

WORKPLACE EQUALITY INDEX 2018: FEEDBACK REPORT

Derbyshire Constabulary

Emergency services

Congratulations on taking part in Stonewall's 2018 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

Derbyshire Constabulary

Emergency services

Total score: 78**Rank 2018:** 192**Sector rank:** 19**Trans inclusion work:** 45%

QUICK FACTS

434 organisations took part in the 2018 Index

20 different sectors were represented

70% is the average score for a Top 100 employer

93,582 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	10.5	15	4.5	13	7	8	11
2	The employee lifecycle	7	27	20	21.5	11	13	20
3	LGBT employee network group	14	22	8	18	9	10	17
4	Allies and role models	5	22	17	5.5	7	7	15
5	Senior leadership	5	17	12	8	6	7	11
6	Monitoring	5.5	21	15.5	10	6	7	10
7	Procurement	1	17	16	3	5	5	12
8	Community engagement	16	20	4	18	10	13	17
9	Clients, customers and service users	0	17	17	7	7	8	12
10	Additional work	0	2	2	2			
	Employee feedback survey	14	20	6		8	7	15

- **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

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	10.5	15	4.5	13	7	8	11

SECTION NOTES:

Regarding the Bullying and Harassment Guidance; in terms of discrimination could be more specific, that the force has a zero tolerance approach. Also harassment is not a form of discrimination, this should be looked at. There is no definition of bullying.
As the policies uploaded are not exactly what we ask, this will be raised during benchmarking.
The Transgender and Gender reassignment guidance, as definitions that are absolutely incorrect (i.e. Androgyne also known as polygender, gender queer or third-gender) and incorrections about the legal protection of trans people without a GRC, and should be reviewed.

WHAT YOUR EMPLOYEES SAY:

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

86% 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...

100% of your LGB employees agreed

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	7	27	20	21.5	11	13	20

SECTION NOTES:

The recruitment training doesn't even mention anything about LGBT. Speaks about race, gender and disability.
 When claiming for training, we need to be able to see the contents of the training. Nothing was uploaded, we could not award.
 More can be done in terms of communications.
 Contributions to the LGBT staff network group should be recognised during staff performance appraisals, under social development / corporate responsibility.

WHAT YOUR EMPLOYEES SAY:

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

50% of your LGBT employees said yes
 57% of your non-LGBT employees said yes

My employer offers diversity training to all staff...

64% of your LGBT employees said yes
 80% of your non-LGBT employees said yes

As a result of the training, I understand lesbian, gay and bi identities...

78% of your LGBT employees agreed
 96% of your non-LGBT employees agreed

As a result of the training, I understand transgender identities...

78% of your LGBT employees agreed
 83% of your non-LGBT employees agreed

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	14	22	8	18	9	10	17

SECTION NOTES:

Some very good work here.
The replies could be more specific.
More can be done in terms of multiple identities.

WHAT YOUR EMPLOYEES SAY:

My organisation has an LGBT employee network group...

86% of your LGBT employees said yes
97% 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...

42% of your LGBT employees said yes
28% of your non-LGBT employees said yes

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

75% of your LGBT employees agreed
59% of your non-LGBT employees agreed

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

92% of your LGBT employees agreed
72% of your non-LGBT employees agreed

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	5	22	17	5.5	7	7	15

SECTION NOTES:

Allies are fundamental to advancing LGBT inclusion. Role models are extremely important to create an inclusive culture, where everybody see that they can thrive regardless of their sexual orientation or gender identity. But they need to be explicit about the characteristic they are role modeling, we should not be left to guess their sexuality or gender identity.

WHAT YOUR EMPLOYEES SAY:

There are visible role models in my organisation who are gay women/lesbians...

43% of your LGBT employees agreed
 77% of your non-LGBT employees agreed

There are visible role models in my organisation who are gay men...

36% of your LGBT employees agreed
 77% of your non-LGBT employees agreed

There are visible role models in my organisation who are bi people...

7% of your LGBT employees agreed
 27% of your non-LGBT employees agreed

There are visible role models in my organisation who are trans people...

14% of your LGBT employees agreed
 23% of your non-LGBT employees agreed

I consider myself to be an advocate for LGBT equality...

