

[REDACTED]

From: [REDACTED]
Sent: 24 February 2022 15:01
To: [REDACTED]
Subject: RE: Comms for Top100 and Gold Status.

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

[REDACTED], Friday 1st April is already booked. Let's stay with your first option March 31st at 10am.

I can move the other meeting.

Thanks,
[REDACTED]

From: [REDACTED]
Sent: 24 February 2022 11:05
To: [REDACTED]
Subject: RE: Comms for Top100 and Gold Status.

Friday 1st at 10.00 is the alternative that suits better for us would that work for you

From: [REDACTED]
Sent: 24 February 2022 11:02
To: [REDACTED]
Subject: RE: Comms for Top100 and Gold Status.

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

Can we have a meeting in the afternoon? 2pm onwards?

Thanks,
[REDACTED]

From: [REDACTED]
Sent: 24 February 2022 10:58
To: [REDACTED]
Subject: RE: Comms for Top100 and Gold Status.

Hi [REDACTED]

Thanks for this. Does Thursday 31 March at 10.00 suit for the feedback meeting?

Regards
[REDACTED]

From: [REDACTED] >
Sent: 21 February 2022 13:05
To: [REDACTED]
Subject: Comms for Top100 and Gold Status.

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

I hope you are well.

Once again congratulations to you and your whole team for such great achievement on Workplace Equality Index. We appreciate the effort and the hard work that your organization does to ensure the LGBTQ+ equality at workplace. Your 2022 score is 123, your 2022 UK wide rank is 29, and you have achieved GOLD award.

Please, find the attached communication folders for your top 100 and gold status. The folders have badges, banners, and logos in different formats for all your social media and other platforms. You can use these to promote your achievement from 23rd of February.

I would also like to request a benchmarking meeting date/time after 20th of March. Please, do let me know when it is feasible for you to have a two- hour benchmarking meeting, and how many colleagues will be there to attend this meeting. I will share the report before our meeting.

Let me know if you have any questions.

Thank you,
[REDACTED]



[f stonewallscotland](#) [@stonewallscot](#) [@stonewalluk](#)

Registered in England and Wales: Stonewall Equality Ltd, 192 St John Street, London EC1V 4JY
Registration no 02412299 - VAT no 862 9064 05 - Reg Charity No 1101255 (England and Wales) and SC039681 (Scotland)
Registered with Fundraising Regulator



This e-mail is confidential and may contain privileged information. If you are not the addressee it may be unlawful for you to read, copy, distribute, disclose or otherwise use the information in this e-mail. If you are not the intended recipient please notify us immediately.

The Skills Development Scotland Co. Ltd. a company limited by guarantee registered in Scotland.
Registered Number: SC202659

Registered office:
Floor 1
Monteith House
11 George Square
Glasgow
G2 1DY

Tel: 0141 285 6000

This message is sent in confidence to the addressee only, and may contain legally privileged information. The contents of this message are not to be disclosed to anyone other than the addressee without SDS's formal permission. If you are not the addressee, please preserve this confidentiality, advise the sender about the error immediately, and delete the message.

No liability is accepted for viruses and it is your responsibility to scan any attachments.

Any views or other information in this message which do not relate to the business of SDS are not authorised by SDS and are not the views of SDS.

The Skills Development Scotland Co. Ltd. a company limited by guarantee registered in Scotland.
Registered Number: SC202659

Registered office:
Floor 1
Monteith House
11 George Square
Glasgow
G2 1DY

Tel: 0141 285 6000

This message is sent in confidence to the addressee only, and may contain legally privileged information. The contents of this message are not to be disclosed to anyone other than the addressee without SDS's formal

permission. If you are not the addressee, please preserve this confidentiality, advise the sender about the error immediately, and delete the message.

No liability is accepted for viruses and it is your responsibility to scan any attachments.

Any views or other information in this message which do not relate to the business of SDS are not authorised by SDS and are not the views of SDS.

This email message has been delivered safely and archived online by Mimecast.

[REDACTED]

From: [REDACTED]
Sent: 24 February 2022 11:02
To: [REDACTED]
Subject: RE: Comms for Top100 and Gold Status.

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

Can we have a meeting in the afternoon? 2pm onwards?

Thanks,
[REDACTED]

From: [REDACTED]
Sent: 24 February 2022 10:58
To: [REDACTED]
Subject: RE: Comms for Top100 and Gold Status.

Hi [REDACTED]

Thanks for this. Does Thursday 31 March at 10.00 suit for the feedback meeting?

Regards
[REDACTED]

From: [REDACTED]
Sent: 21 February 2022 13:05
To: [REDACTED]
Subject: Comms for Top100 and Gold Status.

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

I hope you are well.

Once again congratulations to you and your whole team for such great achievement on Workplace Equality Index. We appreciate the effort and the hard work that your organization does to ensure the LGBTQ+ equality at workplace. Your 2022 score is 123, your 2022 UK wide rank is 29, and you have achieved GOLD award.

Please, find the attached communication folders for your top 100 and gold status. The folders have badges, banners, and logos in different formats for all your social media and other platforms. You can use these to promote your achievement from 23rd of February.

I would also like to request a benchmarking meeting date/time after 20th of March. Please, do let me know when it is feasible for you to have a two- hour benchmarking meeting, and how many colleagues will be there to attend this meeting. I will share the report before our meeting.

Let me know if you have any questions.

Thank you,

[REDACTED]

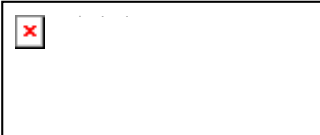
[REDACTED]

[REDACTED]



 [stonewallscotland](https://www.facebook.com/stonewallscotland)  [@stonewallscot](https://twitter.com/stonewallscot)  [@stonewalluk](https://www.instagram.com/stonewalluk)

Registered in England and Wales: Stonewall Equality Ltd, 192 St John Street, London EC1V 4JY
Registration no 02412299 - VAT no 862 9064 05 - Reg Charity No 1101255 (England and Wales) and SC039681 (Scotland)
Registered with Fundraising Regulator



This e-mail is confidential and may contain privileged information. If you are not the addressee it may be unlawful for you to read, copy, distribute, disclose or otherwise use the information in this e-mail. If you are not the intended recipient please notify us immediately.

