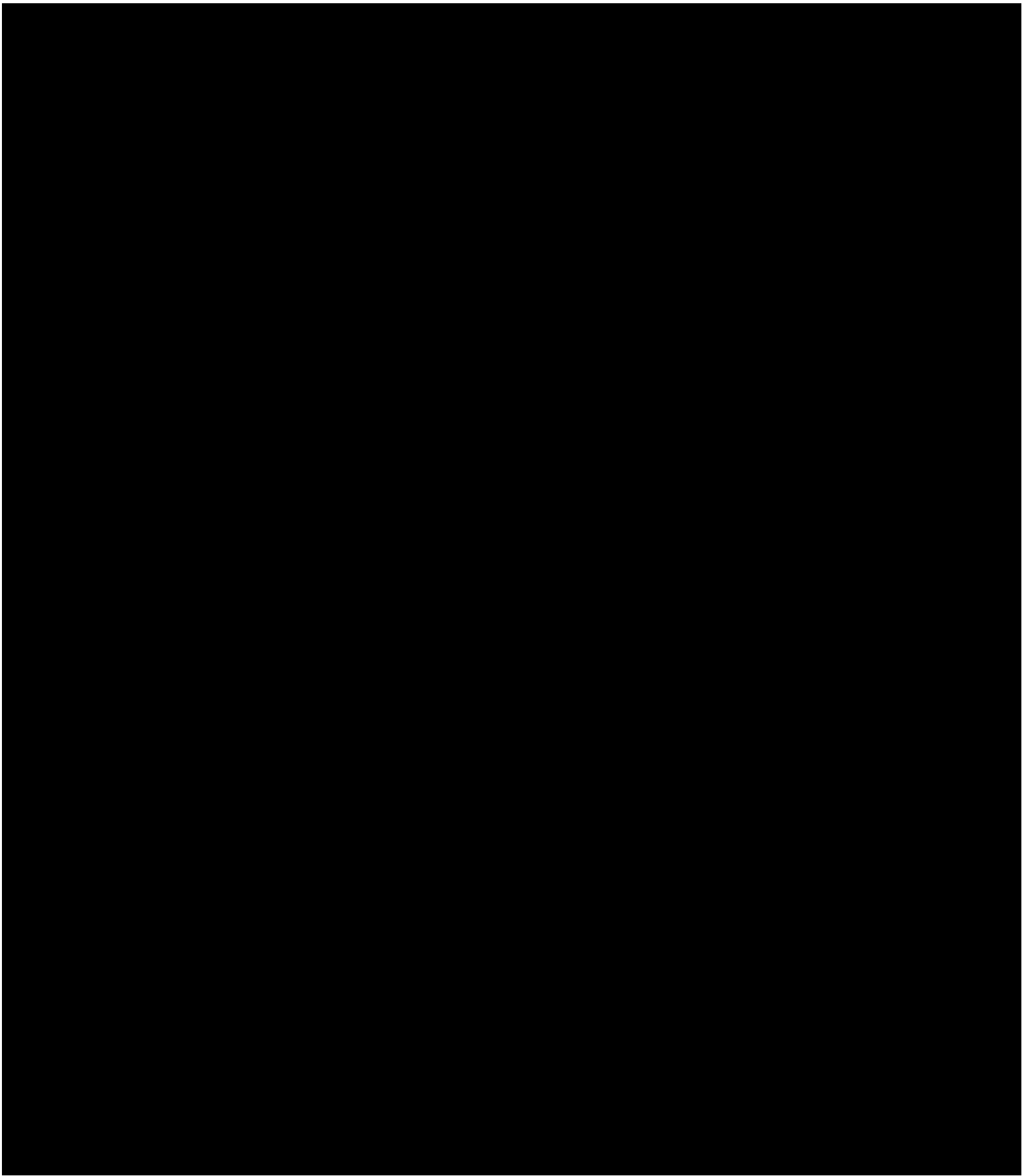
“Our staff network groups continue to make a real and positive difference, and play a big role in making DVSA a great place to work. With Pride flying the DVSA flag at Manchester’s famous festival this year, we’re making a public declaration that we want our people to work in a positive culture, and be able to deliver the services that our customers need. Thank you again to our staff who gave their time and supported Manchester Pride this year”.

