



STARTING OUT 2018/19

THE LGBT CAREERS GUIDE



Stonewall
Acceptance without exception

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An introduction from Ruth Hunt,
Chief Executive, Stonewall

Beginning a new career is exciting. But finding a job can also be stressful – particularly if you don't know whether your future workplace will allow you to be yourself and stay safe from discrimination. At Stonewall, we want to make the process of finding an employer where this isn't a worry as smooth as possible.

Our research shows that lesbian, gay, bi and trans (LGBT) people who feel able to bring their whole selves to work have increased energy, better performance and stronger relationships with their peers. Being inclusive doesn't just make sense for LGBT employees, it makes perfect business sense for organisations too.

Whether you're looking for your first job or want to make a career change, our Starting Out guide is here to guide you on your way. With top tips for identifying inclusive employers, stories of inspirational LGBT role models and insights into a wider range of sectors than ever before, this guide provides the tools to find the right employer for you.

We've been working with a wide range of employers through our Diversity Champions programme for over 15 years. These employers understand how important LGBT inclusion is for innovation, development and staff wellbeing. We work with them to ensure that this understanding leads to positive change within their organisations, and a better work life that has benefits for all their employees. You'll find our Diversity Champions listed and profiled throughout the guide.

Starting to build your career path, or making the decision to change it, should be an exciting time, full of promise. Applying for a job with the employers listed here will not only be an opportunity for career development, but it will also give you the reassurance that your place of work is taking active steps to respect and celebrate who you are.

I want to wish you the very best of luck in finding a career that's right for you, and remember: by championing inclusion in our workplaces, we can all be part of creating a world where everyone is accepted, without exception.

Ruth Hunt.

For more in-depth information about all our Diversity Champions, you can read their full profiles on the Starting Out website – www.startingoutguide.org.uk

Stonewall's research shows that lesbian, gay, bi and trans people who feel able to bring their whole selves to work have increased energy, better performance and stronger relationships with their peers.



HOW TO USE THE GUIDE

PART 1



PART 1: BEING LGBT IN THE WORKPLACE

The first part of the guide features a range of articles about being LGBT in the workplace.

Some articles focus on what you can do to find an LGBT-inclusive workplace. Others showcase the support and opportunities that the best employers provide, and some explore key issues in workplace equality.

PART 2: SECTORS

The rest of the guide is split into 22 sections, representing the sectors Stonewall works with through our Diversity Champions programme.

In each section, you'll find:

- A sector overview with key stats and information, including insights from the 2018 Workplace Equality Index and Employee Feedback Questionnaire.
- In focus interviews looking at the experiences of LGBT people from a range of backgrounds and roles in the sector.
- Diversity Champions in the sector – organisations that Stonewall works with, that have committed to LGBT inclusion in their workplaces.

PART 2



If there's anything you don't understand in the guide, you might want to look at Stonewall's glossary of terms. You can find this at www.stonewall.org.uk/help-advice/glossary-terms

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WHY SHOULD YOU CARE?

It's understandable that your first question when job hunting may not be: 'Is this employer LGBT inclusive?'. You're more likely to be concerned with how well respected the organisation is, the opportunities for development, and perhaps the salary.

SO WHY SHOULD YOU CARE WHETHER AN EMPLOYER IS LGBT INCLUSIVE?

The reality is that many graduates hide their LGBT identity when they get that all-important first job. And people across all sectors continue to experience homophobia, biphobia and transphobia in the workplace. You need an employer who will respect and celebrate who you are, recognising that diversity of all kinds brings real business benefits to an organisation.

It can be difficult living in a world where people often make assumptions about your sexual orientation or gender. Have you ever worried about telling someone the gender of your partner? Have you ever been misgendered but not felt comfortable or safe to correct the other person?

The more you're forced to be somebody else or hide who you are, the more your happiness and performance at work will be affected. When you spend more time thinking about how to describe your weekend without 'outing' yourself than on that looming deadline, you and your work will suffer. Simply put, you'll perform better when you can be yourself.

Working for an inclusive employer will mean you have a happier, healthier and more productive work life.

However, a working environment where you can be comfortable expressing your sexual orientation and gender identity is not a given. That's why employers' inclusivity is worth taking seriously. Working for an inclusive employer will mean you have a happier, healthier and more productive work life. You have enough to think about at work – discrimination based on your LGBT identity should not be a concern.



WHY DO EMPLOYERS CARE?

The best employers understand that diversity and inclusion matter, that you matter. They understand that enabling you to be yourself in the workplace will allow you to flourish.

For more than ten years, Stonewall's Diversity Champions programme has advocated the importance and benefits of diversity and inclusion among employers. We've done this across many sectors, from banking to construction, from local government to emergency services. Stonewall now works with more than 750 Diversity Champions who recognise and celebrate their LGBT employees.

EMPLOYERS CARE BECAUSE DIVERSE GROUPS OF PEOPLE BRING DIVERSE IDEAS.

They understand that having perspectives from different communities improves entrepreneurship and creativity.

EMPLOYERS CARE BECAUSE THEY KNOW WE LIVE IN A COMPETITIVE WORLD.

They understand that, to get the best talent, they must recruit from a diverse talent pool and create a culture to be proud of.

EMPLOYERS CARE BECAUSE THE LAW PROTECTS LGBT PEOPLE.

They understand their legal obligation under the Equality Act 2010 to protect LGBT staff from discrimination.

EMPLOYERS CARE BECAUSE YOU'RE THEIR GREATEST ASSET.

They understand that if employees can bring their whole selves to work, they'll feel more motivated and satisfied.

This is what you'll find in this guide – organisations that understand. Organisations across many sectors that have made a commitment to their LGBT staff, service users and customers.

HOW DOES THE LAW PROTECT YOU?

Among other things, the Equality Act 2010 outlaws:

DIRECT DISCRIMINATION

Someone being treated less favourably because of their sexual orientation or gender identity, such as a colleague purposefully ignoring someone because they're gay.

INDIRECT DISCRIMINATION

A policy or rule for all employees that discriminates against an LGBT employee, such as requiring staff to disclose their trans history.

HARASSMENT

Unwanted conduct that violates an LGBT person's sense of dignity or creates a hostile and degrading environment, such as verbal or physical abuse.

VICTIMISATION

Unfair treatment of a staff member because they've complained of discrimination in the workplace. This could include a manager not promoting an employee because they believe the person made a complaint about biphobia.

Although most of the Equality Act 2010 doesn't apply to Northern Ireland, many of the same workplace protections exist. For more information on protections in Northern Ireland, visit www.equalityni.org

“GO FOR IT!”

We asked LGBT people in different sectors what one piece of advice they would give to another LGBT person at the start of their career. This is what they had to say...

“When you feel ready to come out at work, you will often find more support than you could ever expect. Meeting other people in the same situation as you will help you to feel less alone – so if there's an LGBT Network, join it. Ask someone you professionally respect to mentor you – they don't have to be in the same workplace or even the same job role.”

Pierrette Squires, museum collections and conservation officer

“Go for it. Never feel the need to suppress any part of your identity and be proud of who you are, knowing that progressive and successful firms will celebrate and welcome your identity. It's been proven time over that LGBT-diverse firms far outperform others, so such firms need to foster a pipeline of diverse talent and will welcome your engagement. Identifying those firms that value LGBT diversity is key.”

Mx Pips Bunce, director in technology engineering

“Be proud of who you are – don't shy away from openly talking about your life, your experiences and sharing these with your colleagues when the time is right. Though, be smart, know who you can count on and who you can trust in the workplace.”

Anthony Flynn, application developer

“Link with as many professional LGBT groups as possible. If they're geographically distant from you and this isn't possible, try to find a way to connect with other LGBT professionals via the internet.”

Ferhan Khan, transport engineer

"If you feel that your LGBT identity could be a barrier at work, do your research first and see what networks are out there, both within your sector and within the wider society. Be comfortable within yourself and, in the main, people will be comfortable with you. See your identity as a joy not a burden, define yourself first from the inside out."

Gamal Turawa, retired police officer

"I've always found that if you are open and accepting about who you are then the majority of people will accept you too. Be yourself as much as you possibly can – you never know who you will inspire to be open about themselves."

Claire MacKenzie, project assistant

"It's stressful applying for jobs and you just want to get one. I think sometimes people compromise on things like an inclusive environment. But there are some things you can't compromise on, because that's going to have a knock-on effect on your mental health and your happiness. Just be true to yourself from the very beginning."

Ella Slade, recruitment marketing

"When I was looking for graduate programmes in my final year of university, I used the Stonewall Workplace Equality Index as it was important for me that I worked for a company that truly wanted to create an inclusive environment for LGBT employees."

Paige Horton, diversity and inclusion adviser

"Initially, look on their website and see how far down they hide information on diversity. If you can't find it within the first couple of minutes, it's obviously not that important to them. If you then apply and go for an interview, look around the workplace at the interactions people are having. Don't let stereotypes about a sector or organisation cloud your judgement, go and look for yourself."

Hayley Barnden, safety engineer

"I would always follow research up with some sort of personal contact to see if that culture of inclusivity is being fostered there. Don't be afraid to reach out to LGBT employees to ask what the workplace is like and what support there is for LGBT staff to network and plan events."

Luke Williams, lecturer and non-practising solicitor

"Know that if you're worried about being accepted, the problem lies with the workplace, not with you. Organisations need to be doing more to make themselves inclusive and welcoming to people like you. Just be yourself and don't try and mould yourself to fit a workplace. If you stand out, that's a good thing and means that you're probably the change that they are in desperate need of."

Nick Virk, assistant producer



TOP TIPS FOR FINDING AN LGBT-INCLUSIVE EMPLOYER

So you're looking for an LGBT-inclusive employer. Where do you start and what do you need to find out? Use these top tips as a starting point when you're scrutinising organisations you might want to work for.

1. CHECK THE APPLICATION

Do the employer's materials mention diverse applicants? Do they welcome LGBT applicants, or make a clear statement that they don't discriminate on the basis of gender identity or sexual orientation?



2. FIND OUT ABOUT THEIR LGBT STAFF NETWORK GROUP

Lots of organisations have an LGBT network group to support and connect LGBT colleagues. If you can't find one on an employer's website, get in touch to ask if they have one.



3. SEARCH THEIR WEBSITE

If you put 'equality' into the website search bar, what comes up? Lots of organisations have public statements on equality, diversity and inclusion. Check if the organisation specifically talks about LGBT communities on their equality webpage.



4. LOOK FOR STONEWALL LOGOS

We work with more than 750 organisations, most of whom proudly display the Stonewall Diversity Champion or Global Diversity Champion logo on their job pages or application forms. A Stonewall Top 100 Employers logo means an organisation has also worked hard to meet our tough criteria and prove its LGBT-inclusion credentials.



