

Stonewall Workplace Equality Index 2020

THIS DOCUMENT IS FOR REFERENCE PURPOSES ONLY.

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

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

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

Section 1: Policies and Benefits

This section comprises of 7 questions and examines the policies and benefits the organisation has in place to support LGBT staff. The questions scrutinise the policy audit process, policy content and communication.

1.1 Does the organisation have an audit process to ensure relevant policies (for example, HR policies) are explicitly inclusive of same-sex couples and use gender neutral language?

GUIDANCE: The audit process should be systematic in its implementation across all relevant policies. Relevant policies include HR policies, for example leave policies.

Yes

No

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

The review process is ongoing (see below) but a recent example of this is the review of the questions we ask in our diversity data monitoring forms in July 2019.

Describe the audit process (Max 500 words).

The House of Commons Governance Office holds a central list of policies, reviewed annually to ensure all are up to date and have controls in place that ensure management are implementing them. Such monitoring include auditing policies (including HR policies) against best practice standards, including inclusivity of same sex couples and gender neutral language.

In addition to this, all new policies are audited through our Equality Analysis (EA) process which will go through any key stakeholders including senior staff, HR staff and our employee network group ParliOUT. Using this mechanism, these stakeholders and the entire network committee review the policy including a dedicated EA coordinator from ParliOUT. This, along with a parallel process conducted by our ParliGender network group scrutinise and ensure that all possible considerations for LGBT and Gender inclusivity are addressed. This includes inclusivity of same-sex couples and gender-neutral language.

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

Following this process for the review of our data monitoring questionnaire had a direct influence on the questions we asked. The process facilitated a positive and constructive dialogue and engagement around the LGBT+ questions, in which we engaged Stonewall for advice and sought input from our

LGBT+ network and Gender Network. Between these stakeholders we reached resolution around the most agreeable outcomes for how we ask questions and what we might answer. The most tangible outcome was that we added 'No Gender identity' under the gender question in our monitoring forms. This was with input and sign off from senior members of staff as well as our network. We are likely to launch the new suite of questions in October 2019.

In addition to this our independent Complaints and Grievance Scheme (IGGS) is an unprecedented service in supporting people who have experienced bullying, harassment and/or sexual misconduct. Partnering with external, specialist organisations it covers House of Commons, staff employed by or working for the House of Lords Administration, Parliamentary Digital Service, MPs and MPs' staff and interns, and other paid or unpaid staff, including those employed by external organisations who hold a parliamentary pass. It is a scheme that vastly contributes to ensuring an inclusive workplace and has been done on a scale that has not been seen elsewhere.

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

GUIDANCE: The policy/policies should clearly state that the organisation will not tolerate discrimination against employees on the grounds of sexual orientation or gender identity and/or trans identity. These may be listed along with other protected characteristics. The policy/policies should also demonstrate, through careful wording, a zero-tolerance approach to homophobic, biphobic and transphobic bullying and harassment. They should explicitly include examples of what homophobia, biphobia and transphobia in the workplace may look like.

- A. Explicit ban on discrimination based on sexual orientation
- B. Explicit ban on discrimination based on gender identity and gender expression
- C. Explicit ban on bullying & harassment based on sexual orientation
- D. Explicit ban on bullying & harassment based gender identity and gender expression
- E. None of the above

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

At the end of 2018, we released a behavior code along with two new policies around Bullying, Harassment and Sexual Misconduct, framed with the following introduction... *'Parliament believes that all people have the right to be treated with dignity and respect and not be the subject of sexual misconduct, harassment, bullying or discrimination of any kind'*.

Both make explicit reference to sexual orientation and gender reassignment. See sections 2.3 and 2.8 of Bullying and Harassment Policy. *'2.3 Harassment is any unwanted physical, verbal or non-verbal conduct that has the purpose or effect of either violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Under the Equality Act 2010, harassment is related to one or more of the relevant 'protected characteristics' which include age, sex, race, disability, religion or belief, sexual orientation and gender reassignment.'* And *'2.8 Harassment associated with different protected characteristics may be quite different in nature and may relate to more than one protected characteristic'*

See also section 8.2 of Sexual Misconduct policy. *'8.2 Research shows that the incidence and specific experience of sexual misconduct can be affected by a number of characteristics of those who*

are targeted, including the protected characteristics covered under the Equality Act 2010, such as: age, disability, gender reassignment, race, sex and sexual orientation. Characteristics such as race and sex and sexuality can intersect with each other in ways that create specific issues (for example a Black woman might be targeted with racialised sexual harassment)

Our Bullying and Harassment policy and procedure that includes a range of sanctions including disciplinary (NB under our disciplinary policy, discrimination is considered gross misconduct where summary dismissal may be appropriate).

The scope of the policy covers:

- Members of Parliament (MP) or Peers;
- Employees of MPs or Peers or other people working for them, such as volunteers, people undertaking work experience or interns;
- Employees of the House of Commons or Parliamentary Digital Service, following a decision by the House of Commons Commission
- Employees of the House of Lords, following a decision by the House of Lords Management Board on 5 November 2018;2
- Employees of other Parliamentary organisations (for example, CPA UK, BGIPU, an All Party Parliamentary Group)
- Specialist Advisers and others supporting Parliamentary work, including people employed by political parties or collectively employed by MPs (e.g. PRU, PRS and Group staff);
- Members of the Press Gallery;
- Contractors, agency workers, inward secondees or interns to any of the relevant bodies above;
- Visitors at Westminster

1.3 Where the organisation has the following policies, do they explicitly state they are applicable to same-sex couples and use gender neutral language? Tick all that apply.

GUIDANCE: Where applicable, the policies should explicitly state that they apply to same-sex couples (or same-gender or non-heterosexual couples). Alternatively, they should explicitly state that they apply regardless of the gender of an employee's partner. The policies should avoid unnecessarily gendered language and pronouns, for example, by using the term 'partner' instead of 'husband' or 'wife' (as long as you have previously stated what constitutes a partner). It should be clear that parental leave policies apply to all employees, regardless of gender.

- A. Adoption policy
- B. Special or Compassionate Leave Policy
- C. Maternity policy
- D. Paternity policy
- E. Shared Parental leave policy
- F. None of the above

Upload the selected policies.

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

A:Adoption Policy excerpt:

3. Adoption Leave

Definition

3.1 In this section the term “couple” includes same sex couples.

3.2 Adoption leave and pay will be available to individuals who adopt, or one member of a couple (including same sex couples) where a couple adopt jointly (the couple may choose which partner will take adoption leave).

3.3 The partner of an individual who adopts, or the other member of a couple who are adopting jointly, may be entitled to Ordinary Paternity Leave and pay.

B: Special or Compassionate Leave Policy Excerpt

This policy does not use any gendered language or reference to gender in couples. Please see excerpt example of how dependents are defined...

3.4 For these purposes a dependant may be:

- a spouse or partner
- a child
- a parent
- a close relative
- someone who lives in the same household but is not an employee, tenant, lodger or boarder
- someone who relies on you for care or assistance if they are ill or injured or to make arrangements for their care

C: Maternity Policy

Maternity guidance is wrapped up in a document that includes Paternity Leave and Shared Parental Leave. The maternity section does not mention gender or couple dynamics but is instead about entitlements universally applied to all employees that take mat leave. The same policy references the Shared Parental Leave policy and explicitly references same sex couples (see answer to E below). E.g '2.14 **All pregnant employees**, regardless of their length of service, are entitled to Ordinary Maternity Leave (OML) of 26 weeks and Additional Maternity Leave (AML) for a further 26 weeks. Ordinary maternity leave can begin at any time after the start of the 11th week before your expected week of childbirth and will start on whichever date is earlier...'

D: Paternity

4. Ordinary Paternity Leave Excerpt

Definition

4.1 In this section:

- The term “partner” is defined as the partner of the person giving birth or adopter. This can be a spouse, civil partner, or a partner who is living in an enduring relationship with the person giving birth or adopter and the child
- The term “couple” includes same sex couples.

E: Shared parental Leave

'6.1 Shared Parental Leave (SPL) enables eligible parents, partners (including same sex partners) and adopters to choose how to share time off work after their child is born or placed for adoption. This allows the person giving birth or adopter to share some of the leave with their partner, perhaps returning to work for part of the time and then resuming leave at a later date.'