This email message has been delivered safely and archived online by Mimecast.

The Skills Development Scotland Co. Ltd. a company limited by guarantee registered in Scotland.
Registered Number: SC202659

Registered office:
Floor 1
Monteith House
11 George Square
Glasgow
G2 1DY

Tel: 0141 285 6000

This message is sent in confidence to the addressee only, and may contain legally privileged information. The contents of this message are not to be disclosed to anyone other than the addressee without SDS's formal

permission. If you are not the addressee, please preserve this confidentiality, advise the sender about the error immediately, and delete the message.

No liability is accepted for viruses and it is your responsibility to scan any attachments.

Any views or other information in this message which do not relate to the business of SDS are not authorised by SDS and are not the views of SDS.

This email message has been delivered safely and archived online by Mimecast.

[REDACTED]

From: [REDACTED]
Sent: 23 February 2022 10:01
To: [REDACTED]
Subject: Top 100 event.

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good morning [REDACTED]

I'm getting in touch about two upcoming events that I thought you might be interested in joining.

Top 100 Employers celebration – 2 March

Our digital event to celebrate the amazing achievement of the Top 100 Employers, Gold/Silver/Bronze award winners, and everyone who took part.

You'll also hear from our panel of Changemakers of the Year, individuals who've gone above and beyond to create workplaces where every LGBTQ+ person can reach their potential.

Date: Wednesday 2 March
Time: 18:00-19:15 GMT

This event is free for all Workplace Equality Index entrants. Spaces are limited, so we're offering up to 2 spaces per organisation.

[Register now](#)

Registration will close at 17:00 GMT on Tuesday 1 March.

London Workplace Conference – 25 March

The London Workplace Conference is set to return on 25 March!

The past few years have demonstrated that now more than ever, we need to talk about wellbeing and center this in our approach to workplace inclusion. That's why the theme for this year's London Workplace Conference is *Centering Wellbeing in LGBTQ+ Equality*.

You'll have the opportunity to learn from Stonewall inclusion experts, speakers from leading Diversity Champions, as well as specialist partner organisations.

As well as access to inspiring opening and closing sessions, you will have the choice of two of the below workshops:

- Wellbeing at work: taking action on mental health
- Leadership: driving effective change
- Network groups: supporting the whole community
- Trans inclusion: engaging all staff
- Inclusion for all: working across dispersed location

You will also learn from some of our partner organisations and specialists by choosing one of the below workshops:

- Identity and wellbeing: QTIPOC
- Identity and wellbeing: LGBTQ+ people with disabilities
- Identity and wellbeing: Bi people
- Young Futures: recruiting and supporting young LGBTQ+ people into the workplace
- Working globally: tailoring wellbeing support

[View the full programme](#)

You can join us in a way that works for you, with both in-person and digital streaming tickets available.

[Book your tickets](#)

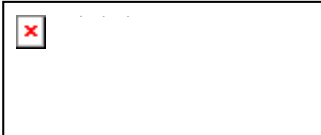
We hope to see you in March!

Best wishes,



[f stonewallscotland](#) [@stonewallscot](#) [@stonewalluk](#)

Registered in England and Wales: Stonewall Equality Ltd, 192 St John Street, London EC1V 4JY
Registration no 02412299 - VAT no 862 9064 05 - Reg Charity No 1101255 (England and Wales) and SC039681 (Scotland)
Registered with Fundraising Regulator



This e-mail is confidential and may contain privileged information. If you are not the addressee it may be unlawful for you to read, copy, distribute, disclose or otherwise use the information in this e-mail. If you are not the intended recipient please notify us immediately.

This email message has been delivered safely and archived online by Mimecast.

[REDACTED]

From: [REDACTED]
Sent: 21 February 2022 13:05
To: [REDACTED]
Subject: Comms for Top100 and Gold Status.
Attachments: Gold Employer comms pack.zip; Top 100 comms pack.zip

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

H [REDACTED]

I hope you are well.

Once again congratulations to you and your whole team for such great achievement on Workplace Equality Index. We appreciate the effort and the hard work that your organization does to ensure the LGBTQ+ equality at workplace. Your 2022 score is 123, your 2022 UK wide rank is 29, and you have achieved GOLD award.

Please, find the attached communication folders for your top 100 and gold status. The folders have badges, banners, and logos in different formats for all your social media and other platforms. You can use these to promote your achievement from 23rd of February.

I would also like to request a benchmarking meeting date/time after 20th of March. Please, do let me know when it is feasible for you to have a two- hour benchmarking meeting, and how many colleagues will be there to attend this meeting. I will share the report before our meeting.

Let me know if you have any questions.

Thank you,

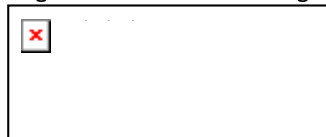
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]



 [stonewallscotland](#)  [@stonewallscot](#)  [@stonewalluk](#)

Registered in England and Wales: Stonewall Equality Ltd, 192 St John Street, London EC1V 4JY
Registration no 02412299 - VAT no 862 9064 05 - Reg Charity No 1101255 (England and Wales) and SC039681 (Scotland)
Registered with Fundraising Regulator



This e-mail is confidential and may contain privileged information. If you are not the addressee it may be unlawful for you to

read, copy, distribute, disclose or otherwise use the information in this e-mail. If you are not the intended recipient please notify us immediately.

This email message has been delivered safely and archived online by Mimecast.

**PROUD TO BE A
WORKPLACE THAT
WORKS FOR ALL.**

stonewall.org.uk/top100employers

@StonewallUK
#BeingLGBTQatWork

**PROUD TO BE A
WORKPLACE THAT
WORKS FOR ALL.**

stonewall.org.uk/top100employers

@StonewallUK
#BeingLGBTQatWork

**2
0
2
2**

GOLD

EMPLOYER

Stonewall

2 0 2 2

GOLD

EMPLOYER

Stonewall

2022

GOLD

EMPLOYER

Stonewall

2022

GOLD

EMPLOYER

Stonewall

Workplace Equality Index 2022: award winner briefing

Congratulations on your Gold Employer award in Stonewall's Workplace Equality Index.

You should be very proud of your commitment to being an LGBTQ+ inclusive employer. We spend much of our lives at work, and for many of us, our jobs are part of who we are and form a fundamental part of our sense of self. That's why making workplaces inclusive for lesbian, gay, bi, trans and queer people has such a life-changing impact.