5. WHERE ARE THEIR JOBS LISTED?

Stonewall's Proud Employers website lists vacancies with our Diversity Champions. By choosing to advertise roles on www.proudemployers.org.uk, organisations show a real commitment to recruiting diverse talent and advancing LGBT equality.



8. DO THEY KNOW ABOUT THEIR DEMOGRAPHICS?

Can your future employer tell you how many women, disabled people or LGBT people work there? If they can, it's because they've taken the time to ask their staff – a good indicator of best practice. The best organisations use this information to ensure there are no barriers for any employees.



6. ASK ABOUT THEIR POLICIES AND BENEFITS

Does an employer state that parental leave, adoption leave and compassionate leave are available to staff in same-sex relationships? Does it use gender-neutral language and have a gender-neutral dress code? Ask your prospective employer about the policies that matter most to you.



9. WOULD YOU USE THEIR SERVICES?

Whether it's a healthcare provider, a bank or a retailer, is the organisation doing anything special to attract LGBT customers and service users?



7. DO THEY HAVE SENIOR LGBT CHAMPIONS?

The most inclusive organisations have someone at the top who champions equality. These senior members of staff visibly advocate for LGBT equality in the workplace.



10. CHECK THEIR SOCIAL MEDIA PRESENCE

Lots of organisations are proud to show what they're doing to celebrate events like Pride or the International Day against Homophobia, Biphobia and Transphobia (IDAHOBiT). Have a look at an organisation's Facebook and Twitter pages to see what they do to celebrate diversity.





GETTING INVOLVED IN LGBT NETWORK GROUPS

An LGBT network group (sometimes called Business Resource Group) is an internal forum for employees at all levels of an organisation. These groups play a crucial role in advancing workplace equality in the UK and across the world. They are led by LGBT employees, so if your organisation doesn't have one, you might be able to set one up.

WHY SHOULD YOU JOIN A NETWORK GROUP?

TO BECOME PART OF A COMMUNITY

Network groups are a great way to meet other LGBT people at work. They can also provide confidential support on any issues you don't feel comfortable discussing with your manager. Sometimes networks collaborate across sectors – a great way to meet and learn from peers in other organisations.

TO HELP RAISE AWARENESS

Network groups often run initiatives, such as panel events and social media campaigns, to explore LGBT issues. These activities increase the visibility of LGBT people at work, helping to create an environment where everyone feels confident to be themselves.

TO ADVISE MANAGEMENT AND CREATE CHANGE

Network groups often help scrutinise organisational policies and practices, such as ensuring that employee benefits are fully LGBT inclusive.

TO SUPPORT LOCAL LGBT COMMUNITIES

Network group activities such as fundraising and attending Pride events often reach beyond just staff, to customers, service users and local communities.

"For my first five years at Vodafone, I didn't see any LGBT activity and the only person to come out to me was a store manager, during a retail visit. The environment didn't match my experience in the outside world or reflect the progress we'd made on LGBT rights and laws in the UK. So, when I saw a post for an LGBT+ network summit in February 2016, I decided to go along and find out more.

Since then I've totally come out at work as a visible lesbian role model and I've said "yes" (with a gulp!) to network group opportunities beyond the responsibilities of my day job. Through my involvement with the network, I've organised events, participated in panel discussions, mentored young LGBT+ graduates and apprentices, and met with senior managers to discuss how they can support LGBT inclusion.

The energy of the network group is amazing and powerful! We're coming together with our ideas, energy, creativity, passion and enthusiasm to make a difference and improve LGBT+ inclusion in the organisation. We also provide confidential support for employees and have a trans advisor to ensure trans members are fully represented and supported. We have an LGBT women's group who meet monthly via video conference and we're just kicking off a similar initiative in the UK for LGBT black, Asian and minority ethnic employees, working closely with our Multicultural Inclusion Network.

For me personally, the best thing about being involved with the network group has been the opportunity to get to know some wonderful LGBT+ and ally friends and colleagues at all levels of the organisation – in the UK and in other countries. LGBT+ role model training provided networking opportunities and was really an important seed for growing the LGBT+ community across Vodafone – meeting others like you and finding out you're not the only one."

Bronya Oldfield, UK Chair, Vodafone's LGBT+ Friends Network (Stonewall's Network Group of the Year 2018)

TRANS INCLUSION IN THE WORKPLACE

Stonewall is committed to helping organisations support their trans staff and the wider trans community they serve.

HOW ARE THE BEST EMPLOYERS SUPPORTING THEIR TRANS STAFF?

1 THEY RECOGNISE NON-BINARY IDENTITIES IN THEIR POLICIES AND ACTIVITIES

Non-binary is an umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'.

Although a big step forward, the Equality Act 2010 focuses on trans people who plan to, are undergoing or have undergone gender reassignment. This is not inclusive of the entire, diverse trans community.

The most inclusive employers go above and beyond the law – incorporating non-binary identities in their policies and activities.

2 THEY HAVE CLEAR GUIDELINES OR PROCEDURES FOR PEOPLE WHO ARE TRANSITIONING

Transitioning is a process that encompasses a person's whole life and can cause numerous anxieties at work. Repercussions at work can be a prime factor in delaying transition, or choosing not to.

The most inclusive employers have policies or procedures that enable people to transition while working in as stress-free a way as possible. These employers emphasise that every transition is unique and that trans people will lead any changes at work themselves.

3 THEY HAVE, OR ARE STRIVING TO HAVE, INCLUSIVE FACILITIES

Trans people are often denied access to single-sex facilities such as toilets and changing rooms. This is particularly common for trans women, based on a discriminatory view that they aren't 'real women'.

Employers committed to trans inclusion strive to implement inclusive facilities, such as gender-neutral toilets and private changing areas.

These employers also support individuals to use the facilities that match their gender. They will not tolerate any discrimination towards trans people in their choice of facilities, including from staff, service users or customers.

4 THEY HAVE BULLYING AND HARASSMENT POLICIES THAT INCLUDE ZERO TOLERANCE TOWARDS TRANSPHOBIA

Transphobia in the workplace often takes on different forms to homophobia and biphobia. It can range from direct discrimination, including verbal and physical abuse, to purposefully using incorrect gender pronouns.

Trans-inclusive organisations have a bullying and harassment policy that communicates a zero-tolerance approach to all forms of transphobia. The best policies include explicit examples of transphobia and where it can occur.

5 THEY PUBLICLY DEMONSTRATE THEIR SUPPORT FOR TRANS EQUALITY

Whether celebrating Trans Day of Visibility or Trans Pride, the best employers advocate for trans equality through their social media channels and public engagement.

COME OUT FOR TRANS EQUALITY

The UK government is considering introducing vital new rights for trans people by reforming the Gender Recognition Act. A reform like this only takes place once in a generation – if we succeed, it could have a huge, positive impact on trans people's lives. It won't happen unless the government and lawmakers see trans people and allies coming out in support. Find out more and get involved at www.stonewall.org.uk/trans

STEPPING UP AS AN ALLY

Allies – people who actively stand up for LGBT equality even if they're not LGBT themselves – have the power to transform workplace cultures for the better.

The best employers recognise the value of allies. They find innovative ways to engage allies in LGBT inclusion – from showing visible signs of support such as rainbow mugs and Come Out For LGBT posters, to running awareness-raising workshops about the challenges that LGBT people face.

But allies can also be LGBT. The LGBT community is hugely diverse in experiences and identities – and many experience marginalisation within the community. Stonewall's recent LGBT in Britain research found that discrimination based on ethnicity, faith, disability, bi identity and trans identity is still particularly common. Everyone has a responsibility to step up for each other.

"I think it's important to celebrate how important allies are to the LGBT community. Those allies who stood by my side during the very early stages of my transition made a real difference to my self-esteem and sense of belonging. Simply being by my side meant so much to me. Straight allies can really influence other people too. The best way I've seen this is when they have corrected people who use my birthname, or incorrect gender pronouns when talking about me. Doing that is an education: it demonstrates to those people that not everybody shares their closed-minded values and beliefs, and they are the minority that need to change."

Gina Denham, Police Sergeant, Essex Police



TOP TIPS FOR STEPPING UP AS AN ALLY IN THE WORKPLACE

- 1 LISTEN**
Find out about the experiences of people who identify differently to you.
- 2 RAISE OTHER VOICES**
True allyship is about allowing others to lead, for example by making sure LGBT network committees are representative of a range of identities.
- 3 ACT**
Be visible in your support, get involved in events and challenge offensive or non-inclusive behaviour.



BI VISIBILITY IN THE WORKPLACE

For bi people, being open about your sexual orientation can be complicated. Bi identities are often dismissed and rejected by people both inside and outside the LGBT community. Sometimes bi people are even faced with intrusive questions and negative stereotypes claiming that they're 'greedy' or 'indecisive'.

These forms of discrimination can extend to the workplace, with bi people often facing distinct barriers. Stonewall's recent LGBT in Britain workplace report found that 38 per cent of bi people weren't out to anyone at work. Common assumptions that bi people are either straight or gay can add an extra layer of difficulty to coming out.

As a result, bi people are often not very visible in workplaces. In Stonewall's 2018 employee feedback survey only 23 per cent of LGBT people had seen bi role models at work.

But things are getting better. Employers are doing more and more to recognise and celebrate bi identities. Many of the employers that Stonewall works with are now training staff on bi issues, holding events to raise awareness, increasing bi representation on LGBT network committees and celebrating Bi Visibility Day.

Bi people across all sectors and regions have been crucial in this, stepping up as role models and making change happen. Employers are now recognising that bi experiences are distinct and diverse, and are ensuring that 'B' is seen as more than just a letter in 'LGBT'.

At Stonewall, we use bi as an umbrella term to be inclusive of pan, queer and other non-monosexual identities.

Visible bi role models are incredibly important. When I decided to come out at work (many years ago!), I wasn't aware of any out bisexual people around me. That made it harder to feel reassured that everything was going to 'be OK'. I did have the support of gay and lesbian role models at the time, but I didn't know anyone who was bi, like me. At Citi, we now have named L, G, B, T and ally representatives to make sure people have someone they can turn to with questions or if they need some extra support – I'm the 'B' rep.

It's great being bi in my workplace! We have a really inclusive culture, including our fantastic Pride Network. Through it, I've developed a strong network of other LGBT+ employees and non-LGBT allies too. Everyone needs role models who they can identify with, but I think we all have a responsibility to make our workplaces and communities more accepting so everyone can thrive. We need to keep talking, supporting one another and being open to learn.