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

Yes
No

Does the policy (or policies) in place to support employees who are transitioning cover the following? Tick all that apply.

GUIDANCE: Evidence submitted should demonstrate how information around organisational support for people transitioning is tailored to different employee groups. For guidance on creating a transitioning at work policy, see Stonewall's resource here.

- A. Work related guidance for an employee who is transitioning
- B. Work related guidance on the process for an employee to change their name and gender marker on workplace systems
- C. Work related guidance for HR staff on how to support an employee who is transitioning
- D. Work related guidance for managers on how to support an employee who is transitioning
- E. Work related guidance for employees on how to support a colleague who is transitioning
- F. None of the above

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

We have *Parliamentary Transitioning at Work Guidance* that includes specific guidance for employees (including an individual transition plan template), Change of name and personal details (including , for example security passes, name badges, name plates, parliamentary network account, contact directory and use of facilities), specific section offering guidance for HR, specific section for managers and specific section for colleagues.

Though this guidance is thorough, we are reviewing it for November 2019 to ensure it remains in line best practice and Stonewall guidance.

The other resources available to all staff via our intranet trans guidance page are:

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

Yes
No

Does the policy (or policies) in place to support all trans employees, including people with non-binary identities cover the following? Tick all that apply.

GUIDANCE: Policies submitted should include clear information around how the organisation supports all trans employees, including non-binary people. Guidance on dress code should be offered regardless of whether an organisation has a uniform or dress code policy.

- A. A clear commitment to supporting all trans people, including those with non-binary identities
- B. Information on language, terminology and different trans identities
- C. Guidance on facilities and dress code for people
- D. None of the above

Upload the selected policies.

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

Our *Parliamentary Transitioning at Work Guidance* includes the following statement:

We do not discriminate against people because of their gender, sexual orientation or gender identity and expression. We have developed this guidance to outline the key terminology and points of contact relating to gender transition. It details the responsibilities of the person transitioning and their line manager and provides a guide to developing an action plan for transitioning at Parliament.

The guidance is explicit in demonstrating that it covers all trans people, including those with non-binary identities. There is specific sections on uniform, use of facilities as well as a glossary of terminology.

In addition to this, we include a suite of Stonewall trans guidance on our intranet for staff to access.

1.6 In the past two years, has the organisation communicated that its policies are LGBT inclusive to all employees?

GUIDANCE: The communication uploaded should demonstrate the organisation has informed employees that policies are LGBT inclusive. This may be on a post on an intranet system, but any file or screenshot must demonstrate the reach of the communication.

- Yes
- No

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

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

Provide the date that the communication was shared.

On 01.08.2019, In our communications to staff around the stonewall staff feedback survey, staff were reminded from the Clerk of the House that *'We have strong policies which are LGBT+ inclusive but we must continue to empower our LGBT+ colleagues to feel that they can be their best selves at work, irrespective of their sexual identity or gender identity or expression.'*

From news story on 01.08.2019:

To participate:

Please click on the following link: [Stonewall Survey 2019](#) and type in the four-digit code (given below) which is unique to the House of Commons. Please note, the link can also be activated on mobile devices. The deadline for responses is **Friday 1 November 2019**.

Organisation Name: House of Commons
Four-digit code: 1293

John Benger, Clerk of the House of Commons, said the following:

"As both the Clerk of the House and the Head of the House of Commons Service, I am working with my colleagues on the Commons Executive Board to achieve our aim of creating an inclusive working environment. This means building a diverse and representative workforce and ensuring everyone who works for the House of Commons and the Parliamentary Digital Service is treated with dignity and respect.

Our Diversity and Inclusion Strategy for 2019-2022 makes it clear that we value diverse ideas, perspectives and experiences and recognise that each person is an individual. We have strong policies which are LGBT+ inclusive but we must continue to empower our LGBT+ colleagues to feel that they can be their best selves at work, irrespective of their sexual identity or gender identity or expression.

I fully endorse our work on the Stonewall Workplace Equality Index and encourage all staff to complete the survey as this will help us measure our progress on LGBT+ equality and contribute to future work to support LGBT+ staff."

Further details about Stonewall can be found on their website.

The following question is for information gathering purposes only and is not scored.

1.7 Does the organisation provide its employees with private healthcare insurance which is explicitly inclusive of LGBT-specific health needs?

Yes

No

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

We do not provide healthcare insurance

Section 2: The Employee Lifecycle

This section comprises of 9 questions and examines the employee lifecycle within the organisation; from attraction and recruitment through to development. The questions scrutinise how you engage and support employees throughout their journey in your workplace.

2.1 When advertising for external appointments, how does the organisation attract LGBT talent? Tick all that apply.

GUIDANCE: This question examines the ways in which you attract external LGBT candidates to apply for roles within your organisation.

- A. Advertise or recruit from LGBT/diversity websites/diversity recruitment fairs and events
- B. Include a statement around valuing diversity, explicitly inclusive of LGBT people in job packs and pages
- C. Supply potential applicants with information about your LGBT employee network group or LGBT inclusion activities
- D. Other
- E. None of the above

Upload evidence for the selected options.

Describe the evidence uploaded (Max 200 words).

A: Through our engagement and public profile we encourage word-of-mouth promotion for example our social media presence promoting LGBT+ inclusion, our presence in the Stonewall WEI, Pride in London, as Stonewall Champions and public-facing LGBT+ inclusion work such as our LGBT History tours and public LGBT events e.g film screenings and art exhibitions. We are also partnered with Vercida.com (formally diversity jobs). They are chosen as they specialise in publicising roles to a diverse group of candidates. We also had a ParliOUT stall at our Westminster recruitment fair, promoting UK Parliament as LGBT+ friendly employer. As can be seen from our Diversity Monitoring Report (covered further in the monitoring section of this application) we analyse the levels of LGB+ and gender applicants at different stages of the recruitment process. We have a high response rate of 89% on LGB+ and 11% of appointed candidates identify as LGB+.

B: Our recruitment site requires applicants to access jobs via a page that says...'The House of Commons is committed to increasing diversity, and maintaining an inclusive workplace culture. We welcome applications from all qualified candidates regardless of their ethnicity, race, gender, religious beliefs, sexual orientation, age, marital status or whether or not they have a disability.' This also links to our staff network group information pages, including ParliOUT.

<https://housesofparliament.tal.net/vx/lang-en-GB/mobile-0/appcentre-HouseOfCommons/candidate>

B/CEach new starter receives a 'Welcome to the House of Commons' booklet which includes a statement from our ParliOUT chair around his experience of working in an LGBT+ inclusive organisation.

(The following screenshots are taken from the booklet)

What matters to you, matters to us

I originally joined the Catering Department in Parliament in 1989, however in 2002 I took a career break to study and I graduated from Birmingham City University with a BA (Hons) in Human Resource and Management, returning to work in Parliament in 2006. I worked in the Recruitment Team for many years as a Recruitment Campaign Manager based in 7 Millbank. My job involved coordinating recruitment campaigns for the managers, interviewing and general administration.

My current role as Assistant Accommodation Manager (Diversity & Inclusion Lead) means I am responsible for leading and managing accommodation solutions to provide an accessible work-place across the House of Commons. This includes advising on the acquisition or modification of equipment and support services for disabled people (including persons with impaired hearing

or vision); this role is key in delivering the House's commitment to a more diverse and inclusive workplace.

In 2017 I was elected to the Committee of ParliOUT, which is a Workplace Equality Network in support of LGBT+ (lesbian, gay, bisexual, transgender) people in Parliament. The network also provides a welcoming social forum and an informal support network of people from across Parliament.

The best thing about working in Parliament is meeting and working with different colleagues across all the teams. My favourite space within the Parliamentary Estate has to be Central Lobby, a beautifully decorated space that has a magnitude which never ceases to surprise me, and secondly, the Terrace in the summer with magnificent views of the Thames.

Diversity and Inclusion

The Diversity and Inclusion team work to provide a positive, inclusive working environment where people are valued for the skills and experience that they bring to work. This means making Parliament more accessible, diverse, free from discrimination and meeting the requirements of the Equality Act 2010. Our annual Diversity & Inclusion Awards recognise individuals and teams for their contribution to promoting a diverse and inclusive workplace.

Workplace Equality Networks (WENs)

Our WENs provide an opportunity for groups of people to discuss and consider issues relevant to their situation or of interest to them. Each WEN hosts a number of events throughout the year, all are welcome.

