



Bernie Williams

By Email: request-673877-8b869d9c@whatdotheyknow.com

Network Rail
Freedom of Information
The Quadrant
Elder Gate
Milton Keynes
MK9 1EN

T 01908 782405
E FOI@networkrail.co.uk

31 July 2020

Dear Mr Williams

Information request

Reference number: FOI2020/00750

Thank you for your email of 2 July 2020, in which you requested the following information:

"Is Network Rail part of the 'Stonewall Index'? If so, what does it endow upon Network Rail as a publicly funded company?"

So, with that in mind, may I also please enquire if Network Rail is a Stonewall Champion?"

If so, what does that entail and are there any costs associated with being a 'Stonewall Champion'?"

I have processed your request under the terms of the Freedom of Information Act 2000 (FOIA) and I can confirm that we hold the information you have requested. In the interest of clarity, I have numbered your request and will answer them in turn below.

1. Is Network Rail part of the 'Stonewall Index'? If so, what does it endow upon Network Rail as a publicly funded company?

I have consulted with the relevant colleagues and I can confirm that Network Rail is a part of the Stonewall Index Top 200.

Stonewall's Workplace Equality Index helps organisations understand how inclusive their policies, procedures and practices are in relation to Lesbian, Gay, Bi-sexual and Trans

employees. The index provides us with a means of benchmarking our approach to inclusion with other businesses and a way to share best practice.

2. So, with that in mind, may I also please enquire if Network Rail is a Stonewall Champion?

I can confirm that Network Rail is a Stonewall Champion.

3. If so, what does that entail and are there any costs associated with being a 'Stonewall Champion'?"

Being a Stonewall Champion shows a commitment to being inclusive of LGBT+ employees and to equality in the workplace.

There are costs associated with being a stonewall champion. The cost of annual membership is £2,500, which provides access to specific support for our LBGT+ employees when needed, advice and guidance on policies, training resources and opportunities to learn from others.

I hope this response is helpful. If you have any enquiries about this response, please contact me in the first instance at FOI@networkrail.co.uk or on 01908 782405. Details of your appeal rights are below. Please remember to quote the reference number at the top of this letter in all future communications.

Yours sincerely

Najea Begum
Information Officer

The information supplied to you continues to be protected by copyright. You are free to use it for your own purposes, including for private study and non-commercial research and for any other purpose authorised by an exception in current copyright law. Documents (except photographs) can also be used in the UK without requiring permission for the purposes of news reporting. Any other re-use, for example commercial publication, would require the permission of the copyright holder. Please contact me if you wish to re-use the information and need to seek the permission of the copyright holder.

Appeal rights

If you are unhappy with the way your request has been handled and wish to make a complaint or request a review of our decision, please write to the Head of Freedom of Information at Network Rail, Freedom of Information, The Quadrant, Elder Gate, Milton Keynes, MK9 1EN, or by email at FOI@networkrail.co.uk. Your request must be submitted within 40 working days of receipt of this letter.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner (ICO) can be contacted at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or you can contact the ICO through the 'Make a Complaint' section of their website on this link: <https://ico.org.uk/make-a-complaint/>

The relevant section to select will be "Official or Public Information".