Clare Eastburn, Global Head of Operational Regulatory Change, Citi and Stonewall's Bi Role Model of the Year 2018





FINDING A GLOBAL EMPLOYER

More and more people are looking for employers that offer exciting opportunities to travel or relocate in a globalised world. Multinational organisations can offer just that, but at the same time many operate in countries where the experiences of LGBT people differ greatly.

While progress for LGBT rights has been made in many countries, others have become more repressive. Challenges and discrimination remain everywhere. In more than half the world, the law may not protect LGBT people from discrimination at work and in more than 70 countries it remains illegal to have sex with a person of the same sex. Most governments also deny trans people the right to legally change their name and gender from those assigned at birth. Only eight countries allow trans people to self-determine their legal gender.

Multinational employers have a huge responsibility to support their LGBT staff wherever they're based, as well as to contribute to LGBT equality outside the workplace. When researching your potential future employer, try to find out how their global work reflects your values. You can begin by looking for the following:

1. GLOBAL VALUES

As a first step, search the organisation's website to find out what their global values are. At the very least, these should include statements on equality, diversity and inclusion. The best employers explicitly address their commitment to LGBT equality globally. You can then look for evidence of how these global values are brought to life, for example, whether the organisation has global senior leaders who publicly champion LGBT equality.

2. GLOBAL ANTI-DISCRIMINATION POLICIES

Many employers have anti-discrimination policies that include zero tolerance of discrimination and harassment based on sexual orientation and gender identity. Find out if the employer's policy applies globally. This protects LGBT staff from workplace discrimination in countries where the law may not.

3. GLOBAL LGBT EMPLOYEE NETWORKS AND ALLY PROGRAMMES

Engaging staff to raise awareness on LGBT issues and offer support to their LGBT colleagues can have a real impact on workplace equality. Many employers do so through established LGBT staff networks and ally programmes. Find out if an organisation's LGBT network and ally programme extend globally. This can give a good indication of how committed it is to supporting LGBT staff in all the countries where it operates.

4. STONEWALL'S LIST OF TOP GLOBAL EMPLOYERS

Every year Stonewall publishes a list of Top Global Employers for LGBT staff. The list is compiled from submissions to Stonewall's Global Workplace Equality Index: a powerful benchmarking tool used by employers to create inclusive workplaces across the markets in which they operate. Download Stonewall's 2018 list to see the most recent winners and find out what they do to support LGBT equality around the world:
www.stonewall.org.uk/tge2018

THE WORKPLACE EQUALITY INDEX

WHAT'S THE WORKPLACE EQUALITY INDEX?

Stonewall's Workplace Equality Index is the definitive benchmarking tool for LGBT equality in the workplace. It's a voluntary, annual exercise to help employers measure and improve their LGBT inclusion practices. Over the years, the Workplace Equality Index has grown in size and scope, becoming tougher and more competitive than ever.

HOW DOES IT WORK?

Employers submit evidence detailing their LGBT practice from the last year across 10 different areas:

- 1 POLICIES AND BENEFITS**
How does the organisation review, improve and communicate its policies?
- 2 THE EMPLOYEE LIFECYCLE**
How does the organisation engage all employees in LGBT inclusion, from recruitment, to employee inductions and training, to internal communications?
- 3 LGBT EMPLOYEE NETWORK GROUPS**
How does the activity of the organisation's network group contribute to LGBT inclusion in the organisation and beyond?
- 4 ALLIES AND ROLE MODELS**
How does the organisation empower role models and allies to help create change?
- 5 SENIOR LEADERSHIP**
How does the organisation engage and empower senior leaders to stand up for LGBT equality?

6 MONITORING

How does the organisation collect and analyse data to improve the experiences of LGBT employees?

7 PROCUREMENT

How does the organisation engage its supply chain on LGBT issues?

8 COMMUNITY ENGAGEMENT

How does the organisation demonstrate its commitment to LGBT equality and create change in the wider community?

9 CLIENTS, CUSTOMERS AND SERVICE USERS

How does the organisation improve the experiences of its LGBT customers, service users and clients?

10 ADDITIONAL WORK

What additional, innovative work does the organisation carry out to advance LGBT equality?

Alongside written work, participants supply evidence to demonstrate how they meet these criteria. We then score and rank submissions and compare them with others in their sector. We give Diversity Champions feedback on where they are doing great things and, more importantly, where they can improve their LGBT inclusion work.

WHAT'S THE EMPLOYEE FEEDBACK QUESTIONNAIRE?

Stonewall also seeks feedback directly from participants' staff members. Employees complete a confidential online questionnaire about their experiences in the workplace. This allows us to give employers valuable feedback on their employees' experiences.

We analyse all data from the Employee Feedback Questionnaire to get an insight into LGBT people's experiences nationally and within different sectors. More than 93,000 people participated in the 2018 survey. We've included some of these insights within the sector pages of this guide – look out for 'what staff in the sector told us'.

WHAT'S A TOP 100 EMPLOYER?

Each year, the 100 employers who score the most points make up Stonewall's Top 100 Employers. A place in the Top 100 has become increasingly coveted – many organisations aspire to make the list. Look out for the Top 100 employers listed within each sector of the guide.



PROUD EMPLOYERS

Jobs with LGBT-inclusive employers



PROUD
EMPLOYERS
IS THE ONLY
JOBSITE
WHICH CATERS
EXCLUSIVELY
FOR LGBT
PEOPLE AND
THEIR ALLIES.

We know that people perform better when they can be themselves. Proud Employers is the only job site in Britain catering exclusively for LGBT people and their allies.

Proud Employers features vacancies from Stonewall's Diversity Champions – organisations working with us to improve the experiences of their LGBT staff. Whether you're starting your career or looking to make that next step, you can be sure all of the jobs listed here are with organisations committed to LGBT equality in the workplace.

You can tailor the site to your needs. Advanced search and job alert functions help you find the role that's right for you, and the ability to upload your CV makes sure employers can find you.

Head to www.proudemployers.org.uk to find a role where you can reach your full potential.



Stonewall
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CONSUMER GOODS AND RETAIL

SECTOR OVERVIEW

Some of the UK's largest employers sit in this sector, including high street fashion, major supermarkets and the manufacturers of the products on their shelves. There's a wealth of opportunities available regionally and at head office locations.

Many of the organisations working with Stonewall have developed LGBT network groups to ensure inclusive environments for their LGBT staff. While networks offer social and peer support for staff, they also provide an integral business resource to help steer the organisations' diversity and inclusion practices. Year on year we're also seeing more of these organisations supporting their staff to attend Prides across the UK.

While these organisations realise it's important to support their staff, they also meet thousands of customers every day. As a result, many in the sector are also now taking steps to assess the LGBT customer journey and ensure the needs of LGBT communities are being met.

WHAT STAFF IN THE SECTOR TOLD US

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

56%

LGBT EMPLOYEES
SAID YES

"I would feel comfortable disclosing my sexual orientation to my colleagues."

60%

LGB EMPLOYEES
SAID YES

"Senior managers in my organisation demonstrate visible commitment to trans equality."

47%

LGBT EMPLOYEES
SAID YES

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

83%

LGB EMPLOYEES
SAID YES

2018 WORKPLACE EQUALITY INDEX STATISTICS

- **83%** of organisations sent internal communications about LGBT awareness raising events, including LGBT History Month and the International Day Against Homophobia, Biphobia and Transphobia
- **67%** of organisations have allies actively participating in LGBT network group activities
- **67%** of organisations have demonstrated their commitment to LGBT equality on their website or on social media

2018 TOP 100 EMPLOYERS

Vodafone	42
Co-op	66

CONSUMER GOODS AND RETAIL: IN FOCUS

HEATHER DUCHARME, SUSTAINABLE SOURCING MANAGER, THE BODY SHOP

How did you come to work in the consumer goods and retail sector?

I worked for many years on environmental sustainability issues in government and in non-governmental organisations, before making a leap into cosmetic retail. I work on ensuring our natural materials are sourced sustainably and ethically. The job involves quite a lot of meetings and paperwork, but I do also get to travel to amazing places around the world to actually meet the people who work directly with the raw materials that end up in our products.

As an LGBT person, what's it like working in the retail sector?

My experience in an office role has been very positive. But I imagine LGBT people's experiences might vary widely depending on which part of the sector they're in, how they identify, and their self-expression. For example, parts of the mainstream cosmetic sector still emphasise a very conventional, youthful, feminine appearance, so some people might struggle in a frontline retail position.

What's it like being LGBT in your role?

Being out at the office in the UK is great. It's amazing to work somewhere that being a feminist, environmentalist, bisexual, immigrant, and activist aren't just accepted, but valued. But it can be more complicated when I visit suppliers around the world. Seventy-two countries still have laws criminalising homosexuality, so I have to be aware of local laws and attitudes and cautious with what I say about my family life.

Are you involved in the LGBT network at The Body Shop?

Yes! A small group of motivated employees launched the company's first formal LGBT employee network in the UK on International Day Against Homophobia, Biphobia, and Transphobia this year. We had an amazing turnout at our launch events. I hope we can 'go global' to help support LGBT colleagues internationally.



CONSUMER GOODS AND RETAIL: DIVERSITY CHAMPIONS



Adidas
Amazon
Arnold Clark
ASOS
Auto Trader Group
British American Tobacco
Coca Cola European Partners
Co-op
Enterprise Rent-A-Car
Holland & Barrett
IKEA
John Lewis Partnership

Johnson & Johnson
Kellogg's UK
Lookers
L'Oreal
Marks & Spencer
Mars
Nestlé
Pepsico UK and Ireland
Pernod Ricard UK Limited
Philip Morris
Post Office
Primark

Procter & Gamble
Royal Mail Group
Sainsbury's Group
Stanley Black & Decker
Telefónica UK Limited
Tesco
The Body Shop
Unilever
Vodafone
Whitbread
Wickes

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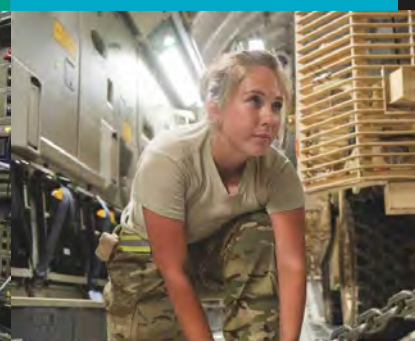
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FORCE PROTECTION



TECHNICAL & ENGINEERING



LOGISTICS

DEFENCE AND SECURITY

SECTOR OVERVIEW

Employers in this sector include government security agencies, military equipment manufacturers and the armed forces. There are a range of career opportunities within this sector and most organisations continually recruit for people at different levels and in diverse specialisations. For many people in this field, serving their country is a lifetime ambition, an honour and a privilege.

But until 2000 it was unlawful for LGB people to serve in the military. The emergence of out LGBT people, as well as visible senior allies, confirms how much progress this sector has made and continues to make.

