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Derbyshire Constabulary
WORKPLACE EQUALITY INDEX 2019: FEEDBACK REPORT

Derbyshire Constabulary
Emergency services

Congratulations on taking part in Stonewall's 2019 Workplace Equality Index. Regardless of where you ranked, you've demonstrated commitment to your LGBT staff and the wider LGBT community. In this report, you will find feedback from Stonewall to help you action plan your year ahead and drive forward LGBT inclusion in your workplace.

WHAT THIS REPORT CONTAINS

The report is specific to your organisation and tells you the following information:

- Your scores across the ten different sections of your submission
- A short qualitative summary on performance across sections
- Comparison data to the averages of 3 groups of entrants –
  - The overall average for all entrants
  - The sector average
  - The Top 100 average
- Your employee survey data on key indicators of inclusion

Additional information will also be supplied to you:

- Employee survey data across sector, the overall and Top 100 averages
- Overall analysis of trans employee survey data and trans inclusion practice

HOW TO USE THIS REPORT

Your Stonewall Account Manager will organise a feedback meeting with you to talk through the strengths and weaknesses of your current LGBT inclusion work, best practice and give you tips for action planning in the future. During this meeting, the Account Manager may not go through the whole report, but touch on work that is most relevant to your organisation.

You should use this report, along with the verbal feedback from your Account Manager to make the short and long-term changes necessary to drive inclusion in your workplace.

SCORE AND RANK CARD

Total score:	97
Rank 2019:	143
Sector rank:	12
Entrants in sector:	29
Trans inclusion work:	37%

QUICK FACTS

445 organisations took part in the 2019 Index

20 different sectors were represented

132 is the average score for a Top 100 employer

92,418 employees took part in the employee feedback survey

SUBMISSION SCORE SUMMARY AND OVERVIEW

The below table gives you a summary and overview of how you scored across the sections of your submission. These are then compared to three separate groups of entrants. See below the table for an explanation of the different columns.

	Section	Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
1	Policies and benefits	9.5	15	5.5	15	6.2	6.2	10.5
2	The employee lifecycle	15	27	12	27	10.3	11.8	17.9
3	LGBT employee network group	15.5	22	6.5	20.5	9.2	10.7	16.3
4	Allies and role models	12	22	10	15	7.1	7.2	13.4
5	Senior leadership	7.5	17	9.5	11.5	5.8	6.7	11.2
6	Monitoring	5	21	16	10	5.7	5.5	9.4
7	Procurement	3	17	14	5	4.1	5.7	10.0
8	Community engagement	14	20	6	18	9.2	12.8	15.7
9	Clients, customers and service users	3	17	14	7	6.0	6.6	11.6
10	Additional work	0	2	2	2	■	■	■
	Employee feedback survey	12.5	20	7.5	■	9.5	9.3	15.1

- **Your score** – your scores across all sections and the employee feedback survey
- **Full marks** – the total amount of marks available across all sections and the employee feedback survey
- **Variance** – the difference between your score and the full marks available
- **Self-score** – the marks you claimed for in your submission across all sections
- **Comparisons to** –
  - The overall average for all the entrants by section
  - The sector average by section
  - The Top 100 average by section

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SECTION 1: EMPLOYEE POLICIES AND BENEFITS

This section 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.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
1	Policies and benefits	9.5	15	5.5	15	6.2	6.2	10.5

SECTION NOTES:
There is some good work in this section. In particular, the trans policy represents very good practice. There is still room to grow on including non-binary people within the trans policy, however. Much good work has been done making policies gender neutral, however there is no explicit inclusion of same-sex partners so we are unable to award. Stonewall can support with a policy review.