From the bi person who doesn't feel able to come out to his colleagues, to the lesbian who wants to know whether the family policy applies to her, to the trans woman who doesn't feel able to be her full self at work – having clear policies and support from your workplace can mean the world to LGBTQ+ staff.

The world of work has changed since our last Workplace Equality Index. The events of the past couple of years, and particularly the coronavirus pandemic has brought about huge shifts for everyone. Many organisations and businesses have had their daily working routines changed and found themselves further away from their colleagues and support networks. During this time, we've also seen some attacks on Stonewall's inclusion work across the national press.

Despite the challenges of the last couple of years, inclusion means more now than ever before. It's inspiring to see all the work that your organisation, and others in the Top 100 list, have done to support their LGBTQ+ colleagues during such a difficult time – and we want you to feel empowered to celebrate it!

This pack should provide you with the resources and tools to be able to be loud and proud about your achievements, and your ongoing commitment to making your workplace inclusive for the LGBTQ+ community.

If you have a comms team, we recommend that you send the resources enclosed in this pack to them, to support with promotional materials such as social media content and press releases.

Important note

There is a **strict embargo** on Workplace Equality Index results until 23 February 00.01 GMT. Please don't share your score, ranking or award externally before this date. Please only share your score, ranking or award internally with colleagues who need to prepare for the launch day, for example your communications team.

Resources

Enclosed with this briefing are:

- Your award logo(s) – to use on recruitment materials, in email signatures and on your website.
- A template press release – to help you share your achievement with national, regional and sectoral media.
- Template posts and graphics – to help you celebrate your achievement on social media.

Workplace Equality Index 2022: social media templates

Below are template social media posts, which you are welcome to adapt and use after February 23rd 00:01 GMT.

Feel free to adapt them if your organisation didn't achieve a Top 100 place, but did achieve a Gold, Silver or Bronze Employer award.

Twitter

Today, we are proud to announce that [organisation name] has ranked [XXst/rd/th] in @stonewalluk's Top 100 Employers List 🏳️‍🌈

We're thrilled that our commitment to workplace inclusion and our support for the LGBTQ+ community have been recognised by Europe's largest LGBTQ+ charity!

We are very proud to be one of @stonewalluk's Top 100 Employers for LGBTQ+ people!

At [company name], we're committed to advancing inclusivity and equality. This award is a testament to the efforts of our staff to create a welcoming workplace for all 🏳️‍🌈

At [company name], we're committed to championing advancing inclusivity and equality, and we're incredibly proud to have been named as one of @stonewalluk's Top 100 Employers for LGBTQ+ people!

Congratulations to all our staff 🏳️‍🌈

Facebook

Today, we are proud to announce that [company name] has ranked [XXst/rd/th] in Stonewall's Top 100 Employers List 🏳️‍🌈

We're thrilled that our commitment to workplace inclusion and our support for the LGBTQ+ community have been recognised by Europe's largest LGBTQ+ charity!

We are very proud to be one of Stonewall's Top 100 Employers for LGBTQ+ people!

At [company name], we're committed to advancing inclusivity and equality in every area of our work. This award is a testament to the efforts of our staff to create a welcoming workplace for all 🏳️‍🌈

At [company name], we're committed to championing advancing inclusivity and equality, and we're incredibly proud to have been named as one of Stonewall's Top 100 Employers for LGBTQ+ people!

Congratulations to all our staff on this amazing achievement 🏳️‍🌈

Embargoed: 00:01 Wednesday 23rd February 2022

[Your organisation] receives [your award] for commitment to LGBTQ+ inclusion at work

- [Your organisation] has received a [your award] for their commitment and efforts to become an LGBTQ+ employer
- The award comes as part of LGBTQ+ equality charity, Stonewall's *Bring Yourself to Work* campaign which highlights the importance of inclusive work environments
- Alongside the awards, Stonewall has also published its Top 100 Employers List which ranks best organisations for LGBTQ+ employees

[Your organisation], specialising in [a bit about your organisation] has received an accolade for its commitment to inclusion of lesbian, gay, bi, trans and queer people in the workplace.

This year, [your organisation] received a [your award] from Stonewall, the world's second-largest LGBTQ+ charity. For twenty years, the charity has been supporting employers to create welcoming workplaces for lesbian, gay, bi, trans and queer people.

According to the charity's research, more than a third of LGBTQ+ staff (35 per cent) hide who they are at work, while one in five (18 per cent) have been the target of negative comments because they're LGBTQ+.

As part of Stonewall's *Bring Yourself To Work*, the LGBTQ+ equality charity, has published its Top 100 Employers List, awarded a series of Gold, Silver and Bronze awards to organisations to celebrate their inclusion work. The charity will also be highlighting the importance of inclusion for lesbian, gay, bi, trans and queer people, and the life-changing impact of being able to bring your whole self to work.

[REDACTED] said:

'We spend so much of our time at work, and our career can be a huge part of how we define ourselves. Every single lesbian, gay, bi, trans and queer person should be able to be themselves at work. From understanding how HR policies, such as parental leave, will affect them, to being reassured that they can speak openly about their lives and partners at the coffee machine, the impact of inclusive workplaces can be life-changing.

'It's fantastic that [your organisation] has gained [your award] for their efforts and commitment to creating an inclusive work environment, and we look forward to seeing and supporting the rest of their inclusion journey.'

[Enter quote for a spokesperson from your organisation]

The Stonewall Top 100 Employers list this year can be found on the Stonewall website, as well as further information about the importance of LGBTQ+ inclusion.

Notes to Editors:

For any questions or interview requests please contact [enter the contact details of your press office].

[Your organisation]

[Information about your organisation and a summary of your work.]

Stonewall

Stonewall is the UK's leading charity for lesbian, gay, bi and trans equality, working to create a world where every lesbian, gay, bi, trans and queer person is free to be themselves – wherever they are.

It was founded in 1989 by a small group of people who wanted to break down barriers to equality. Stonewall continues to campaign on LGBT Equality, as well as work with employers and schools to create environments which allow LGBTQ+ people to thrive.

For more information on Stonewall's work with organisations, through its Diversity Champions programme, and some of the press coverage during summer 2021 please see our FAQs [here](#).