ParliAble - A support network relevant to disabilities

ParliGENDER - A support network relevant to gender and gender equality issues

ParliOUT - A support network relevant to LGBT+ (lesbian, gay, bisexual, transgender) people in Parliament

ParliREACH - A support network relevant to race, ethnicity and cultural heritage issues

ParliON - A support network relevant to socio-economic issues

Stephen In-House Services

13

25

C: Our main recruitment site includes a banner about ParliOUT and its activities. Please see here <https://www.parliament.uk/about/working/jobs/>

2.2 What percentage of employees with recruitment responsibilities have been trained on reducing bias and discrimination towards LGBT people in the recruitment cycle? Select the completion rate for the training.

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

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

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

The team who deals with monitoring recruitment is our Learning and Organisational Development Team (L&OD) who can monitor rates of completion via our Learning and Development System ACT. As the data can

only be broken down as far as team/department, we know that 76% of people in HR Recruitment team are trained in our Recruiting for Excellence course (which includes specific reference to considerations for LGBT people) with the remaining 14% either being not applicable (they don't recruit as part of their role), new starters booked on to the training and yet to complete or individuals on career breaks. There will always be individuals from HR Recruitment team actively involved in the recruitment process. In addition to the HR Recruitment team members, there may be a manager from the team who is recruiting. This can be from anywhere in the house They are expected to have completed Recruiting for Excellence as well as read the recruiting manager guidance, which includes the following statement:

'You should be impartial and not discriminate (directly or indirectly) on the grounds of gender, race, disability, age, sexual orientation, religion, belief or any other irrelevant factor' and 'You must attend the recruitment and selection course before participating in the recruitment & selection process'

Our Recruiting for Excellence course is a full-day, face-to-face course that includes both presentations and proactive learning through scenario planning and mock-interviews. The course includes specific sections on Diversity & Inclusion, Discrimination with explicit reference to LGBT inclusion.

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

Upload training content.

2.3 What information does the organisation supply to all new employees (external appointments) when being inducted in to the organisation? Tick all that apply.

GUIDANCE: The senior leader message should explicitly call out LGBT inclusion. The content of all options given can be either in person, online, through a video or post, or on paper.

- A. Explicit message from senior leader on their commitment to LGBT inclusion
- B. Information on the LGBT employee network/allies programme or initiative
- C. Information on LGBT inclusive policies
- D. None of the above

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

A: Each new starter needs to complete training on 'our community' which includes specific reference to sexual orientation as well as a scenario to work through around the experience of a trans woman. The content of this training is supported by a statement from the Clerk of the House.

B: Each new starter receives a 'Welcome to the House of Commons' booklet which includes a statement from our ParliOUT chair around his experience of working in an LGBT+ inclusive organisation. It says:

I originally joined the Catering Department in Parliament in 1989, however in 2002 I took a career break to study and I graduated from Birmingham City University with a BA (Hons) in Human Resource and Management, returning to work in Parliament in 2006. I worked in the Recruitment Team for many years as a Recruitment Campaign Manager based in 7 Millbank. My job involved coordinating recruitment campaigns for line managers, interviewing and general administration.

My current role as Assistant Accommodation Manager (Diversity & Inclusion Lead) means I am responsible for leading and managing accommodation solutions to provide an accessible work-place across the House of Commons. This includes advising on the acquisition or modification of equipment and support services for disabled people (including persons with impaired hearing or vision); this role is key in delivering the House's commitment to a more diverse and inclusive workplace.

In 2017 I was elected to the Committee of ParliOUT, which is a Workplace Equality Network in support of LGBT+ (lesbian, gay, bisexual, transgender) people in Parliament. The network also provides a welcoming social forum and an informal support network of people from across Parliament. The best thing about working in Parliament is meeting and working with different colleagues across all the teams. My favourite space within the Parliamentary Estate has to be Central Lobby, a beautifully decorated space that has a magnitude which never ceases to surprise me, and secondly, the Terrace in the summer with magnificent views of the Thames.

Upload evidence for the selected options.

C: Each new starter is encouraged to read through our 'Staff Handbook' which, along with including policies themselves that are explicitly inclusive (as highlighted in the policies section of this application), there is also an overarching Equality and Diversity statement that sits prominently at the beginning of the staff handbook and reads The House of Commons Service recognises and values the diversity of its staff and is committed to developing working practices which will allow every member of staff to contribute their best, regardless of race, sex, marital status, pregnancy or maternity status, religion or belief, age, disability, sexual orientation, gender reassignment or any other irrelevant factor.

2.4 Does the organisation enable non-binary employees to have their identities recognised on workplace systems?

GUIDANCE: Examples include being able to use the title Mx, the option to choose a gender marker other than male or female and the ability to have a passcard with two forms of gender expression present.

Yes
No

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

Yes, at recruitment we ask the following question on self-service:

Options to select are:

- Female
- Male
- Non-binary
- Prefer to self-describe
- Prefer not to say

There is another system HAIS which currently offers the following categories:

- Female
- Male
- Other (self describe)
- Prefer not to say

We are currently consulting on changes to the H AIS options to reflect best practice in gender identity. We have sought advice from Stonewall and are now consulting with staff (including our LGBT+ network) for launch in early October 2019.

2.5 Does the organisation provide all-employee equality and diversity training which includes the following topics, explicitly covering LGBT people? Tick the completion rate for the training.

GUIDANCE: The training should reach as many employees as possible across your organisation. Training content should explicitly mention LGBT people and cover lesbian, gay, bi and trans in the context of each option selected. Examples of content you could upload are case studies, e-learning screenshots or PowerPoint presentations.

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

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

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

All of the above sections, A to D, are wrapped up into LGBT+ training is part of our Diversity and Inclusion online training through our provider ACT. This is part of our 'essentials' online training that is mandatory for all staff. It is an online training that takes you through different slides for information, scenario planning, signposting and to test your knowledge throughout the process. By taking the course, participants have to read through each section thoroughly and demonstrate their knowledge on topics such as harassment, protected characteristics and unconscious bias. This training is to be completed by all new starters and current members of staff annually, with the training updated each year.

Upload evidence for selected options.

Is it alright?

Let's look at a few more examples of bullying and harassment. In each instance, try to put yourself in the place of the individual; how would you feel?

Click or tap on the arrows below to learn more.



Michela, a Trans woman, attended an event with her partner hosted at the House. Before they left she used the women's toilets but was challenged whilst washing her hands by a female member of staff.

The member of staff suggested that Michela should have used the accessible toilets instead.

Protected characteristics

The characteristics protected by the Equality Act are:

- age
- disability
- gender reassignment
- marriage or civil partnership (in employment only)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

We all have at least some of these characteristics (such as sex or age) so the Act protects everyone from discrimination.

Bad treatment that is related to a protected characteristic (such as race or sexuality)

Please select an option...



2.6 In the past year, which of the following messages have appeared in internal communications to all employees? Tick all that apply.

GUIDANCE: Communications uploaded should have been sent, or made available to all employees (or as many as geographically possible through the specific communication method). Evidence could include emails and screenshots of intranet posts. IDAHOBiT refers to the International Day Against Homophobia, Biphobia and Transphobia. In your uploaded evidence, make clear who/how many employees the communication reached. Evidence provided for option A. must clearly include all identities within LGBT.

- A. Information about LGBT History Month, Pride, Spirit Day and/or IDAHOBiT
- B. Information about Bi-visibility Day and/or other bi specific events (e.g. Bi Pride events or Bicon)
- C. Information about Transgender Day of Visibility, Transgender Day of Remembrance and/or Trans Pride
- D. Information about the LGBT Employee Network Group and allies activity
- E. None of the above

Upload evidence for selected options.

Provide date for option A: 26 June – 10 July (screens throughout HoC)



(all staff news item)



C: ParliOUT's twitter feed is promoted through our intranet and for Bi Visibility Day and Bi Week they posted the following on 23.09.2018

Item C: 28 March 2019

Lunchtime Learning Event: Trans Day of Visibility

ParliOUT & ParliGENDER Lunchtime Learning Event: Trans Day of Visibility with Helen Belcher

Thursday 28th March 2019 | 1.00pm – 2.00pm | Room U, Portcullis House



Provide date for option D: June/July 2019

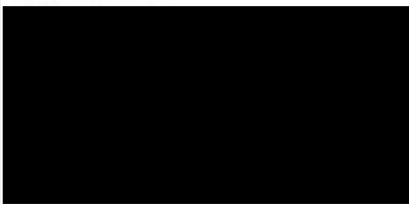
What's On In July 2019

News and events

- Events
- Members' Newsletters and Notices
- Staff Newsletters and Notices
- Media Resources
- News
- What's On

Pride in Parliament Festival

Date: Until Wednesday 10 July
Time: Various events
Location: Various venues



ParliOUT are hosting a Pride festival of events in Parliament.