77% of your non-LGBT employees agreed

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	5	17	12	8	6	7	11

SECTION NOTES:

When claiming for communications, we need to understand who communicated what and when.
 This section is about what board members and senior managers attend, say and how they engage and what support they receive to advance LGBT inclusion (not what other members of staff do).
 x x x x x

WHAT YOUR EMPLOYEES SAY:

Senior managers demonstrate visible commitment to lesbian, gay and bi equality...

71% of your LGBT employees agreed
 83% of your non-LGBT employees agreed

Senior managers demonstrate visible commitment to transgender equality...

50% of your LGBT employees agreed
 69% of your non-LGBT employees agreed

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	5.5	21	15.5	10	6	7	10

SECTION NOTES:

When monitoring sexual orientation, consider including an option "other" or "self-describe" with an open text box.
 When monitoring gender identity, consider including an explanation of what you mean by transgender.
 On the analysis from application to appointment, we can see the appointment figures, awarded on benefit of doubt.
 On the staff satisfaction survey, we can see the breakdown of the people that responded, but not the satisfaction breakdown.
 It would be great to see the sexual orientation disclosure rates increase.

WHAT YOUR EMPLOYEES SAY:

I understand why my employer monitors the sexual orientation of its employees...

86% of your LGB employees agreed

I would feel confident telling my employer my sexual orientation on a monitoring form...

93% of your LGB employees agreed

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	1	17	16	3	5	5	12

SECTION NOTES:

Saying "the Contractor shall not unlawfully discriminate..." is not the same as asking if they have a policy. To have a policy will prevent them (and their members of staff) to discriminate. A lot more can be done with suppliers, specially with those that work on site (i.e. invite them for training sessions or to the network activities).

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	16	20	4	18	10	13	17

SECTION NOTES:

Some very good work being done here.
Good use of social media platforms.
Good engagement with local LGBT groups.
When we ask about supporting LGBT events, we don't mean attending Pride (though this is very good), we mean supporting in a way that help these events happen. This can be with funds, free policing of events, hosting events or allowing events to be at your premises.

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	0	17	17	7	7	8	12

SECTION NOTES:

To examine the service user journey to ensure there are no barriers to access for LGBT people, means to look at all touch points (website, phone, leaflets, face to face services) and analyse from the perspective of an L, G, B or T person: is the language inclusive, are people making assumption about the service user, when on the phone? i.e. when asking about family circumstances, are they asking about husband / wife? Will they make gender assumption based on the voice?
Front line staff needs more specific training around how to address people, what kind of security questions should (and should not be asked), assumptions (specially by phone) - and we need to be able to see the training (nothing uploaded).
The Domestic abuse campaign is a very good campaign, but we awarded this on section 8. What we are looking for here is some kind of public communication (can be on the website) so that people know the police is LGBT inclusive.

SECTION 10: ADDITIONAL WORK

Your score: 0

Full marks: 2

Self-score: 2

SECTION NOTES:

We are not able award this as, if anything, is misleading. An applicant can choose Mx as title, and will think the Force is really inclusive of non-binary identities. But once they are accepted in the Force, they will be forced to choose a gender they don

ADDITIONAL EMPLOYEE FEEDBACK SURVEY ANALYSIS

RESPONDENT PROFILE

Derbyshire Constabulary

Emergency services

Total respondents: 44

LGBT respondents: 14

Non-LGBT respondents: 30

QUICK FACTS

93,582 employees took part in the employee feedback survey

If you did not receive over 10 responses, your 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
To colleagues	71%
To managers/senior colleagues	64%
To customers/clients/service users	7%

*Data represents LGB respondents

NEGATIVE CONDUCT AND COMMENTS:

I have experienced negative comments or conduct from colleagues at work because of my sexual orientation...

21% of your LGB employees said yes once, or yes multiple times

PERCEPTIONS OF INCLUSION:

The workplace culture in my organisation is inclusive of gay women/lesbians...

93% of your LGB employees agreed
97% of your non-LGBT employees agreed

The workplace culture in my organisation is inclusive of gay men...

86% of your LGB employees agreed
97% of your non-LGBT employees agreed

The workplace culture in my organisation is inclusive of bi people...

79% of your LGB employees agreed
83% of your non-LGBT employees agreed

The workplace culture in my organisation is inclusive of trans people...

50% of your LGB employees agreed
67% of your non-LGBT employees agreed