To get involved visit us at www.stonewall.org.uk Registered charity number 1101255

Stonewall

TOP

EMPLOYERS

**2
0
2
2**

@StonewallUK

#BeingLGBTQAtWork

Stonewall

TOP

EMPLOYERS

**2
0
2
2**

@StonewallUK

#BeingLGBTQAtWork

Stonewall

TOP

EMPLOYERS

**2
0
2
2**

@StonewallUK

#BeingLGBTQAtWork

Stonewall

TOP

EMPLOYERS

**2
0
2
2**

@StonewallUK

#BeingLGBTQAtWork

**PROUD TO BE A
WORKPLACE THAT
WORKS FOR ALL.**

stonewall.org.uk/top100employers

@StonewallUK
#BeingLGBTQatWork

**PROUD TO BE
A WORKPLACE
THAT WORKS
FOR ALL.**

stonewall.org.uk/top100employers @StonewallUK
#BeingLGBTQatWork

**PROUD TO BE A
WORKPLACE THAT
WORKS FOR ALL.**

stonewall.org.uk/top100employers

@StonewallUK
#BeingLGBTQatWork

**PROUD TO BE A
WORKPLACE THAT
WORKS FOR ALL.**

stonewall.org.uk/top100employers

@StonewallUK
#BeingLGBTQatWork

**2
0
2
2**

TOP 100

EMPLOYER

Stonewall

2022

TOP 100

EMPLOYER

Stonewall

Workplace Equality Index 2022: award winner briefing

Congratulations on your Top 100 Employer place in Stonewall's Workplace Equality Index.

You should be very proud of your commitment to being an LGBTQ+ inclusive employer. We spend much of our lives at work, and for many of us, our jobs are part of who we are and form a fundamental part of our sense of self. That's why making workplaces inclusive for lesbian, gay, bi, trans and queer people has such a life-changing impact.

From the bi person who doesn't feel able to come out to his colleagues, to the lesbian who wants to know whether the family policy applies to her, to the trans woman who doesn't feel able to be her full self at work – having clear policies and support from your workplace can mean the world to LGBTQ+ staff.

The world of work has changed since our last Workplace Equality Index. The events of the past couple of years, and particularly the coronavirus pandemic has brought about huge shifts for everyone. Many organisations and businesses have had their daily working routines changed and found themselves further away from their colleagues and support networks. During this time, we've also seen some attacks on Stonewall's inclusion work across the national press.

Despite the challenges of the last couple of years, inclusion means more now than ever before. It's inspiring to see all the work that your organisation, and others in the Top 100 list, have done to support their LGBTQ+ colleagues during such a difficult time – and we want you to feel empowered to celebrate it!

This pack should provide you with the resources and tools to be able to be loud and proud about your achievements, and your ongoing commitment to making your workplace inclusive for the LGBTQ+ community.

If you have a comms team, we recommend that you send the resources enclosed in this pack to them, to support with promotional materials such as social media content and press releases.

Important note

There is a **strict embargo** on Workplace Equality Index results until 23 February 00.01 GMT. Please don't share your score, ranking or award externally before this date. Please only share your score, ranking or award internally with colleagues who need to prepare for the launch day, for example your communications team.

Resources

Enclosed with this briefing are:

- Your award logo(s) – to use on recruitment materials, in email signatures and on your website.
- A template press release – to help you share your achievement with national, regional and sectoral media.
- Template posts and graphics – to help you celebrate your achievement on social media.

Workplace Equality Index 2022: social media templates

Below are template social media posts, which you are welcome to adapt and use after February 23rd 00:01 GMT.

Feel free to adapt them if your organisation didn't achieve a Top 100 place, but did achieve a Gold, Silver or Bronze Employer award.

Twitter

Today, we are proud to announce that [organisation name] has ranked [XXst/rd/th] in @stonewalluk's Top 100 Employers List 🏳️‍🌈

We're thrilled that our commitment to workplace inclusion and our support for the LGBTQ+ community have been recognised by Europe's largest LGBTQ+ charity!

We are very proud to be one of @stonewalluk's Top 100 Employers for LGBTQ+ people!

At [company name], we're committed to advancing inclusivity and equality. This award is a testament to the efforts of our staff to create a welcoming workplace for all 🏳️‍🌈

At [company name], we're committed to championing advancing inclusivity and equality, and we're incredibly proud to have been named as one of @stonewalluk's Top 100 Employers for LGBTQ+ people!

Congratulations to all our staff 🏳️‍🌈

Facebook

Today, we are proud to announce that [company name] has ranked [XXst/rd/th] in Stonewall's Top 100 Employers List 🏳️‍🌈

We're thrilled that our commitment to workplace inclusion and our support for the LGBTQ+ community have been recognised by Europe's largest LGBTQ+ charity!

We are very proud to be one of Stonewall's Top 100 Employers for LGBTQ+ people!

At [company name], we're committed to advancing inclusivity and equality in every area of our work. This award is a testament to the efforts of our staff to create a welcoming workplace for all 🏳️‍🌈

At [company name], we're committed to championing advancing inclusivity and equality, and we're incredibly proud to have been named as one of Stonewall's Top 100 Employers for LGBTQ+ people!

Congratulations to all our staff on this amazing achievement 🏳️‍🌈

Embargoed: 00:01 Wednesday 23rd February 2022

[Your organisation] ranks at [your place] place on Stonewall's Top 100 Employers List for LGBTQ+ people

- [Your organisation] places at [your place] in Stonewall list of Top Employers for LGBTQ+ people
- Stonewall's Top 100 employers List ranks organisations on their efforts and commitment to creating welcoming environments for their lesbian, gay, bi, trans and queer staff.
- Organisations are ranked by a set of standardised criteria, which includes ensuring HR policies are inclusive of LGBTQ+ people, as well as supporting and celebrating LGBTQ+ identities at work

[Your organisation], specialising in [a bit about your organisation] has received an accolade for its commitment to inclusion of lesbian, gay, bi, trans and queer people in the workplace.

This year, [your organisation] was placed in [your rank] place on Stonewall's Top 100 Employers list. For the last twenty years, Stonewall, the world's second-largest LGBTQ+ charity, has been supporting employers to create welcoming workplaces for lesbian, gay, bi, trans and queer people.