Organisations are pushing beyond just legal compliance to become LGBT employers of choice. Many have proactive internal networks that offer advice and support for LGBT staff and their non-LGBT colleagues, ensuring that all staff are able to reach their full potential.

There was not enough data to provide workplace equality index statistics for this sector.

2018 TOP 100 EMPLOYERS

Royal Navy and Royal Marines	32
Secret Intelligence Service (MI6)	49
GCHQ	54
The Army	84

DEFENCE AND SECURITY: IN FOCUS



SQUADRON LEADER GREGORY COLES, AERO SYSTEMS ENGINEERING OFFICER, ROYAL AIR FORCE

How did you come to work for the RAF?

I became interested in military aircraft and engineering during my time as a member of the Air Cadet Organisation. I was accepted for an engineering bursary to support my studies at university and I officially joined the RAF in 2008. I'm currently a senior engineering officer, supporting Typhoon aircraft around the world. Working for the RAF is hugely rewarding – you're presented with unique challenges and no one day is the same.

What's it like being LGBT in the RAF?

The RAF is one of the most progressive and inclusive defence organisations, understanding that diversity brings strength. As an engineer, I've worked with some of the most sophisticated aircraft and technology in the world in very arduous conditions, where the ability to be my true self has brought out the best in me. I've been fully supported by the organisation and so have my husband and family while I've been away.

Are you involved in the RAF's LGBT network group?

I'm a co-chair for the Royal Air Force LGBT Freedom Network, which ensures we have inclusive policies and a visible presence, so personnel can turn to us if required. By continuing to educate all our personnel, LGBT or otherwise, we ensure we get the best from our people. You can also engage with us on social media if you have specific questions about career fields and lived experiences.



CORPORAL KELLY FLYNN, CYBERSPACE COMMUNICATIONS SPECIALIST, ROYAL AIR FORCE

What's the best thing about working in the RAF?

So many great things! I've had opportunities I never would have had as a civilian, like taking part in the Queen's Birthday Fly-over in 2017. I work across a wide variety of technical roles, including safeguarding our UK-based IT networks from intrusions and coordinating the RAF's array of information. I've been deployed around the world and worked on a wide range of communications systems alongside our allied nations.

As an LGBT person, what's it like working in the RAF?

As a lesbian, I'm extremely proud to serve in the Royal Air Force. Since the lifting of the ban on LGB serving in 2000, the Armed Forces have made great strides in providing a progressive, safe environment for LGBT personnel. Working in the Science, Technology, Engineering and Mathematics (STEM) sector I'm in the minority, both as a lesbian and a woman, but neither have negatively impacted my career. The RAF's inclusive culture lets me thrive in a job I love, while being fully supported in expressing my sexual orientation.

What advice would you give to an LGBT person thinking about a career in the RAF?

Go for it! The RAF offers fantastic opportunities in STEM and you can gain an apprenticeship and other civilian recognised qualifications. LGBT people are fully supported and your colleagues become a second family. The RAF genuinely gives you a career where you can be your true self.



DEFENCE AND SECURITY: DIVERSITY CHAMPIONS



Atlas Elektronik UK
AWE (Atomic Weapons Establishment)
BAE Systems
Defence Science and Technology Laboratory
GCHQ
GEOAmey
MI5

Ministry of Defence
Ministry of Defence Police
Royal Air Force
Royal Navy
Secret Intelligence Service (MI6)
The Army



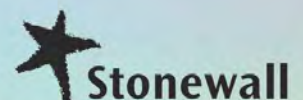
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The power of difference

We are committed to building a diverse workforce where everyone can be themselves and where we embrace each other's unique identities, heritage, strengths and skills. The Power of Difference is our strong and coherent narrative for diversity and inclusion at the University of Sheffield.

Staff and students are supported to be themselves and to feel comfortable being open about their identity.

The University supports LGBT+ inclusion through inclusive policies, training, events and awareness-raising campaigns. Our allies programme, Open@TUOS, also encourages staff to actively and independently support LGBT+ equality and inclusion and now has over 2,200 supporters from departments and teams across the University.

Open to all colleagues regardless of gender identity and/or sexual orientation, Open@TUOS is championed by - and is inclusive of - LGBT+ staff who can be allies to other identities that differ to their own. Allies visibly demonstrate advocacy to LGBT+ inclusion by choosing to wear a rainbow lanyard.

“

Progressing LGBT+ equality and inclusion is everybody's responsibility”

Professor Gill Valentine,
Provost & Deputy Vice-Chancellor

If you are committed to putting diversity, inclusion and belonging into practice and want to join award-winning teams and departments who are working together to make the University a remarkable place to work, we want to hear from you.



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#rainbowlanyard
Progressing LGBT+ inclusion at
the University of Sheffield

#WeAreInternational
Celebrating diversity and
inclusivity in UK universities

EDUCATION

SECTOR OVERVIEW

Education sector organisations play a key role in thinking about and shaping the world around us through teaching, research and practice. The education providers we work with are dedicated to ensuring that not only their LGBT staff, but also their LGBT students, are valued and celebrated at their organisations.

Most organisations in the sector have strong and dynamic LGBT staff networks that work to provide support, organise social activities, and influence their institutions' policies and culture. Recognising their responsibility as global civic institutions, universities are particularly committed to incorporating LGBT considerations into their international work.

From academic roles and teaching to administration, counselling and project management, there are plenty of professional opportunities in this sector.

WHAT STAFF IN THE SECTOR TOLD US

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

58%

LGBT EMPLOYEES SAID YES

"I would feel comfortable disclosing my sexual orientation to my colleagues."

48%

LGB EMPLOYEES SAID YES

"Senior managers in my organisation demonstrate visible commitment to trans equality."

46%

LGBT EMPLOYEES SAID YES

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

79%

LGB EMPLOYEES SAID YES

2018 WORKPLACE EQUALITY INDEX STATISTICS

- Top sector for providing guidance on facilities and dress codes for non-binary staff (43%)
- 61% of organisations enable non-binary employees to have their identities recognised on workplace systems
- 73% of organisation support lesbian, gay and/or bi community events

2018 TOP 100 EMPLOYERS

Cardiff University/Prifysgol Caerdydd	14
Manchester Metropolitan University	16
The University of Manchester	16
The University of Sheffield	24
York St John University	24
Swansea University/Prifysgol Abertawe	29
University of Leicester	44
Aberystwyth University/Prifysgol Aberystwyth	56
University of Essex	59
De Montfort University	61
University of Wolverhampton	62
Newham College of Further Education	63
Teesside University	67
University of Greenwich	97
University College London (UCL)	98



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Of
Sheffield.

EDUCATION: IN FOCUS

SARAH SHAHID, CLERICAL ASSISTANT AND SUMMER SCHOOL WELFARE OFFICER, THE UNIVERSITY OF SHEFFIELD

What does your job involve?

My role involves processing and registering students' applications for our English Language courses. I'm also a full-time welfare officer during the Summer School, offering advice and support to students.

What's it like being LGBT at the University of Sheffield?

I know I'm safe to be bi at the university. I feel supported and valued, with the freedom to be me. I can work without having to worry about phobic comments or the possibility of losing my job for being LGBT+. The University welcomes staff and students who identify as LGBT+ and we have support from senior staff.

Are you involved with the LGBT network at the University of Sheffield?

I am a bi role model at the university and have been involved with the LGBT+ staff network since it started in 2010. We meet in a relaxed and informal environment, discussing various issues and upcoming events. All LGBT+ staff are welcomed as it's an inclusive group. I'm a cisgender female from an Asian background, as well as being disabled with many hidden disabilities. Being bi is part of who I am, and the other parts of my identity help me add a splash of diversity to our group!



DANNI KERR, TEACHING ASSOCIATE, SHEFFIELD SCHOOL OF ARCHITECTURE, THE UNIVERSITY OF SHEFFIELD

As an LGBT person, what's it like working in your sector?

I believe I might be the only openly transgender person currently teaching in a UK School of Architecture. I've openly presented myself as a transgender woman in all my professional work for the last three years and I'm significantly more confident in my working relations than ever.

At work, how do you think being LGBT relates to other parts of your identity?

As a transgender person I'm part of a very small demographic which in itself contains a rainbow of diversity. As such, I very much rely on support and understanding, not just from my LGBT+ friends and colleagues, but from my cisgender and heterosexual friends and colleagues too.

Are you involved in any LGBT initiatives at work?

I'm very proud to be an official role model for the Royal Institute of British Architects. I want to show how a professional who happens to be LGBT+ can get on with their work, just like any other professional. In this way, all LGBT+ folk can push through the barriers that definitely still exist.



STEWART CAMPBELL, CONCERTS DIRECTOR, THE UNIVERSITY OF SHEFFIELD

How did you come to work in the education sector?

As an undergraduate I worked as the manager of a large nightclub in Sheffield. Now, as director of University of Sheffield Concerts, I oversee a busy programme of concerts and festivals, as well as education and outreach work for public audiences.

What's the best thing about working at your organisation?

The variety of connections and opportunities. The university's a real melting pot of knowledge, expertise and ideas, so it's an exciting place to work.

What's it like being LGBT at your organisation?

I'm completely comfortable being out as a gay man to staff and students. The university fosters an open and inclusive culture which is highly visible. I led the Gay Icons Project which explored gender, sexuality and identity, and received tremendous encouragement from all parts of the institution. I'm also an LGBT+ role model at the university – it's important to show you can be successful and comfortable at work without compromising who you are.