The festival includes:

LGBTea and Cakes

Please come for cake and discuss what Pride means to you. This will be held in the River Restaurant, House of Lords on **Monday 1 July, 2.30 - 3.30pm**. Please RSVP your attendance by emailing ParliOUT.

Pride Bingo with Krystal Ball

Please join us for a night of bingo fun. Entry will be £4 and will include at least 4 games of bingo. All money raised on the night will be used to purchase a Transgender flag that we hope to fly from parliament on Transgender day of Remembrance. Please bring your own refreshments. This event will be held in the Millbank House Cafeteria, **Thursday 4 July, 6 - 9.30pm**. Please RSVP your attendance by emailing ParliOUT.

Pride Breakfast

Please come for breakfast and discuss what Pride means to you. This will be held in the River Restaurant, House of Lords on **Friday 5 July, 8 - 9pm**. Please RSVP your attendance by emailing ParliOUT.

ParliOUT at London Pride

ParliOUT is proud to be representing the UK Parliament again at the Pride in London Parade for our eighth consecutive year, on **Saturday 6 July**. To ensure you are able to join ParliOUT at Pride in London, please register to reserve a wristband and a ParliOUT branded t-shirt for the parade via Eventbrite.

UK Black Pride

In Partnership with ParliREACH, ParliOUT will be attending UK Black Pride for the first time with our community outreach stall. Pop along between **12 - 5pm on Sunday 7 July**, and say hello to the team as we talk to Pride-goers about working for Parliament and how to get their voices heard.

Pride Games

On your marks, get set, GAY! Join us for a fun packed evening of sports games in the park. This event will be held on **Wednesday 10 July, 5 - 8pm**.

2.7 In the past year, which of the following career development opportunities has the organisation specifically communicated to LGBT employees? Tick all that apply.

GUIDANCE: Communications here can either be specific communications to LGBT people through the employee network group OR an all-employee communication making it clear you welcome LGBT employees on the programmes/opportunities.

- A. General leadership and development programmes
- B. LGBT specific leadership/professional development programmes
- C. LGBT specific seminars and conferences
- D. None of the above

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

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

On 4th February 2019, the ParliOUT newsletter contained an item promoting the organisations 'Future Managers Programme' encouraging members of the LGBT+ network to be involved. The Future Managers Programme is a 12-month accredited programme aimed at our internal pipeline of 'aspiring managers'. Greater management capability is recognised as an important contributor to achieving the House Strategy, therefore to support this strategic aim further, the Future Managers Programme will focus on developing a pipeline of future managers.

As can be seen from our Diversity Data Monitoring Report (Uploaded in Monitoring section) our highest pay bands are where we have the greatest percentage of individuals who identify as LGB+. Our top two pay bands have both seen an increase in individuals identifying as LGB+ in comparison to the previous year's data. This suggests a positive correlation between being LGB+ and successfully gaining career development opportunities.

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

On 16th November 2018, the following message was communicated 'In Parliament we know that allies have a critical role to play in creating inclusive environments and have been key to advancing fair treatment for LGBT colleagues'.

'The Stonewall Trans Allies Programme will be delivered to a group of staff from the House of Commons and the House of Lords on 22 November'.

As a result of the comms push and the example led by senior leaders attending, the programme was fully attended with a waiting list. Allies fed back positively and have continued to champion trans inclusion.

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

On 26th April 2019, a number of staff from across House of Commons teams attended the Stonewall Workplace Conference 2019. We purchased around seven tickets, of which around five were

allocated to ParliOUT members. All attendees went to the seminars offered by Stonewall during the conference and used them as an opportunity to upskill and increase their knowledge in a broad range of subject areas. After the conference the learnings were shared among the committee for use in their work. For example, the information from the bi inclusivity workshop was shared and an example of bierasure found in some comms and subsequently reworded.

2.8 Does the organisation proactively recognise contributions to the LGBT employee network group(s) during employee performance appraisals?

GUIDANCE: The onus should be on the employer/manager to make explicit that network group activity links in with organisational values and count towards diversity goals. Please note, the recognition doesn't have to be financial, but should be systematic and applied to all performance appraisals, not just those of the network leads.

Yes
No

Describe how contributions are recognized (Max 300 words).

Our Appraisal system (IPR) is based primarily around work objectives set by the employee Job Description but will also include Diversity and Inclusion objective. This, along with personal development objectives can and have included participation in network activity. Particularly where staff have taken roles to advance the work of a network group such as taking a position as chair or committee member. These are done in agreement with the manager and employee and therefore vary on a case-by-case basis but will be assessed quarterly and then as part of the annual review.

Positive examples include ParliOUT/ParliOUT committee members received a total of 4 nominations in the Commons/PDS D&I award in particular recognition of the intersectional work they have taken forward, such as with ParliABLE around mental health awareness and with ParliREACH for Black Pride. At least two nominees used the D&I award nominations for LGBT+ inclusion in their appraisals.

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

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

Yes
No

Describe the exit interview/survey process and how LGBT issues would be identified or raised (Max 200 words). Although exit surveys don't specifically ask for any LGBT issues, they instead give the opportunity to raise general issues at which point anything around discrimination (LGBT or otherwise) can be raised. These responses are then reviewed and if there are issues raised around discrimination or unfair treatment of any kind HR staff would be responsible for reaching out to the individual to offer to discuss these concerns in more detail.

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

During the above conversation HR would seek the staff member's agreement to share their experience with management with a view to, in first instance, take informal steps being taken to remove/deal with the barriers or issues found. This can be escalated if necessary. In all circumstances HR would also point the staff member towards formal policies to raise issues and seek a resolution. This can include our Grievance policy and procedure, along with the Independent Complaints and Grievance scheme, Reporting Helplines and the Employee Assistance Programme.

Section 3: LGBT Employee Network Group

This section comprises of 7 questions and examines the activity of your LGBT employee network group. The questions scrutinise its function within the organisation.

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

- A. Yes, with a defined role and terms of reference
- B. No, but we have a formal agreement with an external network in our sector/region
- C. We do not have an LGBT employee network group or a formal agreement with an external network in our sector/region

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

(Please see ToR pasted into the end of this document)

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

3.2 Does the LGBT employee network group have clearly defined yearly objectives?

GUIDANCE: Examples could include holding a certain number of events or campaigns, engaging with different groups of staff across the organisation and collaborating with other organisation's network groups.

Yes
No

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

1. Policies and procedures
2. Education and awareness building
3. Internal visibility, outreach and engagement
4. Events

You asked us to ensure that parliamentary policies and procedures are more LGBT+ friendly.

We've been involved in taking steps towards this, like working with HR to change forms to include gender neutral pronouns and diverse identities.

We have also worked on de-gendering uniform and dress codes- we have already advised on revisions for the Parliamentary Security Department and the public gallery.

We will continue to work towards this, please do flag any issues that you become aware of.

Education and awareness building

We will continue to hold monthly 'lunch time learn' events and take suggested topics from the 2019 survey into account.

We will use Board level meetings with both Houses, the WEN Steering group and the D&I Steering group to raise issues at a senior level.

We have established a relationship with the All Party Political Group on LGBT+ rights and will work with the APPG to raise awareness of global LGBT+ issues.

Although we have guidance and educational documents on the ParliOUT intranet page, the survey results suggest that our membership are not aware of these, so we will publicise these more widely, both digitally and at relevant events.

Internal visibility, outreach and engagement

We will continue to run the rainbow lanyard campaign for IDAHOBIT Day.

We have a new logo and plan to push a visual identity across both Houses to foster a feeling of community and let everyone know that we are there.

We will increase our presence in the House of Lords. For example, we are working with the I&D team to be included in the Lord's newsletter and have requested a more visible location in Millbank House for promotional stalls so that we are seen by more Lord's Staff.

We plan to increase digital engagement to reach more of our membership, and particularly non-desk based staff and those not based in Westminster. This will mean increasing @ParliOUT twitter content and recording more events to be made available to watch online.