According to the charity's research, more than a third of LGBTQ+ staff (35 per cent) hide who they are at work, while one in five (18 per cent) have been the target of negative comments because they're LGBTQ+.

Through their hard work and commitment to inclusion, including such interventions as [some areas of LGBTQ+ inclusion you are proud of over the last year], [your organisation] have [any progression in your inclusion journey or Top 100 score].

[REDACTED] said:

'We're delighted for [your organisation] who's incredible work towards LGBTQ+ inclusion this year has seen them land at [your rank] place in the Top 100. Every employer has a duty to make sure that their LGBTQ+ staff are free from discrimination at work, and our Top 100 list, alongside our Workplace Equality Index helps organisations reflect on their inclusion journey and celebrate best practice.

'We spend much of our time at work, and our career can be a huge part of how we define ourselves. That's why it's vital that every single lesbian, gay, bi, trans and queer person feels like they can be themselves in their workplace.'

[Enter quote for a spokesperson from your organisation]

The full Top 100 list this year can be found on the Stonewall website, as well as further information about the importance of LGBTQ+ inclusion, and more information on how the Top 100 list is created.

Notes to Editors:

For any questions or interview requests please contact [enter the contact details of your press office].

[Your organisation]

[Information about your organisation and a summary of your work.]

Stonewall

Stonewall is the UK's leading charity for lesbian, gay, bi and trans equality, working to create a world where every lesbian, gay, bi, trans and queer person is free to be themselves – wherever they are.

It was founded in 1989 by a small group of people who wanted to break down barriers to equality. Stonewall continues to campaign on LGBT Equality, as well as work with employers and schools to create environments which allow LGBTQ+ people to thrive.

For more information on Stonewall's work with organisations, through its Diversity Champions programme, and some of the press coverage during summer 2021 please see our FAQs [here](#).

To get involved visit us at www.stonewall.org.uk Registered charity number 1101255

Stonewall

TOP

EMPLOYERS

**2
0
2
2**

@StonewallUK

#BeingLGBTQAtWork

Stonewall

TOP

EMPLOYERS

**2
0
2
2**

@StonewallUK

#BeingLGBTQAtWork

2
0
2
2

TOP

EMPLOYERS

Stonewall

@StonewallUK

#BeingLGBTQAtWork

Stonewall

TOP

EMPLOYERS

**2
0
2
2**

@StonewallUK

#BeingLGBTQAtWork

[REDACTED]

From: [REDACTED]
Sent: 09 February 2022 10:07
To: [REDACTED]
Subject: RE: WEI Results - meeting.

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

I can do 2pm. I will send you the invite just now.

Thanks,
[REDACTED]

From: [REDACTED]
Sent: 09 February 2022 08:24
To: [REDACTED]
Subject: RE: WEI Results - meeting.

Hi [REDACTED]

I'm available today from 9.15 to 9.45 or from 2.00 to 2.30 if anytime then suits for you.

Thanks
[REDACTED]

From: [REDACTED]
Sent: 07 February 2022 13:52
To: [REDACTED]
Subject: WEI Results - meeting.

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

I hope you are well.

I wanted to check your availability for tomorrow to share the WEI results with you. Are you available for 15 min chat between 11am to 12? Or between 3:00pm to 3:30pm?

Please, let me know and I will send you a meeting invite.

Best wishes,
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]



 [stonewallscotland](https://www.facebook.com/stonewallscotland)  [@stonewallscot](https://twitter.com/stonewallscot)  [@stonewalluk](https://www.instagram.com/stonewalluk)

Registered in England and Wales: Stonewall Equality Ltd, 192 St John Street, London EC1V 4JY
Registration no 02412299 - VAT no 862 9064 05 - Reg Charity No 1101255 (England and Wales) and SC039681 (Scotland)
Registered with Fundraising Regulator



This e-mail is confidential and may contain privileged information. If you are not the addressee it may be unlawful for you to read, copy, distribute, disclose or otherwise use the information in this e-mail. If you are not the intended recipient please notify us immediately.

This email message has been delivered safely and archived online by Mimecast.

The Skills Development Scotland Co. Ltd. a company limited by guarantee registered in Scotland.
Registered Number: SC202659

Registered office:

Floor 1
Monteith House
11 George Square
Glasgow
G2 1DY

Tel: 0141 285 6000

This message is sent in confidence to the addressee only, and may contain legally privileged information. The contents of this message are not to be disclosed to anyone other than the addressee without SDS's formal permission. If you are not the addressee, please preserve this confidentiality, advise the sender about the error immediately, and delete the message.

No liability is accepted for viruses and it is your responsibility to scan any attachments.

Any views or other information in this message which do not relate to the business of SDS are not authorised by SDS and are not the views of SDS.

This email message has been delivered safely and archived online by Mimecast.

[REDACTED]

From: [REDACTED]
Sent: 07 February 2022 13:52
To: [REDACTED]
Subject: WEI Results - meeting.

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

I hope you are well.

I wanted to check your availability for tomorrow to share the WEI results with you. Are you available for 15 min chat between 11am to 12? Or between 3:00pm to 3:30pm?

Please, let me know and I will send you a meeting invite.

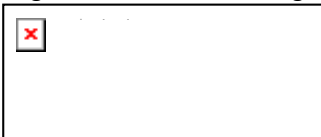
Best wishes,
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]



 [stonewallscotland](#)  [@stonewallscot](#)  [@stonewalluk](#)

Registered in England and Wales: Stonewall Equality Ltd, 192 St John Street, London EC1V 4JY
Registration no 02412299 - VAT no 862 9064 05 - Reg Charity No 1101255 (England and Wales) and SC039681 (Scotland)
Registered with Fundraising Regulator



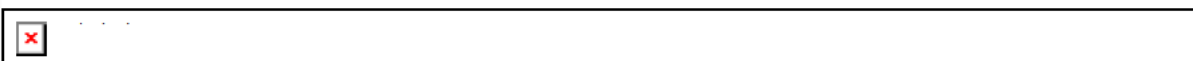
This e-mail is confidential and may contain privileged information. If you are not the addressee it may be unlawful for you to read, copy, distribute, disclose or otherwise use the information in this e-mail. If you are not the intended recipient please notify us immediately.

This email message has been delivered safely and archived online by Mimecast.