Find out more and share your views

- Spend a few minutes [sharing your diversity data](#) on Shared Services
- Take part in the [Stonewall Workplace Equality index](#) – short survey open to all employees
- Learn about our [Staff Network Groups](#)
- Join the conversation on [Yammer](#)
- Read more:
 - [LGBT+ Pride month](#)
 - [Why I became an ally for Pride](#)
 - [What volunteering means for me](#)

A great place to work

Like this8



Provide the date of the activity for both screenshots.

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.

- 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
- F. None of the above ✓

Describe each option selected (Max 250 words per option). Please include specific dates or time periods.

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
No ✓

Please include specific dates or time periods.
Name the organisation/s you collaborated with (Max 200 words).
Describe the collaboration or initiative (Max 500 words).
Describe the impact of the collaboration or initiative (Max 500 words).

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.

Yes
No ✓

Describe the activity and impact (Max 500 words). Please include specific dates or time periods.

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.

- A. Bi equality
- B. Trans equality

Upload screenshots of social media activity.
Provide dates of the two activities.

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. 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 ✓
- B. Public or third sector non-service provision
- C. Private sector with customers
- D. Private sector with clients

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 ✓

No

Describe the process by which you examined the service user journey (Max 500 words). Please include specific dates or time periods. **November 2016**

There have been a couple of amendments to procedures to help customers who were undergoing or had a change of gender and name.

1. The changes to procedure were implemented after a few reported incidents of a male candidates name being called for test when they were presenting as female or visa versa, which caused embarrassment to the candidate and examiner.
2. DVSA have also looked at the option of putting a 'preferred name' on the application form for those who have not legally changed the details on their driving licence, because they are still within the transitioning period.

Describe the outcome and impact (Max 500 words). Please include specific dates or time periods. **January 2017**

1. When applying for a practical test (of any category) there is now the option to put the title of 'Mx' to avoid having to specify their gender or for those who do not identify as male or female. This will now appear on the examiner's journal, the schedule of work/candidates for the day.
2. This has been put on hold because it is thought likely that the option would be used by candidates who simply want to use a nickname or an abbreviated version of their full name, e.g. Elizabeth to Liz, Thomas to Tom, Shippers etc.

A change was made to the DT1, the Standard Operating Procedure for Driving Examiners to reflect this:

Change of name or gender

If the candidate's name or gender differs from the details on the journal or their driving licence, the examiner needs to discretely establish their identity. If the examiner is satisfied that the identity of the candidate is correct the test can continue without the need to see any supporting evidence such as a marriage certificate, divorce papers, deed poll or a gender reassignment certificate. However, if the identity of the candidate can't be established the test can't proceed. In this instance advise the candidate to visit the GOV.UK website at www.gov.uk/change-name-driving-licence which covers changing the name or gender on the driving licence

In all instances of a change of name or gender the ADLI route cannot be used.

ADLI = Automatic Driving Licence Issue. The examiner takes the licence off a successful candidate and they receive their new full licence in the post without them having to do anything.

It cannot be used if a candidate has any changes to their details, including gender, name or address.

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

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

- A. Assess whether LGBT people are accessing your services
- B. Assess the satisfaction of your LGBT service users in comparison to other groups
- C. None of the above

Describe the options selected (Max 500 words per option).
Upload analysis reports for options selected.

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
- No

Describe the consultation process (Max 500 words). Please include specific dates or time periods.
Describe the outcome and how services were tailored to the needs of LGBT people (Max 500 words). Please include specific dates or time periods.

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. Content should explicitly cover all LGBT identities.

- A. 76 - 100 per cent
- B. 51 - 75 per cent ✓
- C. 26 - 50 per cent
- D. 1 - 25 per cent
- E. No training completed

Describe how you estimate completion rates (Max 500 words).

The DVSA have a Workforce Planning Team that manage all our recruitment and workforce planning. The team work in partnership with the Dept for Transport Resourcing Group who manage a shared recruitment process for all agencies across the dept. the team also work with the training solutions team who manage the training requirements for all staff with recruitment responsibilities. The training solutions team cross-reference the names with recruitment responsibilities with the data as to whether they have completed the necessary training to be members of a recruiting panel, the two key courses are:

Describe the format of the training and the content you have uploaded (Max 500 words).
[Unconscious Bias training](#)

Research shows that unconscious bias – being biased in ways that you’re not even aware of – is just as big a problem as conscious bias towards people who may be different to ourselves. Biased decision-making has no place in any modern, progressive organisation. The training considers and reflects on different identities including gender, gender identity, sexual orientation, race, disability status etc.