EDUCATION: DIVERSITY CHAMPIONS



Aberystwyth University/ Prifysgol Aberystwyth
Askham Bryan College
Birkbeck, University of London
Birmingham City University
Bournemouth University
BPP
Bradford College
Brunel University London
Canterbury Christ Church University
Capital City College Group
Cardiff Metropolitan University/ Prifysgol Metropolitan Caerdydd
Cardiff University/ Prifysgol Caerdydd
City of Glasgow College
Coleg y Cymoedd
Coventry University
De Montfort University
Dumfries and Galloway College
Durham University
Edge Hill University
Edinburgh Napier University
Education Authority Northern Ireland
Farnborough College of Technology
Glyndŵr University/ Prifysgol Glyndŵr Wrecsam
Goldsmiths, University of London
Greenwood Academies Trust
Havering College of Further and Higher Education
Imperial College London
Keele University
King's College London
Lancaster University
Leeds Beckett University
Leeds City College
Liverpool John Moores University
London School of Business and Management (LSBM)
London School of Hygiene & Tropical Medicine
London Southbank University

London South East Colleges
Manchester Metropolitan University
Middlesex University London
Newcastle University
Newham College of Further Education
Newham Sixth Form College
Newtec
Northumbria University
Nottingham Trent University
Oxford Brookes University
Pearson
Plymouth Marjons University
Plymouth University
Queen Mary, University of London
Queen's University Belfast
Royal College of Art
Royal College of Veterinary Surgeons
Royal Holloway, University of London
Sheffield Hallam University
Southampton Solent University
St.George's, University of London
Staffordshire University
Swansea University/ Prifysgol Abertawe
Teesside University
The Francis Crick Institute
The Institute of Cancer Research
The James Hutton Institute
The London School of Economics and Political Science
The Open University
United Colleges Group
University College London (UCL)
University for the Creative Arts
University of Aberdeen
University of Bedfordshire
University of Birmingham
University of Brighton
University of Bristol
University of Cambridge
University of Central Lancashire

University of Chichester
University of Cumbria
University of Derby
University of Dundee
University of East Anglia
University of East London (UEL)
University of Edinburgh
University of Essex
University of Exeter
University of Glasgow
University of Greenwich
University of Hull
University of Kent
University of Leicester
University of Liverpool
University of Manchester
University of Nottingham
University of Oxford
University of Portsmouth
University of Reading
University of Roehampton
University of Salford
University of Sheffield
University of South Wales Group/ Grŵp Prifysgol De Cymru
University of Southampton
University of St Andrews
University of Sunderland
University of Surrey
University of Sussex
University of the Arts London
University of the West of Scotland
University of Warwick
University of West London
University of Winchester
University of Wolverhampton
University of Worcester
UWE Bristol
West London College
York St John University

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SERVICES AND
COMMUNITY
GROUPS THAT ARE
LOCAL TO YOU.**

www.stonewall.org.uk/whatsinmyarea

EMERGENCY SERVICES

SECTOR OVERVIEW

Stonewall research shows that hate crime and discrimination have increased over the past five years, and that health inequalities within LGBT communities persist. It's critical that our police, fire and ambulance services understand these inequalities and are able to tackle them. Many services recognise that to do this effectively, their workforce needs to reflect the diversity of the communities they work with.

Police and fire services, in particular, have worked hard to combat the stereotypes of their working environments as straight, cis, male and macho. Many have active LGBT networks, LGBT community engagement initiatives, robust policies and allies programmes. Several ambulance services have similarly taken big steps to demonstrate their commitment to local LGBT communities through thorough training, outreach and events.

Working for the emergency services is a dynamic and challenging career, and one in which you can make a big difference to the lives of diverse LGBT communities.

WHAT STAFF IN THE SECTOR TOLD US

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

"I would feel comfortable disclosing my sexual orientation to my colleagues."

"Senior managers in my organisation demonstrate visible commitment to trans equality."

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

47%

LGBT EMPLOYEES SAID YES

50%

LGB EMPLOYEES SAID YES

52%

LGBT EMPLOYEES SAID YES

79%

LGB EMPLOYEES SAID YES

2018 WORKPLACE EQUALITY INDEX STATISTICS

- 64% of organisations provide guidance for employees who are transitioning in their policies
- 79% of organisations collaborated with other organisations in their region or sector on an LGBT community initiative

2018 TOP 100 EMPLOYERS

Cheshire Fire and Rescue Service	4
Cheshire Police	26
Nottinghamshire Police	39
Leicestershire Police	42
Sussex Police	47
Tyne and Wear Fire and Rescue Service	59
Northumbria Police	69
Lancashire Constabulary	74
Police Scotland	90

EMERGENCY SERVICES: IN FOCUS

JOHN HILL, POLICE CONSTABLE, DYFED-POWYS POLICE/HEDDLU DYFED-POWYS

How did you come to work for the police?

I'd been working for a telecommunications company and applied for a role as a call handler for Dyfed-Powys Police. I had wanted to be a police officer as a kid and at twenty-five I became a police community support officer. Now I'm constable in a neighbourhood policing team, which is all about problem solving, tackling quality of life issues and being dedicated to a specific area. There's lots of variety; no two days are the same. Police work is challenging, but it's also incredibly rewarding.

As an LGBT person, what's it like working for the police?

Not so long ago, being openly gay and working for a service like the police didn't go together. Those days, certainly for Dyfed-Powys Police, are long gone. I came out as gay in 2003 and didn't think twice about telling my colleagues. In fact, they were the first to know. We're a family and to be part of an organisation that is truly representative of the community we serve is both wonderful and humbling.

Are you involved in LGBT inclusion work at your organisation?

I'm the lead of the LGBT Staff Network where I represent LGBT staff and influence policy and support within the organisation. I'm also an LGB&T Liaison Officer, providing support to members of our community and guiding colleagues in bringing people responsible for LGBT-related hate crimes to justice. This work is vital as it removes barriers between the police and the LGBT community by increasing confidence and encouraging incident reporting.



EMERGENCY SERVICES: DIVERSITY CHAMPIONS



Bedfordshire Fire and Rescue Service

Cambridgeshire Fire & Rescue Service

Cheshire Fire & Rescue Service

Cheshire Police

Civil Nuclear Constabulary

Cleveland Fire Brigade

County Durham and Darlington Fire and Rescue Service

Derbyshire Constabulary

Derbyshire Fire & Rescue Service

Devon & Somerset Fire & Rescue Service

Dorset & Wiltshire Fire & Rescue Service

Dorset Police

Durham Constabulary

Dyfed-Powys Police/Heddlu Dyfed-Powys

East Sussex Fire & Rescue Service

Essex County Fire and Rescue Service

Greater Manchester Combined Authority

Hampshire Constabulary

Hampshire Fire and Rescue Service

Hertfordshire Constabulary

Kent Fire and Rescue Service

Lancashire Constabulary

Lancashire Fire & Rescue Service

Leicestershire Fire and Rescue Service

Leicestershire Police

London Ambulance Service NHS Trust

London Fire and Emergency Planning Authority

Merseyside Police

Metropolitan Police Service

Mid and West Wales Fire & Rescue Service/
Gwasanaeth Tân Ac Achub Canolbarth a Gorllewin Cymru

North Wales Fire & Rescue Service/
Gwasanaeth Tân Ac Achub Gogledd Cymru

North Wales Police/Heddlu Gogledd Cymru

Northamptonshire Fire and Rescue Service

Northumbria Police

Nottinghamshire Fire and Rescue Service

Nottinghamshire Police

Police Scotland

Police Service of Northern Ireland

Scottish Fire and Rescue Service

Staffordshire Police

Suffolk Constabulary

Surrey Police

Sussex Police

Tyne & Wear Fire and Rescue Service

Welsh Ambulance Service/
Ymddiriedolaeth GIG Gwasanaethau Ambiwylans Cymru

West Midlands Fire Service

West Midlands Police

West Yorkshire Police

Wiltshire Police

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TO LET PEOPLE
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IN MY TOWN
STEFAN

**COME OUT
FOR LGBT.**

The fight for equality is far from over.
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ENERGY, UTILITIES, RESOURCES AND MANUFACTURING

SECTOR OVERVIEW

The energy, utilities, resources and manufacturing sector features many household names, as well as organisations responsible for building and maintaining important national and global infrastructures. There's a real wealth of job opportunities, ranging from engineering and science to operations and project management. Employees in these sectors are based in a wide variety of locations, both in the UK and globally.

To help overcome a skills shortage across these sectors, many employers are committing to build truly inclusive workplaces to attract and develop the best talent. Leading organisations are supporting LGBT staff to share their stories, which spreads understanding and encourages others to bring their whole selves to work.

Staff in this sector are often dispersed all over the UK, so some organisations are beginning to recruit 'site champions' to ensure all LGBT staff are supported, wherever they're based. LGBT employees also benefit from active cross-sector LGBT networks such as InterEnergy and Pride in Energy.

2018 WORKPLACE EQUALITY INDEX STATISTICS

- Best sector for providing training, programmes or resources to support LGBT employees in becoming visible role models
- **73%** of organisations' network groups have formal ways to make sure bi and trans issues are represented (such as bi and trans committee reps)
- **82%** of organisations' network groups collaborated with other internal network groups, for example their women's network or black, Asian and minority ethnic (BAME) network

WHAT STAFF IN THE SECTOR TOLD US

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

58%

LGBT EMPLOYEES
SAID YES

"I would feel comfortable disclosing my sexual orientation to my colleagues."

45%

LGB EMPLOYEES
SAID YES

"Senior managers in my organisation demonstrate visible commitment to trans equality."

47%

LGBT EMPLOYEES
SAID YES

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

84%

LGB EMPLOYEES
SAID YES

ENERGY, UTILITIES, RESOURCES AND MANUFACTURING: IN FOCUS

KIRAN EVANS, CUSTOMER SERVICE ADVISOR – SMART METERING, NPOWER

How did you come to work in the energy sector?

After leaving my previous job and taking a few months away from employment for my mental health, my mum encouraged me to apply for a job opening at the Worcester branch of npower. I applied for a temporary contract through an agency, and I was soon made a permanent employee. I'm now a customer service advisor, looking after pre-installation smart meter appointments, managing customers' accounts, and assisting with queries within the contact centre.

As an LGBT person, what's it like working in energy sector?

As someone who openly identifies as gay and gender fluid, I've been shown acceptance and support from my colleagues and the company itself. This has given me a new perspective on customer services – in previous roles my LGBT identity was suppressed, ignored and overlooked. Now I am encouraged, supported and able to flourish in all aspects of my role, just as the next person would. I've been able to open myself up to all kinds of people with different beliefs and backgrounds without ever worrying if I'll be accepted or not.

Are you involved in the LGBT network at npower?

I'm one of the founders of npower's LGBT & Friends Network. I feel our presence is important, as we can educate people about LGBT issues within the workplace and help the business with their vision to become a more forward-thinking and inclusive place to work. We've already had massive support from across the business, including our CEO, and have recruited volunteers to raise awareness at different sites across the country.



ENERGY, UTILITIES, RESOURCES AND MANUFACTURING: DIVERSITY CHAMPIONS



Air Products
Anglian Water
Anglo American
BP
Centrica
EDF Energy
Ford Motor Company

HMGCC
Jaguar Land Rover
National Grid
npower
Rolls-Royce
Scottish Water
ScottishPower

Severn Trent
Shell
Thames Water
Veolia
Welsh Water/Dŵr Cymru
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FINANCIAL SERVICES

SECTOR OVERVIEW

The financial services sector encompasses a broad range of organisations, including credit unions, banks, credit-card companies, insurance companies, consumer-finance companies, individual managers and even some government regulatory bodies. As the sector modernises, the available opportunities involve far more than just money.

The sector-wide LGBT network for banking, Interbank, is very active and works closely with Stonewall to understand trends in the industry and shares insights with their LGBT members and allies. More and more organisations in this sector are recognising the importance of proactive LGBT inclusion. Many are developing initiatives to engage allies, recognising that it's everyone's responsibility to be agents of change in the workplace.