WHAT YOUR EMPLOYEES SAY:

I know the process of reporting homophobic and biphobic bullying to my employer…

79% of your LGB employees said yes

If I was a victim of homophobic or biphobic bullying and harassment, I would feel confident in reporting it to my employer…

84% of your LGB employees agreed

NOTES: use this space to make extra notes during your benchmarking meeting

SECTION 2: THE EMPLOYEE LIFECYCLE

This section examines the employee lifecycle within the organisation; from attraction and recruitment through to employee development. The questions scrutinise how you engage and support employees throughout their journey in your workplace.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
2	The employee lifecycle	15	27	12	27	10.3	11.8	17.9

SECTION NOTES:

There has been some great work around advertising positions and internal communications. Next steps would be to include case studies or explicit discussion of LGBT examples in training. We are unfortunately unable to award where evidence has not been uploaded. We are glad to see that applicants can self-describe with Mx as a title, but would like to see this available across workplace systems.

WHAT YOUR EMPLOYEES SAY:

I am aware that my organisation is a Stonewall Diversity Champion…

35% of your LGBT employees said yes
29% of your non-LGBT employees said yes

As a result of the training, I understand trans identities…

62% of your LGBT employees agreed
77% of your non-LGBT employees agreed

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SECTION 3: LGBT EMPLOYEE NETWORK GROUP

This section examines the activity of your LGBT employee network group. The questions scrutinise its function within the organisation.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
3	LGBT employee network group	15.5	22	6.5	20.5	9.2	10.7	16.3

SECTION NOTES:

There has been some good work by the employee network group this year. We would like to see more of a focus on multiple identities - specifically, for the employee network group to be active in organising events and initiatives that explore the intersections between identities. .. ..

WHAT YOUR EMPLOYEES SAY:

My organisation has an LGBT employee network group…

100% of your LGBT employees said yes
100% of your non-LGBT employees said yes

Over the past year I have taken part in LGBT employee network group activities, events, initiatives or seminars…

40% of your LGBT employees said yes
23% of your non-LGBT employees said yes

I am aware of the activities the LGBT employee network group undertakes…

70% of your LGBT employees agreed
58% of your non-LGBT employees agreed

I would feel confident approaching my employer's LGBT employee network group for confidential support or advice…

85% of your LGBT employees agreed
71% of your non-LGBT employees agreed

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SECTION 4: ALLIES AND ROLE MODELS

This section examines the process of engaging allies and promoting role models. The questions scrutinise how the organisation empowers allies and role models and then the individual actions they take.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
4	Allies and role models	12	22	10	15	7.1	7.2	13.4

SECTION NOTES:
There has been some good work in this section, especially around engaging allies. Next steps would be to increase the diversity of LGBT role models profiled. It is important that profiles contain descriptions or discussions of the role model and their identity - we are unable to award for featuring photos without description of who the people depicted are.

I understand why my employer is committed to LGBT equality…

86% of your non-LGBT employees agreed

I feel confident in supporting my LGBT colleagues…

90% of your non-LGBT employees agreed

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SECTION 5: SENIOR LEADERSHIP

This section examines how the organisation engages senior leaders. The questions scrutinise how the organisation empowers senior leaders at different levels and the individual actions they take

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
5	Senior leadership	7.5	17	9.5	11.5	5.8	6.7	11.2

SECTION NOTES:
There is some good initial work on engaging board-level and senior management support on issues of LGBT inclusion. To build on this work, we would like to see strong messages on sexual orientation equality communicated explicitly from both board and senior management. We also recommend a pre-review before next year's submission to ensure that all the good work you have done is evidenced in enough detail. Stonewall's new 'Securing Senior Buy-In' resource will be helpful in working on this section over the coming year.

WHAT YOUR EMPLOYEES SAY:

Senior managers demonstrate visible commitment to lesbian, gay and bi equality…
75% of your LGBT employees agreed
70% of your non-LGBT employees agreed

Senior managers demonstrate visible commitment to trans equality…
67% of your LGBT employees agreed
58% of your non-LGBT employees agreed

NOTES: use this space to make extra notes during your benchmarking meeting

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SECTION 6: MONITORING

This section examines how the organisation monitors its employees. The questions scrutinise data collection methods, analysis and outcomes.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
6	Monitoring	5	21	16	10	5.7	5.5	9.4

SECTION NOTES:

The question used to monitor sexual orientation is in line with current best practice. We would like to see the question on gender identity be brought into best practice. Stonewall can advise on this and provide examples of best practice. We would then like to see gender identity monitored around application success rate, staff satisfaction, and pay grade.