The online topic introduces staff to techniques for challenging, preventing and removing issues of unconscious bias in the workplace. This helps staff develop strategies for overcoming their own biases and that of their colleagues. After completing the topic, staff are able to:

- explain how unconscious bias affects individual judgement and decision-making
- challenge their own prejudices and stereotypes
- spot biases in action and have the confidence to challenge colleagues’ actions and behaviours

At a recent Pride SNG meeting we were given a presentation and asked in turn to then present it to our teams back at our test centres. I had initial concerns as we have a few colleagues there who are disengaged for this cause. People who have never considered what it would be like to walk a day in an LGBT+ persons shoes. Concerns to one side I took on this challenge as I feel that if I reach just one person it would be worth it. I asked my manager and it was agreed that I could utilise our corporate connectivity hour. I asked everyone to gather around the computer and proceeded to explain Who We Are and What We Do. I covered various LGBT+ statistics within the workplace, our objectives for the year and shared my personal story of coming out and the differences between my gay life compared to their heterosexual ones.

Upload training content.

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 ✓

No

Describe the reach of the communication (Max 500 words). Please include specific dates or time periods. DVSA made use of different social media platforms to promote our commitment to LGBT+ equality. We utilised the expertise of our internal and external communications colleagues to capture and share the agency’s involvement in the Manchester Pride event. Internally we used our own YAMMER platform to encourage staff to attend the event and to communicate why the agency is involved – benefits to the business corporate objectives. We worked closely with our external communications colleagues to ensure that our presence at the events was communicated to external audiences to demonstrate that DVSA is committed to LGBT equality not just in terms of our recruitment ambitions but also in the delivery of our core services to members of the public.

Upload an example communication.

WEI2020 Q8.1

Public or third sector with non-service provision

9B.1 In the past year, has the organisation promoted LGBT equality and diversity in its sector?

GUIDANCE: This can include at network-of-network forums and other D&I; initiatives and events.

Yes

No

Describe how the organisation has promoted LGBT equality in its sector (Max 500 words). Please include specific dates or time periods.

9B.2 In the past year, has the organisation encouraged partners to take part in diversity programmes or assessments?

GUIDANCE: 'Partners' here refer to other organisations which are not suppliers which the organisation might collaborate with.

Yes

No

Describe how the organisation has encouraged partners to take part in diversity programmes and initiatives (Max 500 words). Please include specific dates or time periods.

9B.3 In the past year, has the organisation invited partners to take part in in-house LGBT initiatives or events?

GUIDANCE: The events or initiatives should be organised and held by the organisation.

Yes

No

Describe how the organisation has invited partners to take part in in-house initiatives (Max 500 words). Please include specific dates or time periods.

Private sector with customers

9C.1 In the past 3 years, has the organisation examined the customer journey to ensure there are no barriers to LGBT people accessing products or services?

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

Yes

No

Describe the process by which you examined the customer journey (Max 500 words). Please include specific dates or time periods.

Describe the outcome and impact (Max 500 words). Please include specific dates or time periods.

9C.2 Does the organisation systematically monitor the number of LGBT related complaints made by customers?

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

Yes

No

Describe the process (Max 500 words).

Upload analysis report.

9C.3 Has the organisation consulted with LGBT customers in the past 3 years to tailor products to their needs?

GUIDANCE: The consultation should have involved all LGBT identities.

Yes

No

Describe the consultation process (Max 500 words). Please include specific dates or time periods.
Describe the outcome and how the product/service was tailored to the needs of LGBT people (Max 500 words). Please include specific dates or time periods.

9C.4 What percentage of frontline employees have been trained on reducing bias and discrimination towards LGBT customers? Tick 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 customers. 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. Training should explicitly cover all LGBT identities.