From: [REDACTED]
Sent: 23 February 2022 09:01
To: [REDACTED]
Subject: Our Top 100 Employers List is here!

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

[View this email in your browser](#)



Stonewall Top 100 Employers 2022

Hi [REDACTED]

We're very excited to be launching our [Top 100 Employers List](#) for 2022 today!

Based on applications to our [Workplace Equality Index](#), the participating employers have been ranked on their efforts and commitment to inclusion for LGBTQ+ people in the workplace.

[Discover the Top 100 Employers List](#)

We have been so impressed by all of the work put in by the private, public and third sector organisations making up the Top 100 Employers List this year. It's inspiring to see all the work that has been done to support LGBTQ+ colleagues during a tumultuous few years.

Congratulations to every organisation that took part!

Top 100 Online Celebration

2 March 2022 | 6-7.15pm

Join us to celebrate the achievements of the employers that took part in the Workplace Equality Index this year!

You'll also hear from our panel of [Changemakers of the Year](#) - individuals who've gone above and beyond to create workplaces where every LGBTQ+ person can reach their potential.

This event is open to all Diversity Champions. We are able to offer up to 2 spaces per organisation.

[Register now](#)



Want to show your support for workplace inclusion online? Download our graphic using the links below and use the hashtag [#BeingLGBTQatWork](#) to share your story.

Download sizes available for:

- [Twitter](#)
- [LinkedIn](#)
- [Instagram](#)
- [Facebook](#)

London Workplace Conference

25 March 2022

Looking to keep developing your workplace inclusion knowledge? Our Workplace Conference is the perfect opportunity for you to learn and share best practice from Stonewall experts, leading organisations and inspiring speakers.

We'd love to have you with us, in person or online! [Check out the full programme](#) and get your tickets today:

[Book now](#)

Once again, thank you to all our Diversity Champions for your ongoing commitment to workplace inclusion. Making workplaces inclusive for lesbian, gay, bi, trans and queer

people has such a life-changing impact, and it's clear that despite the challenges of the last couple of years, inclusion means more now than ever before.

Visit our [Bring Yourself to Work campaign hub](#) for more information, or email [REDACTED] to see how you can get involved.

With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Best wishes,

[REDACTED]
[REDACTED]



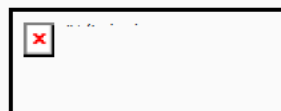
Copyright © 2022 Stonewall, All rights reserved.

You are receiving this email because you are a valued Stonewall supporter and we'd like to keep you updated on our campaigns and events.

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[Add us to your address book](#)

Want to change how you receive these emails?
You can [update your preferences](#) or [unsubscribe from this list](#).



From: [REDACTED]
Sent: 18 February 2022 09:37
To: [REDACTED]
Subject: London Workplace Conference | Partner Announcement!

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

[View this email in your browser](#)



London Workplace Conference

25 March 2022

Hi [REDACTED]

Centring wellbeing at the heart of workplaces is a vital step to creating a truly inclusive environment.

Our programme for this year's London Workplace Conference has been designed to meet the challenges we all face in creating inclusive workplaces by addressing the wellbeing needs of the LGBTQ+ community.

[REDACTED] at Stonewall, says:

"At Stonewall we believe in creating workplaces where LGBTQ+ people are free to be their true selves. At the heart of creating this is how we embed wellbeing into our daily lives. Our conference has been designed to address the intrinsic link between wellbeing and identity to build truly inclusive workplaces. We hope to see you there!"



[Book your tickets now](#)

Partner Announcement

Working in partnership with LGBTQ+ community groups, we have developed three specific sessions within the programme that will develop your understanding of different identities under the LGBTQ+ umbrella.

We are incredibly excited to announce our key partners for these sessions:

[Bi Pride UK](#) | Identity and Wellbeing: Bi people

[Para Pride](#) | Identity and Wellbeing: LGBTQ+ people with disabilities

Chloe Cousins of [Rainbow Noir](#) | Identity and Wellbeing: QTIPOC

[View the full conference programme](#)

Spotlight Session: Stonewall Young Futures

Are you interested in learning more about the barriers that young LGBTQ+ people face in accessing education, training, or work?

The **Stonewall Young Futures** digital platform is designed to support LGBTQ+ young people taking their next steps and increasing their confidence. [REDACTED] will be presenting at the London Workplace Conference on the new platform:

"I'm so excited to share our new platform for LGBTQ+ young people at the London Workplace Conference. As well as taking you through the platform, I'll be sharing insights from the youth focus groups we've been running. You'll hear what LGBTQ+ young people have said about the barriers they face getting into work and how workplaces can be more welcoming and inclusive."



How to join us

You can access this year's conference in a way that works for you.

Joining us in-person will give you access to the full day of workshops and speeches, as well as networking opportunities at London's County Hall.

We also have digital tickets available which will give you access to our opening and closing sessions, as well as some of the workshops throughout the day.

Don't miss out!

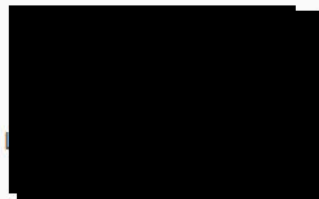
We hope you see you in March!

- The Stonewall Team



Copyright © 2022 Stonewall, All rights reserved.

You are receiving this email because you are a valued Stonewall supporter and we'd like to keep you updated on our campaigns and events.



[Add us to your address book](#)

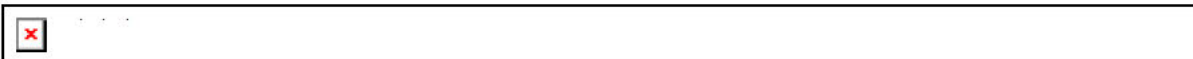
Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe from this list](#).

From: [REDACTED]
Sent: 02 February 2022 10:00
To: [REDACTED]
Subject: London Workplace Conference: Programme Launch

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

[View this email in your browser](#)



London Workplace Conference

25 March 2022

Hi [REDACTED]

The last few years have been challenging for us all. We know that during times of challenge, the most marginalised in society are hit harder.

It's now more important than ever for workplaces to support the wellbeing of their staff. That's why we're excited to announce that the theme for this year's London Workplace Conference will be **Centring Wellbeing in LGBTQ+ Equality**.