We will work more closely with other internal groups on common issues. Including other WENs and the APPG on LGBT rights.

3.3 Which of the following support activities does the LGBT employee network group facilitate? Tick all that apply.

GUIDANCE: The individual support the network offers should be available and advertised to all staff. Consultation on internal policies and practices should be considered as policies which impact upon employee welfare, for example, reviewing an updated adoption policy. Consultation on the organisations broader work refers to organisational outcomes, for example being consulted on a LGBT media marketing campaign.

- A. Provide confidential support to all employees on LGBT issues
- B. Provide support to enable employees to report homophobic, biphobic and transphobic bullying and harassment
- C. Have been consulted on improving internal policies and practices
- D. Have been consulted on business development, organisational priorities and/or the organisation broader work
- E. None of the above

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

A: ParliOUT has its own 'buddy' service which has trained volunteers who are available to meet staff, in complete confidence, to discuss any issues they may wish to raise. You do not have to be a member of ParliOUT to access the service, and this is communicated on its intranet pages. The buddy system will give all staff (whether network members or not) an opportunity to talk to someone from ParliOUT, find out more about the network, and discuss problems or issues in their work or personal life which ParliOUT members might be able to provide an insight on. For example:

- a child 'coming out' as LGBT+;
- making a decision about whether to come out at work;
- dealing with aspects of faith and sexuality;
- where to go for help, support, and advice (e.g. Health & Wellbeing, the D&I team, Stonewall etc);
- or simply getting to know someone from the network before coming along to an event.

B: ParliOUT has an advice and guidance pages on the intranet that lists both contacts from ParliOUT who can support/signpost on a range of issues including reporting on bullying and harassment. In addition to this, the pages list an A-Z glossary on a range of issues, including support for bullying and harassment. There is further interpersonal advice available through ParliOUT's 'buddy' scheme which has trained volunteers who are available to meet staff, in complete confidence, to discuss any issues they may wish to raise, part of this role is to signpost the various routes for reporting homophobic, biphobic and transphobic bullying and harassment.

C: An equality analysis must be carried out whenever an existing policy, service or function is reviewed, or a new one introduced. An equality analysis (EA) allows us to consider the effect of our policies, practices, and functions on people from particular groups, especially those from groups with the 'protected characteristics' – age, disability, race, sex, gender identity, religion or belief, marriage and civil partnership, sexual orientation, and pregnancy and maternity. As part of the EA process, the EAs must be reviewed by PAarliOUT. Our ParliOUT chairs will also sit on the D&I steering group at the house of commons that monitor our achievements against our D&I Strategy and action plan. The D&I steering group works directly with the House of Commons Executive Board in doing this and monitors our performance against our D&I objectives within the House of Commons strategic objectives. These are a combination of both internal policy and practice development as well as broader organisational priorities and business development:

Facilitating Effective Scrutiny and Debate
Involving and Inspiring the Public
Securing Parliament's Future
Creating an Inclusive Working Environment

D: Our ParliOUT chairs will also sit on the D&I steering group at the house of commons that monitor our achievements against our D&I Strategy and action plan. The D&I steering group works directly with the House of Commons Executive Board in doing this and monitors our performance against our D&I objectives within the House of Commons strategic objectives. These are a combination of both internal policy and practice development as well as broader organisational priorities and business development:

- Facilitating Effective Scrutiny and Debate
- Involving and Inspiring the Public
- Securing Parliament's Future
- Creating an Inclusive Working Environment

Further to this, our ParliOUT chairs sit on the Workplace Equality Network steering group in which works collaboratively to support business of the house in achieving strategic aims around Diversity & Inclusion. They are a combination of both internal policy and practice as well as broader organisational priorities and business development:

3.4 In the past year, which of the following activities has the LGBT employee network group undertaken? Tick all that apply.

GUIDANCE: 'Awareness raising events' here refers to activities which serve to educate or inform the wider organisation about different sexual orientation, gender identity and/or trans issues, for example panel discussions, lunch and learns or stalls during diversity events. 'Mentoring or coaching programme' here refers to either a specific programme run by the network, or alternatively an organisation wide programme which proactively incorporates LGBT mentoring with the aid of (and driven by) the network group. 'Reverse mentoring' here refers to a formal process whereby senior employees are reversed mentored by more junior LGBT employees.

A. Social networking event for members

ParliOUT regularly have social networking events for its members.

We offer a pre-meet for all our external events for people that would like to meet beforehand and travel to the event together. To ensure that our members feel included and that social events meet their needs ParliOUT has arranged different types of social events. On 15 November 2018 members were invited to G-A-Y bar to meet new friends and chat to others in the network and enjoy the music and to dance! On 17 January 2019 members were invited to Waterstones Coffee Shop to meet new people and discuss books over coffee. On 1 July 2019 members were invited to the River Restaurant, House of Lords to sample the HOL Pride cakes, enjoy a coffee or tea and discuss what Pride means to you! On 31 July 2019 members were invited to Tamesis Dock bar to meet new friends and chat to others in the network and enjoy the riverside.

B. Lesbian, gay and bi equality awareness raising event

On Thursday 21 February ParliOUT hosted a Cinema club for LGBT History month. We showed the film 50 Years Legal, followed by a question and answer session with the director Simon Napier-Bell. Directed and written by legendary rock promoter Simon Napier-Bell, created to coincide with the 50th anniversary of the partial decriminalisation of homosexuality, this is an engaging but informative journey through LGBT history in UK since 1967 and how changes in politics and social attitudes, for better or worse, have evolved over the subsequent decades. On Monday 3 June, ParliOUT supported an Art Exhibition by Dusty O in the Jubilee rooms. Art Exhibition – Dusty O 3 years ago Dusty gave up performing and started painting. His works reveal a glimpse of his former life and mirror his wild eccentricity. It is dripping with contorted images of his own reality. A world of no gender and no judgement where the human being can be anything it wants. A world of total freedom. Dusty O's work dismisses reality and conventions and turns ideas on their heads. It is an orgy of energy and colour. The passion leaps from the canvas and assaults the senses.

C. Trans equality awareness raising event

On Thursday 28 March, ParliOUT & ParliGENDER jointly held a lunchtime learn event for the Trans Day of Visibility with Helen Belcher.

In addition to this we have used money from rainbow lanyards sales and Pride Bingo to raise funds for a trans flag.

D. Collaborated with other LGBT network groups

In October 2018 we published the following in our newsletter for National Allies Week:

Share your stories for National Allies Week

The Civil Service LGBT+ Network are hoping to celebrate National Allies week by sharing some stories from Allies across the Civil Service. If any ParliOUT allies want to get involved, they are asking you to answer the questions below and provide a photo (the latter is optional). These would then be shared across social media networks and their website (<https://www.civilservice.lgbt/join-us/> twitter: @cslgbt)

Questions:

1. What's your job role and who do you work for?
2. How long have you been an LGBT+ Ally?
3. Why do you think it is important to be an Ally/to have Allies within an office?

4. What have you done to be a visible ally within your office or what do you plan to do?

In addition to this On Thursday 25 October 2018 ParliOUT hosted a lunchtime learn "Taking Diversity and Inclusion across the Globe" a talk by the Cabinet Office LGBT network. GCSI are the Government Communications Service International team with an extremely diverse team who are deployed to various countries in Europe and the MENA region.

E. Collaborated with other internal network groups

ParliOUT collaborated with our Race, Ethnicity and Cultural Heritage network (ParliREACH) on Black Pride. UK Black Pride returned this year and to mark its continued growth, the celebration has moved to a larger location. ParliOUT & ParliREACH attended UK Black Pride for the first time with our community outreach stall. 7 July to Haggerston Park from 12 - 5pm.

F. Mentoring or coaching programme

The following courses have been promoted by ParliOUT to its members:

- Introduction for Coaching for All - Open to any staff member of any grade to learn about Coaching. Staff are encouraged to find out more about the benefits coaching can bring and explore participating as a coachee or a coach.
- Coaching Skills for Managers and Supervisors - Coaching is a key skill that all managers across the House are highly encouraged to develop. The internal coaches also have a session about D&I and coaching, as part of their continuing professional development.

Feedback from our survey, some members requested a mentoring/coaching programme provided by ParliOUT. However when this was discussed at our monthly committee meetings it was decided the HOC/HOL/PDS offered mentoring/coaching schemes which we could sign post to any member who requested it.