Beyond LGBT workplace inclusion, many financial services organisations engage with Stonewall's wider work, including supporting our school role models and youth programmes.

2018 WORKPLACE EQUALITY INDEX STATISTICS

- Best sector for senior managers championing LGBT inclusion by speaking at internal events
- 81% of organisations have formal programmes for supporting non-LGBT employees to become active allies

2018 TOP 100 EMPLOYERS

Lloyds Banking Group	5
RBS	83
Virgin Money	95

WHAT STAFF IN THE SECTOR TOLD US

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

58%

LGBT EMPLOYEES SAID YES

"I would feel comfortable disclosing my sexual orientation to my colleagues."

60%

LGB EMPLOYEES SAID YES

"Senior managers in my organisation demonstrate visible commitment to trans equality."

54%

LGBT EMPLOYEES SAID YES

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

86%

LGB EMPLOYEES SAID YES

FINANCIAL SERVICES: IN FOCUS



LINDSAY PENTELOW, PARTNER, TAX, MAZARS

What does your current job involve?

I'm a tax partner and currently lead the tax part of Mazars' business in the UK. We are constantly trying to create more collaborative, creative and non-hierarchical ways of working. Team members being able to be themselves at work is pretty fundamental to that.

What's it like being LGBT at Mazars?

I've sometimes carried around a nagging fear of hostility based on past experience, but in our business the only comments made to me have been supportive ones. We had an all-employee satisfaction survey which included comparing the numbers for LGBT and non-LGBT team members. It was the first page I turned to and the LGBT team members showed the higher satisfaction levels within the team. That was a nice moment.

Are you involved in the LGBT network or other LGBT inclusion work at Mazars?

Of course. It's vital for making our business a completely safe space for LGBT people and for creating a safe space for difference more generally. I don't see how we can be for the inclusion of our own community without being active advocates for the inclusion of others. If LGBT people are able to be out at work it helps people to be out about other issues too, such as mental health.



NEIL MATHER, PARTNER, RESTRUCTURING SERVICES, MAZARS

How did you come to work in financial services?

After a Geography degree, I trained with a big accountancy firm. Now I'm a partner in the restructuring services team, advising boards, regulators and other stakeholders when companies face solvency issues.

As an LGBT person, what's it like working in financial services?

Most large financial services and professional services firms are open and inclusive, with visible senior role models and active LGBT groups. The sector also has several industry-wide LGBT organisations and there are plenty of successful LGBT people in senior positions. In most firms, being LGBT shouldn't really be an issue.

What's it like being LGBT at Mazars?

I'm very impressed at the effort Mazars puts in to make LGBT people feel welcome and respected. There are regular events, firm-wide updates on LGBT issues and the firm is committed to making sure LGBT people can contribute to their maximum by being themselves at work. I'm a member of the firm's LGBT Champions' committee, which works to educate everyone on issues that may concern LGBT team members and promotes inclusive policies. It's a very visible sign of the firm's commitment and its committee members range from young, recent joiners to senior partners.

What advice would you give to an LGBT person thinking about a career in your sector?

Check out what the firms you're interested in do to ensure LGBT inclusivity. Does it sound like a real commitment? Do they do anything that's visible to make their LGBT staff feel valued? Are there LGBT people in senior positions?



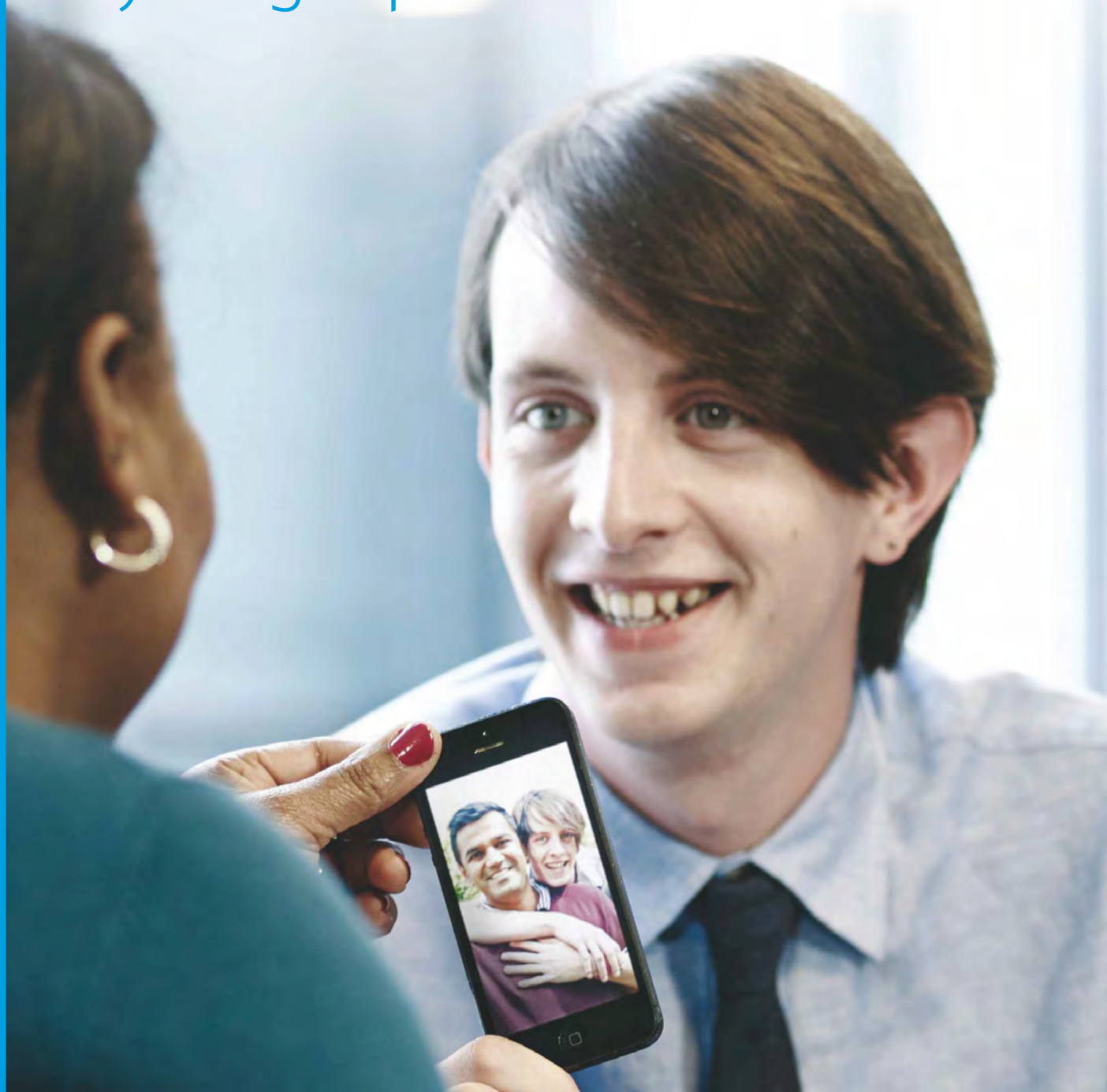
FINANCIAL SERVICES: DIVERSITY CHAMPIONS



Bank of England
Barclays
Bloomberg
BNP Paribas, Corporate and Investment Bank
BNP Paribas: Personal Finance
Charter Court Financial Services
Close Brothers
Commerzbank
CYBG
EQUINITI Group
European Bank for Reconstruction & Development
FactSet Europe Limited
Financial Conduct Authority
Financial Ombudsman Service
Financial Services Compensation Scheme
Franklin Templeton Global Investors Limited
HSBC
IG
Investec
Legal & General Group

Lloyds Banking Group
M&S Bank
Mazars
Metro Bank
Mizuho
Moodys
Morgan Stanley
Nationwide Building Society
Nucleus Financial
Openwork
Prudential
RBS
RGA UK Services Limited
Royal Bank of Canada
Santander
Tesco Bank
The Co-operative Bank
Travelex
TSB
Virgin Money

When everyone is welcome, anything is possible



At Barclays we embrace everyone as a partner. Our Diversity & Inclusion strategy allows us to welcome and serve customers and colleagues from all societies, cultures and communities. We harness the power of diversity to drive innovation, improve the performance of our business and deliver a sustainable and successful future.

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SAME-SEX MARRIAGE HOUSING
LGBT ASYLUM HEALTHCARE
TRANS LESBIAN BI GAY
GENDER IDENTITY HOMOPHOBIC BULLYING

QUESTIONS?

SEXUAL HEALTH IMMIGRATION
MENTAL HEALTH DISCRIMINATION
ISSUES AT SCHOOL PARENTING
EQUALITY ACT FERTILITY TREATMENT
PARENTS WITH LGBT KIDS
YOUNG TRANS COMMUNITY GROUPS
CIVIL PARTNERSHIPS GENDER RECOGNITION

VISIT OUR WEBSITE FOR HELP, GUIDANCE AND INFORMATION
ABOUT LGBT ISSUES

www.stonewall.org.uk/info



GOVERNMENT

SECTOR OVERVIEW

The government looks after our national affairs such as health, education, international trade and the environment. It's responsible for the general welfare of citizens and helps protect the most vulnerable people in society. There are a range of opportunities to work within the government sector, for example in a ministerial department, the Houses of Parliament or a non-executive agency.

Stonewall works with a large number of departments and agencies across the UK. A large majority have their own LGBT networks, and there are also two major cross-government LGBT networks; the Civil Service LGBT Network and a:gender, a network for trans and intersex staff.

The civil service is a large employer and there are varied roles across the sector, including through the 'fast stream' talent management programme for graduates and in paid internships.

WHAT STAFF IN THE SECTOR TOLD US

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

63%

LGBT EMPLOYEES SAID YES

"I would feel comfortable disclosing my sexual orientation to my colleagues."

51%

LGBT EMPLOYEES SAID YES

"Senior managers in my organisation demonstrate visible commitment to trans equality."

51%

LGBT EMPLOYEES SAID YES

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

82%

LGBT EMPLOYEES SAID YES

2018 WORKPLACE EQUALITY INDEX STATISTICS

- **52%** of organisations' network groups have formal ways to make sure bi and trans issues are represented (such as bi and trans committee reps)
- **73%** of organisations provide guidance for managers on how to support a colleague who's transitioning

2018 TOP 100 EMPLOYERS

National Assembly for Wales/ Cynulliad Cenedlaethol Cymru	1
Welsh Government/ Llywodraeth Cymru	12
Ministry of Justice	13
Crown Office & Procurator Fiscal Service	15
Environment Agency	18
House of Commons	23
Home Office	38
Department for Education	78
Intellectual Property Office	93

GOVERNMENT: IN FOCUS

MOTHUSI TURNER, CHINA BILATERAL TRADE POLICY LEAD, DEPARTMENT FOR INTERNATIONAL TRADE

How did you come to work in the Civil Service?