WHAT YOUR EMPLOYEES SAY:

I understand why my employer monitors the sexual orientation of its employees…
89% of your LGB employees agreed

I would feel confident telling my employer my sexual orientation on a monitoring form…
74% of your LGB employees agreed

NOTES: use this space to make extra notes during your benchmarking meeting

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SECTION 7: PROCUREMENT

This section 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.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
7	Procurement	3	17	14	5	4.1	5.7	10.0

SECTION NOTES:
There is room to grow on procurement. We would like to see both policies and training of potential suppliers scrutinised before awarding contracts. We would also like to see contract monitoring meetings include a broad diversity and inclusion slot, and for feedback from LGBT staff and service users on procured services monitored or otherwise collected. Stonewall can provide guidance on procurement practices.

NOTES: use this space to make extra notes during your benchmarking meeting

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SECTION 8: COMMUNITY ENGAGEMENT

This section 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.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
8	Community engagement	14	20	6	18	9.2	12.8	15.7

SECTION NOTES:
Some good first steps to community engagement has been undertaken by the force. We would like to see this work grow, particularly around supporting or sponsoring trans community groups and events. We would like to see the force's main social media accounts celebrate LGBT inclusion. We are unfortunately unable to award for tweets by network group or equality division sub-accounts, though this work was excellent.

NOTES: use this space to make extra notes during your benchmarking meeting

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SECTION 9: CLIENTS, CUSTOMERS AND SERVICE USERS

This section examines how the organisation engages with clients, customers, services users or partners.

		Your score	Full marks	Variance	Self-score	Overall average	Sector average	Top 100 average
9	Clients, customers and service users	3	17	14	7	6.0	6.6	11.6

SECTION NOTES:

There's a lot of room to improve on work around clients and service users. We would like to see a service user journey mapping exercise undertaken as a matter of priority in the coming year. This exercise will uncover gaps and areas for improvement that could have a big impact on increasing positive interactions between the public and the force. Stonewall's 'Service Delivery Toolkit' provides guidance on service user journey mapping.

NOTES: use this space to make extra notes during your benchmarking meeting

SECTION 10: ADDITIONAL WORK

Your score: 0   Full marks: 20   Self-score: 2

It is great to see that Mx is a title that can be selected by applicants, however this has been claimed in previous sections so we are unable to award for it in this section.

NOTES: use this space to make extra notes during your benchmarking meeting

ADDITIONAL EMPLOYEE FEEDBACK SURVEY ANALYSIS

RESPONDENT PROFILE

Total respondents: 120

QUICK FACTS

92,418 employees took part in the employee feedback survey

If you did not receive over 10 LGBT responses, your LGBT survey data will be blank, as analysis will not have been carried out. Analysing numbers below this threshold risks outing individuals and is not reliable.

DISCLOSING SEXUAL ORIENTATION:

Would you feel comfortable disclosing your* sexual orientation at work…

	All or some
To colleagues	68%
To managers/senior colleagues	63%
To customers/clients/service users	17%

*Data represents LGB respondents

BEING MYSELF IN THE WORKPLACE:

I feel able to be myself in the workplace…

90% of your LGBT employees said yes

CHALLENGING BEHAVIOUR

I would feel confident challenging inappropriate behaviour or discrimination towards LGBT people in the workplace…

85% of your non-LGBT employees said yes

PRIORITIES FOR THE YEAR AHEAD

Use this space to identity your organisation's top three LGBT-inclusion priorities for the year ahead, arising from the discussion. You may like to consider how you will work with Stonewall in order to achieve these.

Your Priorities	What would success look like in a year?	What steps will you take to achieve that success?
Example: To engage senior champions in LGBT inclusion	*Example: Improved score in section five of the Index, and improved responses to survey questions on senior leadership*	*Example: Three senior managers will attend a Stonewall Workplace Conference; allies training will be delivered to the board*
Priority one: *Write your priority here*		
Priority two: *Write your priority here*		
Priority three: *Write your priority here*		