G. Reverse mentoring programme

A number of ParliOUT members participate in a Reverse Mentoring scheme which facilitates junior members of staff to share their knowledge and experience of working in Parliament with more senior staff in order to help inform those making policy and leadership decisions in an effective and mutually beneficial way. In return they receive help and advice about career progression and how to reach their potential in the organisation. This is the sixth year that the Reverse Mentoring programme has ran.

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

On Thursday 13 December 2018 ParliOUT held its annual Christmas Quiz with added Bingo to raise money for Opening Doors London. In May 2019 in response to requests from those who attended the Stonewall Allies programme and also from the wider ParliOUT membership, the Committee bought a number of rainbow lanyards. Staff were able to request a rainbow lanyard to show their support for their LGBT+ colleagues. 600 lanyards were available, and staff were encouraged to make a small donation to the Terence Higgins Trust.

I. None of the above

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

3.5 In the past two years, has the LGBT employee network group held campaigns, initiatives, seminars or events engaging with the following diversity strands? Tick all that apply.

GUIDANCE: 'Initiatives' and 'campaigns' here refer to specific programmes or projects – online or offline – undertaken to achieve LGBT specific aims in the near-term. For example, creating a series of blog posts during LGBT History Month to highlight homophobia, biphobia and transphobia in sport.

Examples include raising awareness of the specific mental health challenges faced by LGBT people during mental health awareness week and profiling prominent trans women on International Women's Day.

This question is looking at how your network group engages with the intersections between LGBT identities and other diversity strands, work on LGBT identities that does not clearly engage one of these other diversity strands will not be accepted for this question.

Please provide specific dates or time periods within the last two years.

A. Age

On Monday 1 October 2018 ParliOUT hosted a lunchtime learn discussion on "Not Going Quietly" with [REDACTED] who discussed how Older LGBT People were the generation which fought for - and won - LGBT Equality; which created the Advice Services, Gay and Lesbian Press, Housing Associations, Centres and Campaigns which they needed, when they needed them. What now, in an increasingly fractured world where the certainties on which they (we) built no longer hold firm?

B. BAME

On Sunday 7 July, ParliREACH and ParliOUT attended UK Black Pride with a stall.. ParliOUT have been wanting to attend this event for several years, and thanks to the support of ParliREACH we ran a community outreach stall on behalf of the UK Parliament, the same style as the one we held at UK Pride last year. We could never have anticipated how welcoming and supportive the crowds at UK Black Pride would be. We had the pleasure of talking to many people who are working hard for their communities. We let them know how they can engage with the UK Parliament to get their voices heard and how to visit Parliament to see where decisions are being made. We quickly ran out of handouts and had to resort to letting people take photographs of the one remaining leaflet. We will return next year, though with more resources.

C. Disability (excluding disability related to mental health)

On Thursday 5 July 2018 ParliOUT and POST hosted a seminar on LGBT+ Health Inequalities, including health impairments and disabilities which was open to both passholders and non passholders in the MacMillan Room in Portcullis House. It was promoted with the following message:

There is emerging evidence demonstrating that lesbian, gay, bisexual and trans (LGBT+) people experience significant health inequalities across their lifespan, often starting at a young age. The lack of high quality evidence, has meant that healthcare providers and policymakers have been unable to understand health risks and inequalities. Notable exceptions include the management of HIV, which has shown that extensive study of the affected population and user-centred service design can have positive results.

In this seminar you will hear from academics who will present the latest research on the inequalities experienced by the LGBT community, and evidence-based interventions that can be put in place to minimise the gap with the heterosexual population. Clinicians will discuss the challenges and opportunities in delivering care for LGBT individuals in NHS services, and a speaker from Public Health England will outline the latest government research and policy aimed at improving the health of this group.

D. Women

On Thursday 25 April for International Lesbian Day of Visibility, parliOUT held a lunchtime learn with [REDACTED] & [REDACTED] two committee members. Committee members [REDACTED] and [REDACTED] give a lunchtime learn on the visibility and inclusion of lesbians in society. [REDACTED] focuses on historical legislation and looks at the current status of lesbians

in the UK and beyond. ██████ talks to us about growing up in a ██████ community and the mixed effects that visibility can have in an ethnic minority group.

E. Low income communities (for example, working class communities, people with experience of poverty or homelessness)

In the 2019/2020 ParliOUT annual report, the network group was pleased to announce that: *As part of the allies programme, the committee ran an initiative to give out rainbow lanyards in exchange for donations to the Albert Kennedy Trust. The lanyards are a visible symbol of support of the LGBT+ community and were incredibly popular. ParliOUT will be carrying out another campaign this year.*

F. Mental health (including disability related to mental health)

In our September 2019 newsletter we published the following article:

A reminder that this Monday 10th September is World Suicide Prevention Day. LGBT+ people are significantly more likely to struggle with mental health issues than their heterosexual peers.

'THE FLAG WE SHOULDN'T BE PROUD OF' removes two stripes from the iconic Pride flag to highlight that 2 in 6 young people from the LGBTQ+ community have thoughts of suicide due to bullying, discrimination and mental health issues.

In addition to this, On Wednesday 29 May 2019 ParliOUT held a lunchtime learn on Health inequalities hosted by Health and Wellbeing Manager ██████

G. Religion

In March 2018, parliOUT collaborated with our network on Race, Ethnicity and Cultural Heritage (ParliREACH) to host a talk called Being Gay and Muslim: Navigating Faith, Identity and Everyday Experiences

In this talk, ██████ will look at how some people who identify as gay and Muslim find different ways to harmonise their religious and sexual identities, which are often assumed to be in conflict.

The discussion is based upon his doctoral research and personal experiences, which are the subject of his latest book, *The Making of a Gay Muslim: Religion, Sexuality and Identity in Malaysia and Britain.*

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

3.6 In the past year, what initiatives has the LGBT employee network group undertaken to ensure the membership is as diverse as possible? Tick all that apply.

GUIDANCE: Examples provided should clearly demonstrate that the LGBT employee network group is driven in ensuring the membership is representative of many different types of people.

A. Implemented a formal mechanism or process to ensure bi and trans issues are covered and engaged with (for example, bi or trans reps)

The ParliOUT committee has an Intersectional Lead- Bi member who are party to any committee activity including how the group supports LGBT+ staff and the scrutiny of Equality Analyses for activity across the organisation. This rep has this year uncovered examples of bi-erasure which have subsequently been resolved. In addition to this we include bi and trans flags in our Pride resource pack to make sure people are raising awareness on the day of the pride march but are able to use them for the rest of pride month/the year.

- B. Promoted the LGBT employee network group as being open to all employees and inclusive of LGBT people with multiple identities (for example, BAME LGBT people or LGBT people with experience of mental health problems)

ParliOUT has its own intranet page on the parliamentary intranet site which states at the very top: "Welcome to ParliOUT, the Workplace Equality Network in support of LGBT+ (lesbian, gay, bisexual, transgender) people in Parliament. ParliOUT provides a welcoming social forum and an informal support network open to all on the Parliamentary estate; inclusive of LGBT people with multiple identities and their allies." ParliOUT also regularly features in the corporate staff newsletter.

The July newsletter was dedicated to all the Workplace Equality Networks. ParliOUT's feature informed staff that : "One of the key aims of ParliOUT is increasing visibility and making it clear that Parliament actively supports the LGBT+ community. They aim to increase personal visibility as well by promoting LGBT+ role models and inspirational figures at all levels. ParliOUT provide a very important service to staff in the form of their advice service and social activities; the advice service helps both LGBT+ people of all and multiple identities and their allies to be as inclusive as possible. Importantly, the network provides a social forum for all colleagues to come together to celebrate and champion LGBT+ equality."

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

ParliOUT runs an annual survey to its members to get feedback on the topics its members believe ParliOUT should be focusing on/ raising awareness of. In last years membership survey female members requested a 'female only space' to discuss issues. This resulted in a female only event on Lesbian visibility day led by a Board member. A number of women who had not previously attended ParliOUT events participated and the Board member wrote a profile about being a female gay senior leader which was profiled across the organisation.