I started out in the Civil Service as an intern on a summer diversity scheme in the Foreign & Commonwealth Office and later worked as an intern for the EU at their office in Taiwan. After returning to the UK, I joined the Civil Service Fast Stream programme, which eventually led me to my current role preparing for the UK's future trade and investment relationship with China.

What's it like being LGBT in the Civil Service?

The Civil Service is a fantastic place to work if you're LGBT. Diversity is really valued and there's no expectation to conform to any given mould. In my department, the senior leadership have been extremely supportive of LGBT equality and inclusion, there are plenty of amazing LGBT role models, and non-LGBT staff show their support by wearing rainbow lanyards and educating themselves about different identities. It's important that anyone who walks through our doors, whether it's a new member of staff, a company CEO or a foreign trade negotiator, knows that it's a place where people can bring their whole selves to work.

At work, how do you think being LGBT relates to other parts of your identity?

I'm a gay, mixed-race man from a multi-cultural background and I see these different aspects of my identity as equally important ingredients in the recipe that makes me who I am. However, what I like about the Civil Service is that it's not these attributes that determine success, but my work performance. Diversity is welcomed and respected, but ultimately recruitment and progression are blind and based purely on merit.

What advice would you give to an LGBT person thinking about a career in the Civil Service?

The Civil Service has its own, highly collaborative, culture. It's about improving the lives of UK taxpayers and serving the government of the day to the best of your ability. Consider carefully what motivates you and take a good look at the Civil Service competency framework and success profiles online.



GOVERNMENT: DIVERSITY CHAMPIONS



Acas	Intellectual Property Office/Y Swyddfa Eiddo Ddeallusol
Cabinet Office	Maritime & Coastguard Agency
Civil Services Resourcing	Ministry for Housing, Communities and Local Government
Crown Commercial Service	Ministry of Justice
Crown Office & Procurator Fiscal Service	National Assembly for Wales/Cynulliad Cenedlaethol Cymru
Crown Prosecution Service	National Audit Office
Department for Business, Energy & Industrial Strategy	National Crime Agency
Department for Digital, Culture, Media & Sport	Natural England
Department for Education	Natural Resources Wales/Cyfoeth Naturiol Cymru
Department for Environment, Food & Rural Affairs	Northern Ireland Civil Service
Department for Exiting the European Union	Office for National Statistics/Swyddfa Ystadegau Gwladol
Department for International Development	Ofsted
Department for International Trade	Public Health England
Department for Work and Pensions	Scottish Courts and Tribunals Service
Department of Health	Scottish Enterprise
Driver and Vehicle Licensing Agency	Scottish Government
Driver and Vehicle Standards Agency	Scottish Prison Service
Environment Agency	Scottish Qualifications Authority
Equality and Human Rights Commission	Serious Fraud Office
Foreign & Commonwealth Office	Skills Development Scotland
Government Legal Department	The Green Party
Health & Safety Executive	The Insolvency Service
Historic England	The Labour Party
HM Land Registry	The Pensions Regulator
HM Revenue & Customs	The Scottish Parliament
HM Treasury	UK Government Investments
Home Office	Wales Audit Office/Swyddfa Archwilio Cymru
House of Commons	Welsh Government/Llywodraeth Cymru
Independent Office for Police Conduct	



“It’s so important to me to be part of an organisation that values diversity and fairness.”

Marianne Griffiths, Chief Executive



NHS
Brighton and Sussex
University Hospitals
NHS Trust



HEALTH AND SOCIAL CARE

SECTOR OVERVIEW

The health and social care sector offers people the chance to develop their career in a stimulating and rewarding environment, which contributes to the health and wellbeing of others. The roles and opportunities available within this sector are hugely diverse; they include running NHS Trusts and social care services, commissioning or delivering health services, frontline patient and service user work, and specialist services.

The best organisations in this sector consider the needs of their LGBT patients and service users, while also taking steps to secure LGBT equality for their staff. They support LGBT staff by having senior champions, vibrant staff network groups, visible signs of inclusion in the workplace. Many also collaborate with other local and national organisations to further the reach of their LGBT inclusion work.

A career in the health and social care sector is a fantastic opportunity to challenge yourself and positively impact the lives of others.

WHAT STAFF IN THE SECTOR TOLD US

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

49%

LGBT EMPLOYEES SAID YES

“I would feel comfortable disclosing my sexual orientation to my colleagues.”

52%

LGB EMPLOYEES SAID YES

“Senior managers in my organisation demonstrate visible commitment to trans equality.”

39%

LGBT EMPLOYEES SAID YES

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

81%

LGB EMPLOYEES SAID YES

2018 WORKPLACE EQUALITY INDEX STATISTICS

- 70% have communicated information about LGBT staff network group and allies' activity to all employees
- In their policies, 62% have an explicit ban on discrimination based on sexual orientation and 63% have an explicit ban on discrimination based on gender identity

2018 TOP 100 EMPLOYERS

North East Ambulance Service NHS Trust	46
Cardiff and Vale University Health Board/Bwrdd Iechyd Prifysgol Caerdydd a'r Fro	51
Betsi Cadwaladr University Health Board/Bwrdd Iechyd Prifysgol Betsi Cadwaladr	51
Northumbria Healthcare NHS Foundation Trust	65
St Andrew's Healthcare	86
Golden Jubilee Foundation	88
Central and North West London NHS Foundation Trust	95

HEALTH AND SOCIAL CARE: IN FOCUS



JANET LEE, CHILDREN'S CRITICAL CARE PRACTITIONER, BRIGHTON AND SUSSEX UNIVERSITY HOSPITALS NHS TRUST

As an LGBT person, what's it like working in the health sector?

It's got better over the years. I'm a paediatric critical care practitioner and there used to be a lot of distrust of LGBT people working with children. Nowadays, I feel valued for who I am as a person and a professional. I'm involved in the LGBT network group at BSUH, because it's important we support each other and share best practice. It ensures all staff feel valued and that everyone who uses our services is recognised and welcomed.

At work, how do you think being LGBT relates to other parts of your identity?

It's a core part of my identity, in and out of work. I'm a lesbian, Jewish, the parent of a trans woman and of a disabled young person. My feminism threads through all the core parts of my identity.

What advice would you give to an LGBT person thinking about a career in the health sector?

Being you is just brilliant and you don't need to hide it. Be open, get involved, expect to be valued and, if things don't feel right, make sure they're challenged.



OLIVIA KING, EQUALITY ADVISER, BRIGHTON AND SUSSEX UNIVERSITY HOSPITALS NHS TRUST

What's it like working in the health sector?

Most people have contact with the NHS at some point, so healthcare provides great scope to contribute to positive changes for LGBTQ+ people of all ethnicities, age groups, disabilities and genders. Being a lesbian is one aspect of being me which is bound up in other things, such as being a person of colour, a woman, femme, having a disability, being a migrant. I'm able to use my lived experience to enhance my knowledge of equality legislation. This adds value to the work I do and enables me to develop thought-provoking training resources from an intersectional standpoint, which I feel is important.

What's it like being LGBT at BSUH?

I don't have to worry about hiding my sexual orientation or negating my experiences about being LGBT. This is important because I can focus my emotional, intellectual and psychological energy on the work itself. Being visible gives me the freedom to be myself without self-censorship and empowers others.



JONATHAN O'KEEFE, ADVANCED NEONATAL NURSE PRACTITIONER, BRIGHTON AND SUSSEX UNIVERSITY HOSPITALS NHS TRUST

How did you come to work in the health sector and what does your current job involve?

I trained as a general nurse in Ireland and got my first job as a renal adult nurse. I completed my MSc in Advanced Clinical Practice and am now an Advanced Neonatal Nurse Practitioner (ANNP). I assess, plan and implement the care of newborn children.

What's the best thing about working at BSUH?

It's friendly, it's in Brighton, it's by the sea. Not to mention the opportunity to develop into the practitioner I am today, with the support of the amazing consultants I work with. BSUH supports staff in their development, whatever their ambitions.

What advice would you give to an LGBT person thinking about a career in your sector?

Never let anyone in life tell you that you can't do something. In my academic life I was told multiple times to consider other career paths, as it was deemed unlikely I'd get the grades to get into university. I proved them all wrong.



HEALTH AND SOCIAL CARE: DIVERSITY CHAMPIONS



Abertawe Bro Morgannwg University Health Board/
Bwrdd Iechyd Prifysgol Abertawe Bro Morgannwg

Aneurin Bevan University Health Board/
Bwrdd Iechyd Prifysgol Aneurin Bevan

BACP (British Association for Counselling and Psychotherapy)

Barnet, Enfield and Haringey Mental Health NHS Trust

Barts Health NHS Trust

Berkshire Healthcare NHS Foundation Trust

Betsi Cadwaladr University Health Board/
Bwrdd Iechyd Prifysgol Betsi Cadwaladr

Birmingham and Solihull Mental Health NHS Foundation Trust

Brighton and Sussex University Hospitals NHS Trust

Cardiff & Vale University Health Board/
Bwrdd Iechyd Prifysgol Caerdydd a'r Fro

Care Quality Commission

Central and North West London NHS Foundation Trust

Cornwall Partnership NHS Foundation Trust

Creative Support

Croydon Health Services NHS Trust

Derbyshire Community Health Services NHS Foundation Trust

East London NHS Foundation Trust

Essex Partnership University NHS Foundation Trust

General Medical Council

General Pharmaceutical Council

Golden Jubilee Foundation

Greater Manchester Mental Health NHS Trust

Health Assured

Health Education England

Heritage Care

Hertfordshire Partnership University NHS Foundation Trust

Leeds Community Healthcare NHS Trust

Lifeways Group

Lincolnshire Partnership NHS Foundation Trust

Maidstone & Tunbridge Wells NHS Trust

National Institute For Health and Care Excellence

NHS Blood and Transplant

NHS Business Services Authority

NHS Digital

NHS England

NHS Highland

NHS Kernow Clinical Care Commission

Norfolk Community Health and Care NHS Trust

North East Ambulance Service NHS Trust

North East London Commissioning Support Unit

North East London NHS Foundation Trust

North Staffordshire Combined Healthcare NHS Trust

Northumbria Healthcare NHS Foundation Trust

Nottinghamshire Healthcare NHS Foundation Trust

Nursing & Midwifery Council

Oxford Health NHS Foundation Trust

Oxleas NHS Foundation Trust

Powys Teaching Health Board/
Bwrdd Iechyd Addysgu Powys

Public Health Wales/Iechyd Cyhoeddus Cymru

Royal College of General Practitioners

Royal College of Nursing

Royal College of Paediatrics and Child Health

Royal Free London NHS Foundation Trust

Royal Hospital for Neuro-disability

Sandwell and West Birmingham Hospitals NHS Trust

Sheffield Teaching Hospitals NHS Foundation Trust

South West London and St George's Mental Health NHS Trust

St Andrew's Healthcare

St Barnabas Hospices

St. Anne's Community Services

Surrey and Borders Partnership NHS Foundation Trust

Sussex Community NHS Foundation Trust

The Hillingdon Hospitals NHS Foundation Trust

The Huntercombe Group

The Newcastle upon Tyne NHS Foundation Trust

The Regard Group

The Royal Bournemouth & Christchurch Hospitals NHS
Foundation Trust

The Royal College of Midwives

University College London Hospitals NHS Foundation Trust

University Hospitals Birmingham NHS Foundation Trust

University Hospitals of Morecambe Bay NHS Foundation Trust

Velindre NHS Trust/
Ymddiriedolaeth GIG Prifysgol Felindre

West London Mental Health NHS Trust

West Suffolk NHS Foundation Trust

Workplace Options



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youngstonewall.org.uk



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WE NEED TO
STICK UP FOR
EACH OTHER
ONLINE.