We hope you'll join us on **Friday 25 March**, either online or in-person at London's County Hall!

[Find out more](#)

The Programme

Curated with insights from our workplace experts, [the programme](#) will showcase emerging best practice in LGBTQ+ inclusion.

You'll have a choice of workshops from the list below so you can tailor a day that meets your needs.

- Wellbeing at Work: Taking Action on Mental Health
- Leadership: Driving Effective Change
- Network Groups: Supporting the Whole Community
- Trans Inclusion: Engaging All Staff
- Inclusion for All: Working Across Dispersed Locations
- Identity and Wellbeing: QTIPOC
- Identity and Wellbeing: LGBTQ+ People with Disabilities
- Identity and Wellbeing: Bi people
- Young Futures: Recruiting and Supporting Young LGBTQ+ People into the workplace
- Working Globally: Tailoring wellbeing support

All workshops are designed and delivered by inclusion experts and feature guest speakers from leading organisations!

[View the full conference programme](#)

How to join us



You can access this year's conference in a way that works for you.

Joining us in-person will give you access to the full day of workshops and speeches, as well as networking opportunities at London's County Hall.

We also have digital tickets available which will give you access to our opening and closing sessions, as well as some of the workshops throughout the day.

[Book your tickets](#)

In-House Programmes & Workshops

If you'd like to learn more about our other learning and development opportunities, please [email the team](#) and one of our training experts will be in touch to discuss how Stonewall can support you to reach your goals.

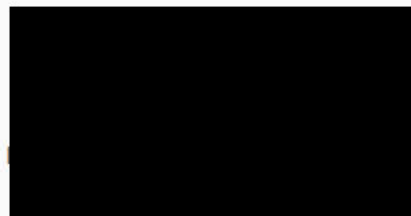
We hope you see you in March!

- The Stonewall Team



Copyright © 2022 Stonewall, All rights reserved.

You are receiving this email because you are a valued Stonewall supporter and we'd like to keep you updated on our campaigns and events.



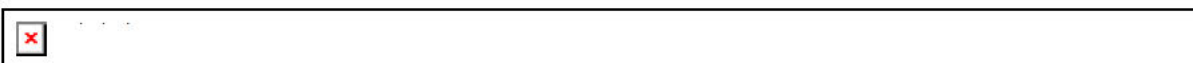
[Add us to your address book](#)

Want to change how you receive these emails?
You can [update your preferences](#) or [unsubscribe from this list](#).

From: [REDACTED]
Sent: 27 January 2022 09:35
To: [REDACTED]
Subject: Get ready for the Top 100 Employers 2022 launch

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

[View this email in your browser](#)



Hi [REDACTED]

Happy New Year and welcome to your January newsletter from Stonewall!

Read on for an update on our Top 100 Employers launch for 2022, a reminder of the deadline to respond to the consultation on banning conversion therapy, and looking ahead to our upcoming events and workshops.

Coming up: Stonewall's Top 100 Employers launch

Last year, many of you entered the Workplace Equality Index and now we're getting ready to launch the results on **23 February 2022**.

Key dates

7 – 11 February: Sharing your score

Your account manager will arrange a phone call with your submission owner to let you know your score, rank and any awards you've achieved.

7 – 25 February: Arranging your benchmarking meeting

Your account manager will get in touch with to book a date for your 2-hour benchmarking meeting. These will take place between March and May.

23 February: Top 100 Employers 2022 launch

We'll publicly launch our Top 100 Employers list and celebrate our award winners throughout the day. Top 100 employers and award winners will receive a full support pack with tips, templates and social media assets to help them prepare for the day.

#BanConversionTherapy - one week to go

The public consultation on banning conversion therapy closes in just over a week on 4 February 2022.

[Find out more about the campaign here.](#)

Upcoming Events

Stonewall Workplace Conference

25 March 2022

Centring Wellbeing in LGBTQ+ Equality

We're excited to announce that the theme of this year's workplace conference will be wellbeing. At the heart of all of our work is a belief that people should feel welcome, safe and included in the workplace.

The past two years have challenged us to work and think differently, get creative and address huge challenges. This year's event will bring us together to learn and share from one another how to build more inclusive workplaces.

Whether you join us online or in person, we're excited for a day of inspiring speakers and engaging sessions. As a Diversity Champion, we're also giving you a [first look at our programme](#) for the day!

Book now

LGBT+ History Month

February is LGBT+ History Month, providing us all with the perfect opportunity to reflect on our LGBTQ+ inclusion work.

Join us for a 2-hour interactive workshop on **8 February 2022** - we'll be exploring some of the key moments in LGBTQ+ history to deepen your understanding of the movement's past, looking at present day issues, and discussing how you can effectively make tangible changes for LGBTQ+ people at work.

[Find out more](#)

Open Allies Programmes

Our Open Allies Programme is running on **22 February 2022**. This full-day programme provides a deep dive that supports your colleagues with the knowledge and confidence to be an active and vocal ally for LGBTQ+ people in the workplace.

[Sign up today](#)

If you'd like to organise private training for your organisation, we have a range of options. Please [email the Empowerment team](#) and one of our training experts will be in touch to discuss how Stonewall can support you to reach your goals.



The Stonewall Equality Dinner is back!

Taking place on International Day Against Homophobia, Biphobia, Lesbophobia and Transphobia (IDAHOBILIT), we are delighted to invite you to join us on **17 May 2022**.

It's guaranteed to be an unforgettable evening at East London's leading cultural hub, the iconic Old Truman Brewery on Brick Lane. [Find out more on pricing and what's included here.](#)

Book your table now by emailing [\[redacted\]](#)

Thank you for your ongoing commitment to workplace inclusion. With your help, we'll continue to work towards a world where every single lesbian, gay, bi and trans person is accepted for who they are, wherever they are.

Very best wishes,

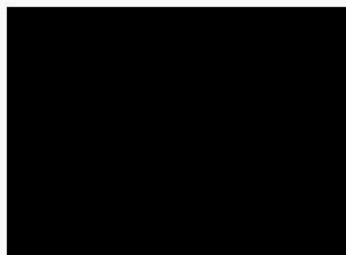
[Redacted signature block]

PS. If there's anything else you would like to see in this newsletter, please let us know. We appreciate your feedback and would love to hear from you. You can email us at [Redacted email address]



Copyright © 2022 Stonewall, All rights reserved.