In January 2018 we launched the ParliOUT survey to our members. The committee analysed the data from the survey and use the information set the agenda for 2019 – 2020. The four main Priorities and Goals which the committee identified by our membership in the survey were:

1. Policies and procedures
2. Education and awareness building
3. Internal visibility, outreach and engagement
4. Events

We propose to measure the impact of the above by how many Equality analysis we review each year, attendance at our events, feedback from the membership and increasing membership numbers.

- D. Other
E. None of the above

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

3.7 Has the LGBT employee network group undertaken any additional work in the past year to advance LGBT equality in both your organisation and the wider community?

GUIDANCE: The work detailed here should be additional to the work already covered in other questions. Please include specific dates or time periods.

- Yes
No

Describe the activity and impact (Max 300 words).

1. In July 2018, ParliOUT sponsored the following workshop which reached out to organisation on getting your LGBT+ Voice heard in the UK Parliament.

A Beginner's Guide to getting your LGBT+ Voice Heard in the UK Parliament | 6pm – 8pm | 4 July 2018 |

Find out how to take action and make an impact on decisions made in the UK Parliament. You will discover the tools you can use to influence debates, decisions and legislation. This session is perfect for those wishing to be heard and make a difference on the issues that matter most. A two-hour interactive workshop with discussions, debates and quizzes. Designed primarily for those that work with LGBT+ charities and community groups in mind this is the first workshop of this type that ParliOUT has offered.

2. ParliOUT Lunchtime Learning Event: In Conversation with [REDACTED]
Thursday 27 June 2019 | 1.00pm – 2.00pm

3. In July 2019, ParliOUT co-chair [REDACTED] was part of a panel at Havas Pride talking about the relationship between the LGBT+ community and communications industry in the 50 years since Stonewall.

The following question is not scored.

3.8 Does the LGBT employee network group's terms of reference state that the group is inclusive of bi and trans people? Tick all that apply.

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

Section 4: Allies and Role Models

This section comprises of 9 questions and examines the process of engaging allies and promoting role models. The questions scrutinise how the organisation empowers allies and role models, then the individual actions they take.

Allies

4.1 Does the organisation have a formal programme or initiative to engage all non-LGBT employees to become allies?

GUIDANCE: The programme should be a formal mechanism to engage non-LGBT people with LGBT equality.

- A. Yes, as part of our LGBT employee network group

- B. Yes, a separate allies network group (for this they want a publicized list of allies who promote and continually carry out ally work in a systemic way, like an allies intranet page etc. The nearest thing we have is the trans allies programme which we'll use if we need to but it has been used a couple of times elsewhere)
- C. Yes, through another initiative

A: The membership of ParliOUT is around 250 and includes a significant number of allies. As set out in the ParliOUT terms of reference, the network group itself is explicit about allies being a part. The following is an excerpt from the ToR:

'Membership

1. ParliOUT is the workplace equality network in support of lesbian, gay, bisexual, transgender (LGBT+) people and allies in Parliament'

C: In May 2019 a campaign called 'wear your pass with pride' was launched in order to encourage the wearing of passes around parliament. As part of this, allies were able to wear rainbow lanyards to engage with our LGBT+ work. In addition to this there is an 'allies and champions' section through the network pages on our intranet. We also ran a Stonewall Trans Allies programme in November 2018.

D. No

Describe the allies programme or initiative (Max 500 words).
Upload a communication advertising the allies programme or initiative.

4.2 In the past year, has the organisation held internal awareness raising sessions, campaigns or initiatives specifically for allies which cover the following? Tick all that apply.

GUIDANCE: Content/activity should be tailored for non-LGBT people and run through mechanisms that engage allies. Content should cover all LGBT identities (lesbian, gay, bi and trans).

- A. The importance of allies
- B. Discrimination towards LGBT people
- C. Personal stories from LGBT people
- D. Actions they can take to be effective allies
- E. None of the above

Please see below for evidence taken from a community day on 09th May 2019 where allies and LGBT people spoke to members of our Parliamentary Digital Service

[REDACTED]

Provide a brief description of the content you have uploaded (Max 200 words). Evidence taken from a community day on 09th May 2019 where allies and LGBT people spoke to members of our Parliamentary Digital Service. This was an awareness raising session for our Digital Service .
Upload content covering the selected options.

Provide date for option A: 09 May 2019

Provide date for option B: 09 May 2019

Provide date for option C: 09 May 2019
Provide date for option D: 09 May 2019

4.3 Does the organisation enable allies to visibly signal their commitment to LGBT equality?

GUIDANCE: Examples include visual signals such as email signatures, badges, lanyards and mugs.

Yes
No

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

We consider it essential for allies to be able to signal their commitment to LGBT equality and that's why our lanyards campaign is something we have utilized to demonstrate this commitment not just internally but through visibility on media outlets when worn by high profile figures. We have distributed hundreds of rainbow lanyards among staff in all areas of the business and MPs which are worn on a daily basis throughout the parliamentary estate. This includes the chamber where ally MPs (including the Speaker of the House) have worn their lanyards to demonstrate their support as an ally.

Allies have also been given rainbow flags, trans flags, ParliOUT tshirts and bags when engaging with ParliOUT for Pride in London or when they have stalls e.g for during Pride month or for organization-wide wellbeing days. NB they have only been able to take such merchandise if they have at least learned about LGBT+ work at HoC through the stall they visit.

In addition to this we have profiled allies on our intranet to demonstrate to staff where allies have been involved in the allies programme and promoted the Stonewall #NoBystanders campaign.

4.4 In the past year, which of the following activities have allies engaged in? Tick all that apply.

GUIDANCE: 'Helped organise' here, refers to allies taking an active involvement in the planning and execution of events. It does not mean allies simply turning up to events.

A. Participated in LGBT network group activities

One of our committee members is an active ally in all of ParliOUT's work. They attend all of the committee meetings and cast votes with the rest of the committee, look through Equality Analyses, help organize most events throughout the year, coordinate our LGBT+ champions and have been profiled as an ally through our 'four things about me' campaign for IDAHOBIT.

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

We have a key ParliOUT committee member ally who was instrumental in the organizing of our screening of '50 Years Legal' on 21st February 2019. With a sold-out 80 attendees, mainly external individuals and including the film's director Simon Napier-Bell, along with a Q&A from him, Paul Gambaccini and Evan Davis. On the day she and the cochairs oversaw all of the logistical issues, including liaising with media and audiovisual teams to ensure set up of screens, seating, audio and ticketing all went to plan. There were a number of allies in attendance to show their support but this committee member in particular has been a key help with events such as this.

C. Helped organise a trans equality awareness raising event

MPs held a fantastic debate on IDAHOBIT day on 16 May 2019. Over 16 members from across parties spoke including prominent allies such as Martin Whitfield MP and Tanmanjeet Singh Desi MP who opened with the comments 'As we celebrate the International Day Against Homophobia, Biphobia and Transphobia and show proudly that we stand in solidarity with the LGBTQ+ community, does he agree with me that it is horrifying and deplorable that hate crime against the community here in the UK has been on the rise? Between 2016 and 2018, police-recorded hate crime based on sexual orientation and gender equality increased by 27% and 32% respectively.' This was broadcast publicly on Parliament TV.

In addition to this, on 28th March 2019 we held a lunchtime learn for Trans Day of Visibility with guest speaker Helen Belcher. Allies from our gender network ParliGENDER, were instrumental in helping organise the event including the liaising with guests, arranging invites and attendee list, organising comms and booking rooms. The above organisation was helped further by an ally from our ParliOUT committee.

D. Recruited other allies

For IDAHOBIT day 2019, stalls were held throughout Parliament (supervised by both LGBT+ colleagues and allies) to raise awareness of the day but also invite all staff, including allies, to contribute by becoming a member of a network, taking some educational material or promotional materials like trans flags and rainbow lanyards. They were strategically placed in areas with a high footfall and as a result many staff, including many allies were engaged throughout the day.

E. Coached or mentored other allies

We have an ally member of parliOUT's committee who runs their champions programme. Within the remit of this is coaching/ mentoring our board level champions. Our list of champions includes allies, these being listed on the ParliOUT intranet site available to all staff.

F. Other

G. None of the above

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

4.5 Does the organisation support all non-trans employees (including lesbian, gay and bi employees) to become trans allies through training, programmes and/or resources?

GUIDANCE: Examples can include information booklets, programmes or training, but must focus specifically on being an ally to trans people. By non-trans, we mean people who do not identify as trans.