- A. 76 - 100 per cent
- B. 51 - 75 per cent
- C. 26 - 50 per cent
- D. 1 - 25 per cent
- E. No training completed

Describe how you estimate completion rates (Max 500 words).
Describe the format of the training and the content you have uploaded (Max 500 words).
Upload training content.

9C.5 In the past year, which of the following advertising opportunities has the organisation undertaken? Tick all that apply.

GUIDANCE: Advertisements can be online or in print.

- A. Included LGBT representation within mainstream adverts
- B. Targeted advertising through LGBT media
- C. None of the above

Describe the content uploaded (Max 500 words per option). Please include specific dates or time periods.
Upload the advertisements for the option selected. Please include specific dates or time periods.

Private sector with clients

9D.1 In the past year, has the organisation specifically prospected clients who are committed to LGBT equality and diversity?

GUIDANCE: Prospecting here refers to searching for or seeking potential clients who are committed to LGBT equality and diversity.

Yes
No

Describe the activity (Max 500 words). Please include specific dates or time periods.

9D.2 What percentage of employees who engage with clients have been trained on reducing bias and discrimination towards LGBT clients? Tick the completion rate for the training.

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

- A. 76 - 100 per cent
- B. 51 - 75 per cent
- C. 26 - 50 per cent
- D. 1 - 25 per cent
- E. No training completed

Describe how you estimate completion rates (Max 500 words).

Describe the format of the training and the content you have uploaded (Max 500 words).

Upload training content.

9D.3 In the past year, has the organisation invited clients to take part in in-house LGBT initiatives or events?

GUIDANCE: The events or initiatives should be organised and held by the organisation.

Yes
No

Describe the activity (Max 500 words). Please include specific dates or time periods.

9D.4 In the past year, has the organisation promoted LGBT equality and diversity in its sector?

GUIDANCE: This can include at network-of-network forums and other D&I; initiatives and events.

Yes
No

Describe the activity (Max 500 words). Please include specific dates or time periods.

9D.5 In the past year, has the organisation been promoted as LGBT inclusive when pitching for business?

GUIDANCE: Examples include displaying or talking about your LGBT diversity credential when pitching.

Yes
No

Describe the activity (Max 500 words). Please include specific dates or time periods.

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.

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 ✓
No

Describe the activity and impact (Max 500 words). Please include specific dates or time periods.

Developing the Transgender & Intersex Policy

The employee staff network were key participants in the development of the new transgender intersex and non binary policy. This involved providing research outcomes and liaison with a:gender, sourcing and sharing existing policies from other organisations for consideration and being an active member of the policy development working group. The network group also played the role of a critical friend to ensure none of the language was homophobic, biphobic and transphobic.

Project Pink Ceiling

The annual Civil Service staff survey and the DVSA staff profile allows for sexual orientation to be answered as “prefer not to say”. The number of prefer not to say responses implies that the agency operates not really knowing anything approaching the full extent of the orientation of our workforce. One reason for nondisclosure was considered by the LGBT+ staff network group to be a misplaced fear of negative career consequences. To counteract this, in part at least we embarked on Project Pink Ceiling beginning in June of this year.

Project Pink Ceiling has solicited information from the great, the good and the gay (LBT+ also approached) who are out and their static responses are being used to compile montages in leaflet format with images of the personalities and their associated statements. Some respondents have gone further such as Inga Beale who is putting together a video on the subject which we will have access to. The video footage can be used in communication formats different to the montage thus allowing us a higher strike rate.

The personalities involved range from actors, retired senior police officers, members of Parliament from both the Commons and the Upper House, chief executives of major businesses. We are now constantly on the look out for more high profile “Outs” to strengthen the message that “bringing your whole self to work” is important.

To date the static messages received from respondents make up a powerful collective statement to the workforce that declaring sexuality is no disadvantage to the individual, will allow their partners to become more included in the social life of work and for others may be a weight off their shoulders. It also has positive benefits for the DVSA in

understanding the make up of its workforce. So far the messages have been trialled on small groups of employees and the feedback has been more than encouraging.

The intention is to carry this forward throughout the DVSA so that the montage leaflets in paper and electronic form are used in our internal workshops, roadshows and at conferences. They can also be used in the run up to the annual staff survey to help promote a higher rate of declaration and to assist in dispelling the myth of The Pink Ceiling.