You are receiving this email because you are a valued Stonewall supporter and we'd like to keep you updated on our campaigns and events.



[Add us to your address book](#)

Want to change how you receive these emails?
You can [update your preferences](#) or [unsubscribe from this list](#).



From: [REDACTED]
Sent: 12 January 2022 09:02
To: [REDACTED]
Subject: [REDACTED] you're invited to Stonewall's Equality Dinner

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

[View this email in your browser](#)



Stonewall Equality Dinner

Tuesday 17 May 2022
The Old Truman Brewery, London

Happy New Year!

Continue the celebrations and join us in marking 50 years of Pride at the Stonewall Equality Dinner

Hi [REDACTED]

Join us at this year's **Equality Dinner** for an unforgettable night of delicious food, world-class entertainment and inspiring storytelling, as we continue to build a future where all LGBTQ+ people are free to be themselves, at every step of their lives.

Taking place on IDAHOBLIT (International Day Against Homophobia, Biphobia, Lesbophobia and Transphobia), our dinner is the perfect time to connect with friends old and new, to show your support for the LGBTQ+ community, and to raise funds for Stonewall's vital work.

Embracing a bold new take on the traditional charity gala, we are excited to welcome you to East London's iconic **Old Truman Brewery** for an inspiring evening of speeches, music, a three-course dinner and afterparty.

Tuesday 17 May 2022 is the evening to come together and celebrate our ongoing journey

towards equality!

Book now by contacting us at [REDACTED]

Book your tickets today

This landmark anniversary is the perfect opportunity for us all to take stock of the incredible progress we have made for LGBTQ+ equality over the last half-century – and the work that still lies ahead of us.

Table packages

- Diamond package - £10,000
- Standard package - £5,200

Each table seats 10 guests. [Visit our website for more information](#) on what's included.

 [REDACTED]

Other ways to support

There are several ways to support the Equality Dinner, including sponsorship and auction prizes. If you're unable to attend or support the event, please consider supporting our fundraising by [making a donation](#).

If you are interested in supporting in any way, please contact our Events Team at [REDACTED] for further information.

We look forward to hearing from you!

- The Stonewall Team



Copyright © 2022 Stonewall, All rights reserved.

You are receiving this email because you are a valued Stonewall supporter and we'd like to keep you updated on our campaigns and events.



[Add us to your address book](#)

Want to change how you receive these emails?
You can [update your preferences](#) or [unsubscribe from this list](#).



[REDACTED]

From: [REDACTED]
Sent: 14 March 2022 20:37
To: [REDACTED]
Subject: FW: SDS My World of Work on Stonewall Young Futures
Attachments: Stonewall Young Futures - being featured on our website - MyWorldofWork SDS.docx
Importance: High

From: [REDACTED]
Sent: 07 February 2022 13:34
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: SDS My World of Work on Stonewall Young Futures

CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Hi [REDACTED]

We're launching Stonewall Young Futures at the end of this month and this week we're finalising all the signposting links. If you're happy for us to include a link to My World of Work on the new platform to support LGBTQ+ young people in Scotland, we will need confirmation by the end of this week.

No worries if this timeline doesn't work for you. We'll be continuing to develop the platform throughout the year so we can pick this up at another time if you'd like.

Many thanks,

[REDACTED]

From: [REDACTED]
Sent: 20 January 2022 10:36
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: SDS My World of Work on Stonewall Young Futures

Hi [REDACTED]

I hope you're well and that you've had a good start to 2022!

I wanted to check-in about signposting to My World of Work on our new Stonewall Young Futures site. We've made great progress and the site will be going live in just over a month's time.

If you and/or your colleagues able to review the attached document so that we can make sure we are signposting to your website in the best way, it would be great if we could get that back next week if possible?

Let me know if you've got any questions, or feel free to connect me directly to anyone internally who might have any queries.

Many thanks,

[REDACTED]

[REDACTED]

[REDACTED]



[Join us in a world where all LGBTQ+ people are free to be.](#)

[REDACTED]

www.stonewall.org.uk

[f stonewalluk](#)

[t @stonewalluk](#)

[i @stonewalluk](#)

St John Street, London EC1V 4JY

Registration no 02412299 - VAT no 862 9064 05 - Reg Charity No 1101255 (England and Wales) and SC039681 (Scotland)

This e-mail is confidential and may contain privileged information. If you are not the addressee it may be unlawful for you to read, copy, distribute, disclose or otherwise use the information in this e-mail. If you are not the intended recipient please notify us immediately.

From: [REDACTED]

Sent: 23 December 2021 10:27

To: [REDACTED]

Cc: [REDACTED]

Subject: SDS My World of Work on Stonewall Young Futures

Hi [REDACTED]

I hope you're well and looking forward to some time off over the festive break!

I'm getting in touch because our new project to support LGBTQ+ young people getting into education, training and work is making progress and we're now at the stage where we're confirming which websites we will be signposting to on the site. The site also now has a name – **Stonewall Young Futures**.

We'd really like to include a link to My World of Work on the new site. I've attached a document with an overview of what we're putting together as well as where we'd like to include your site and some copy we've written about it. We've also asked for a copy of your safeguarding policy and a commitment to diversity and inclusion. This is to ensure we can confidently signpost LGBTQ+ young people towards your site.

Would you be able to complete and return the form to me and my colleague [REDACTED] (cc'd) by January 19th?

Let me know if you've got any questions or if you'd like to know more – I'd be happy to share more about our progress since we last spoke.

Have a lovely festive break and new year,

[REDACTED]

[REDACTED]

[REDACTED]



[Join us in a world where all LGBTQ+ people are free to be.](#)

[REDACTED]

www.stonewall.org.uk

[f stonewalluk](#)

[t @stonewalluk](#)

[i @stonewalluk](#)

St John Street, London EC1V 4JY

Registration no 02412299 - VAT no 862 9064 05 - Reg Charity No 1101255 (England and Wales) and SC039681 (Scotland)

This e-mail is confidential and may contain privileged information. If you are not the addressee it may be unlawful for you to read, copy, distribute, disclose or otherwise use the information in this e-mail. If you are not the intended recipient please notify us immediately.

This email message has been delivered safely and archived online by Mimecast.