Yes

No

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

In Parliament we know that allies have a critical role to play in creating inclusive environments and have been key to advancing fair treatment for LGBT colleagues. As part of this commitment the Stonewall Trans Allies programme was delivered in Parliament in November 2018. It was widely communicated and ended up reaching its capacity of 35 people with an additional waiting list to attend. Attendees were from all levels of management and from teams across the house. The programme was very well received with attendees going on to champion allying and trans inclusion.

One key ally in senior leadership who attended the course was subsequently nominated for this years Diversity & Inclusion awards at the House of Commons because of the way in which he supported a colleague who was transitioning and because he had regularly encouraged staff in his business area to attend the relevant LGBT+ events.

LGBT Role Models

4.6 Does the organisation support LGBT employees at all levels to become visible role models through training, programmes and/or resources?

GUIDANCE: Examples can include role model and information booklets, programmes or training, but must focus specifically on steps LGBT people can take to become active role models.

Yes
No

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

In addition to the resources used to signal commitment to LGBT+ inclusion mentioned previously, such as lanyards and flags, we have used our communications channels and intranet presence as a platform upon which role models can be profiled. Our Parliamentary Role Models campaign which launched in 2015, profiled a number of staff including those from the LGBT+ community talking about their experiences and what it means to role model. This campaign included lunch and learns as well as drop-in sessions to learn about effective role modelling. A handbook was created in partnership with our network groups including ParliOUT and this resource is still available through our intranet.

Since this campaign, a number of ParliOUT committee members have a profile on our intranet as well as being profiled in our newsletter. We also launched a 'four things about me' campaign in 2019 through which LGBT role models were profiled. This featured table-toppers through which staff could read about LGBT+ role models in parliament. Placed in various public areas, along with our electronic screens in public areas, this campaign was able to raise awareness in a cross-organisation, pervasive way.

4.7 In the past year, have any visible LGBT role models at board level from the organisation been profiled?

GUIDANCE: For information about what is meant by board level, see here. Within the profiling opportunity, the person's sexual orientation, gender identity and/or trans identity must be clear. It should not be left up to the reader or viewer to make assumptions.

Yes
No

Submit evidence where you have profiled the person/s in the last year.

Provide the date on which this profile was shared: The below table topper is present in the House of Commons cafeteria as of 08.08.2018. The below article was published 08.07.2019 about Pride and her political action and campaigning on LGBT+ rights.

30



I am more than my sexuality

I am a twin – my sister Maria and I are the only twins ever elected to serve in the UK Parliament together

I played chess for England

If the Pretenders ever tour – I will be there

I am a lesbian

COMMONS DIARY

As an 'unrepresentative' group of 180,000 people get to decide who becomes our next PM, **Angela Eagle** reflects on a week of both Pride and prejudice

Parliament can be a strange place at the best of times but never more so than now. We are stuck in the longest session since the English Civil War with precious sign of any legislation materialising from this barely functioning Government. All Government ministers know that they have barely three weeks left in their posts. This week, we witnessed Philip Hammond's final Treasury questions. It was a swansong from a Chancellor who has watched his job being offered openly to others by jockeying Tory leadership contenders. He was left threatening to vote with Labour to stop the economic catastrophe of a no deal exit from the EU. The Prime Minister (for a few more days) has warned of the dangers of 'No deal' as she completed her final G20 outing in

Meanwhile the march of the authoritarian populists goes on, and that's only in the UK where a group of 180,000 totally unrepresentative people will shortly get to pick our next prime minister.

Rushing from my Wallacey advice surgery via a local government policy conference, I was pleasantly surprised to bump into a heavily disguised Elvis Costello on his way to visit relatives on the Wirral. We ran into each other just by the statue of the redoubtable Liverpool Exchange MP 'Batling' Bessie Braddock & Ken Dodd who began this long scouse tradition of showbiz & politics meeting up at Lime Street Station.

After we saw three million marching in World Pride celebrations in New York last



Japan. Whilst there she was spotted trying to ignore the inappropriate interruptions of the unselected Ivanka Trump during some summit prime ministerial small talk.

the global LGBT liberation movement, there's still much more work left to do. In the UK we are seeing a backlash. Violence against LGBT people has tripled

in the last three years. In Birmingham, there are shadowy organisations spreading malicious falsehoods against the 'no outsiders' programme which deals positively with difference and teaches children the importance of treating each

“ Three million marched in World Pride celebrations in New York last weekend, now it's London's turn to party ”

other with respect. This has provoked noisy demonstrations which are forcing primary school children to run a frightening gauntlet of chanting demonstrators just to be able to get into their classrooms. In an adjournment debate last week, I urged the government to take swifter action to prevent this activity. On Monday this week I was able to return to demanding more urgent government action to criminalise online homophobia in a petitions committee debate in Westminster Hall. Bobby Norris star of TV show The Only Way is Essex contacted me because he was concerned about the rising levels of online hate LGBT people receive especially via social media and he wanted to know what could be done to tackle it. I suggested he start the petition as a first step. It quickly reached 152,000 signatures and as a result, was debated. But there is still no sign of urgent action from this government which, in Theresa May's stangled assault to Jeremy Corbyn at PMQs on Wednesday, is "all mouth and [no] trousers".



Angela Eagle is Labour MP for Wallacey

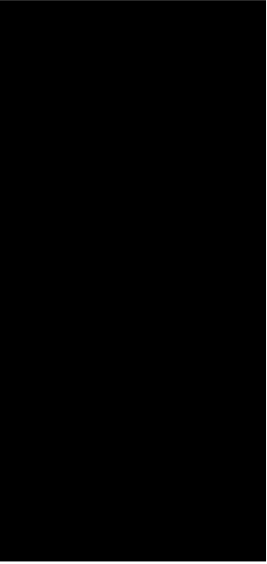
4.8 In the past year, have any visible LGBT role models at senior management level from the organisation been profiled? Tick all that apply.

GUIDANCE: For information about what is meant by senior management level, see here. Within the profiling opportunity, the person's sexual orientation, gender identity and/or trans identity must be clear. It should not be left up to the reader or viewer to make assumptions.

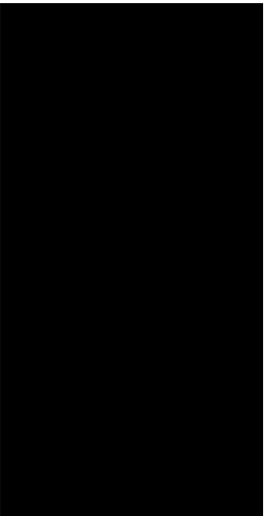
- A. Lesbian (four things about me p6)
- B. Gay (four things about me p12)
- C. BI
- D. Trans
- E. None of the above

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

A. Provide the date on which this profile was shared: Launched for Idahobit 2018 but still table-toppers still present in HoC as of 08.08.2019.



B. Provide the date on which this profile was shared: Launched for Idahobit 2018 but still table-toppers still present in HoC as of 08.08.2019.



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

4.9 In the past 18 months, has the organisation profiled visible role models from the following communities? Tick all that apply.

GUIDANCE: Within the profiling opportunity, the person's identity must be clear. It should not be left up to the reader or viewer to make assumptions.

- A. Gay people or lesbians
- B. Bi people
- C. Binary trans people (e.g. trans men and trans women)
- D. Non-binary people (e.g. genderfluid and genderqueer people)
- E. Older LGBT people (aged 50 or over)
- F. Young LGBT people (aged 25 or under)
- G. Disabled LGBT people (excluding disability related to mental health)
- H. BAME LGBT people
- I. LGBT people of faith
- J. LGBT people being open about their mental health (including disability related to mental health) or wellbeing challenges
- K. LGBT parents
- L. None of the above

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


- A. Provide the date on which this profile was shared: 18.04.2019

Events

Lunchtime Learn - Lesbian Visibility Day

International Lesbian Day of Visibility with [REDACTED] & [REDACTED]

Thursday 25th April 2019 | 1.00pm – 2.00pm | Room U, Portcullis House



Committee members [REDACTED] and [REDACTED] give a lunchtime learn on the visibility and inclusion of lesbians in society. [REDACTED] focuses on historical legislation and looks at the current status of lesbians in the UK and beyond. [REDACTED] talks to us about growing up in a Greek community and the mixed effects that visibility can have in an ethnic minority group.

If you would like to attend this event, please RSVP your interest via email to parliout@parliament.uk