POSITIVE VOICES
NEED TO BE LOUDER
THAN THE BULLIES

LUCY

**COME OUT
FOR LGBT.**

The fight for equality is far from over.
Join us. Search #ComeOutForLGBT.

 **Stonewall**
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HOUSING

SECTOR OVERVIEW

Housing organisations play a crucial role in supporting diverse communities across the country. They range in size, from small local providers to large national companies, and provide some exciting opportunities to develop skills in a varied and fast-paced environment.

Many housing providers have thriving LGBT staff networks and there's a strong national LGBT housing network, HouseProud, with branches in London and the North. Some providers are leading the way by developing LGBT tenants' groups to ensure they're also improving the experience of their LGBT residents.

The housing sector provides opportunities to be involved in a broad range of projects and programmes, and the chance to work with diverse communities in a rewarding and supportive environment.

WHAT STAFF IN THE SECTOR TOLD US

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

71%

LGBT EMPLOYEES SAID YES

"I would feel comfortable disclosing my sexual orientation to my colleagues."

59%

LGB EMPLOYEES SAID YES

"Senior managers in my organisation demonstrate visible commitment to trans equality."

68%

LGBT EMPLOYEES SAID YES

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

90%

LGB EMPLOYEES SAID YES

2018 WORKPLACE EQUALITY INDEX STATISTICS

- 81% of organisations have formal programmes for supporting non-LGBT employees to become active allies
- 75% of organisations provide guidance for managers on how to support an employee who's transitioning
- 81% of organisations' network groups organise social events for their members

2018 TOP 100 EMPLOYERS

Gentoo	3
The Riverside Group	36
Wolverhampton Homes	45
Your Homes Newcastle	47
Home Group	75
L&Q	79

HOUSING: IN FOCUS

CRIS MCGUINNESS, CHIEF FINANCIAL OFFICER, THE RIVERSIDE GROUP

How did you come to work in the housing sector?

I started my career twenty years ago in a large accountancy practice where it wasn't ok to be gay. I quickly realised I wanted a job with a social purpose, where I could be myself. I now have my dream job in social housing, as Chief Financial Officer for the Riverside Group. I'm responsible for all finance, development and commercial matters and I'm a member of the Executive Team.

What's it like being LGBT at the Riverside Group?

It's a great place for anyone to work – we recognise and celebrate diversity, knowing that it brings strength to the organisation. And the equality and diversity agenda is as much about our customers as it is our staff. I'm involved in Spectrum, our LGBT network. It's supported by LGBT colleagues and by a wide network of allies. I think it's especially important for me, as a senior leader, to be visible and supportive of colleagues.

At work, how do you think being LGBT relates to other parts of your identity?

In many ways, being a lesbian is a smaller part of my identity now than when I was younger. I've been with my wife for nearly twenty years and we've got three children, so my life is filled with being a parent and my career. Being a visible role model at Riverside has let my lesbian identity play a more significant part in my life.

What advice would you give to an LGBT person thinking about a career in housing?

Housing is a good place to be LGBT. I believe I'm very lucky – I love what I do and am immensely proud of who I work for. That means that my career doesn't really feel like work. My advice would be to find something you love to do and be true to your authentic self.



HOUSING: DIVERSITY CHAMPIONS



Broadland Housing Association

Bron Afon Community Housing

Cardiff Community Housing Association/
Cymdeithas Tai Cymuned Caerdydd

Clarion Housing Group

Coastal Housing Group

Easterhouse Housing and Regeneration Alliance

EMH Homes

Equity Housing Group

First Choice Homes Oldham

Fortis Living

Gentoo

Gloucester City Homes

Great Places Housing Group

Hanover

Hexagon Housing

Home Group

Homes England

Kirklees Neighbourhood Housing

L&Q

Lewisham Homes

Link Group

Metropolitan

Midland Heart

North Star Housing

Nottingham City Homes

Nottingham Community Housing Association

Notting Hill Genesis

Optivo

Origin Housing

Queens Cross Housing Association

Radian Group

Rhondda Housing Association/Rhondda Cymdeithas Tai

Sanctuary Housing

Shepherds Bush Housing Group

Sixtown Housing

Sovereign Housing Association

Stockport Homes

Swan Housing Association

The ExtraCare Charitable Trust

The Riverside Group

The Wheatley Group

Wolverhampton Homes

Your Homes Newcastle



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INSURANCE

SECTOR OVERVIEW

2018 TOP 100
EMPLOYERS

Aviva

98

The insurance sector has a broad reach, working with the public, private businesses and third-party organisations, both in the UK and globally. Graduates from all educational backgrounds are found in the sector in a variety of roles, from sales to data analysis and beyond.

The sector's work on LGBT inclusion is growing, with many organisations setting up LGBT network groups and organising awareness-raising events for their staff. Aviva and Aon are also members of Stonewall's Team Pride, promoting equality for LGBT fans and players in sport.

LINK, the sector's LGBT network, gets LGBT people and allies together to network and share best practice. In 2018, LINK celebrated its fifth birthday and created a portfolio of LGBT role models in the sector, with representation from LGBT people and allies across the industry. More broadly, Dive In, an international festival of diversity and inclusion in the insurance sector, takes place in multiple cities every Autumn.

There was not enough data to provide workplace equality index statistics for this sector.



INSURANCE: IN FOCUS



DEIDRE HOULIHAN, HR BUSINESS PARTNER, AIG

As an LGBT person, what's it like working in insurance?

I worked for another insurer twenty years ago and things were less accepting then. Now there's a real determination across the insurance industry to promote respect and acceptance in the workplace. At AIG, I'm completely accepted. I feel like everyone else – a team member, colleague and an AIG employee, helping to support my client area. I'm a member of our LGBT & Allies Employee Resource Group who, along with our diversity & inclusion team, promote inclusion and make everyone feel valued.

At work, how do you think being LGBT relates to other parts of your identity?

I'm a woman, Irish, gay, an HR professional, a good friend and a colleague. No single one of these things defines me – they all make me who I am.

What's the best thing about working at AIG?

The people! I work with a highly talented HR team and my clients have a huge wealth of knowledge. They relish the daily challenges of developing the leaders of the future. They're all professional and hard-working, but there's a great vibe and rapport around all our offices.

What advice would you give to an LGBT person thinking about a career in insurance?

This sector is full of professional people who'll respect you for your knowledge, experience, and what you can bring to the industry. The great support for LGBT inclusion from the very top of the management chain at the big insurers and brokers is really making a change for the better.



JOEL BOHNEN, BUSINESS ANALYST, AIG

What does your current job involve?

My professional network brought me to AIG's science team as a business analyst. I'm involved in market research, data querying and analytics, model structuring, stakeholder management and strategy formation.

What's it like being LGBT at AIG?

My team is very diverse, know each other well and trust one another, so from the start I felt comfortable being out to my team. I sense the insurance industry overall is more traditional, but at AIG I've felt very welcomed and accepted. Being LGBT in insurance is empowering, professionally and personally. There are a lot of resources available to LGBT+ people, from LGBT+ company and industry groups to panel discussions and networking events.

Are you involved in the LGBT network at AIG?

I'm a committee member of AIG's LGBT+ Employee Resource Group. Being in the group is important as it increases company awareness of LGBT+ people and their needs. It's also a fantastic way to network.

What advice would you give to an LGBT person thinking about a career in insurance?

Be open and proud, embrace who you are and use it to your advantage both personally and professionally. Be active in your company's LGBT+ group and events, as there always be more to do, more to learn and more fun to be had!



INSURANCE: DIVERSITY CHAMPIONS



AIG
Aviva
AXA UK
Beazley
Charles Taylor Plc
Chartered Insurance Institute

Chubb
Cigna UK
Lloyd's of London
LV=
Marsh
Motor Insurers' Bureau

QBE Insurance
Swiss Re
Unum
Wesleyan
Zurich Insurance



PROUD EMPLOYERS

Jobs with LGBT-inclusive employers



PROUD
EMPLOYERS
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JOBSITE
WHICH CATERS
EXCLUSIVELY
FOR LGBT
PEOPLE AND
THEIR ALLIES.

We know that people perform better when they can be themselves. Proud Employers is the only job site in Britain catering exclusively for LGBT people and their allies.

Proud Employers features vacancies from Stonewall's Diversity Champions – organisations working with us to improve the experiences of their LGBT staff. Whether you're starting your career or looking to make that next step, you can be sure all of the jobs listed here are with organisations committed to LGBT equality in the workplace.

You can tailor the site to your needs. Advanced search and job alert functions help you find the role that's right for you, and the ability to upload your CV makes sure employers can find you.

Head to www.proudemployers.org.uk to find a role where you can reach your full potential.



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INVESTMENT BANKING AND ASSET MANAGEMENT

SECTOR OVERVIEW

Most of the work in this sector involves business-to-business and business-to-client relations, with organisations managing and advising on large investments, both at home and abroad. Professionalism, commercial focus and ambition are all essential traits for someone looking to work in the industry.

Many organisations in the sector give their staff the opportunity to attend LGBT workplace conferences and programmes to learn and share best practice. Organisations are also in a unique position to influence businesses and high-net-worth individuals. They often include an overview of their LGBT inclusion initiatives when pitching for business, engaging clients or appearing at events.

As well as their employers' individual initiatives, employees in this sector also benefit from the Diversity Project and LGBT Great – initiatives to collaboratively develop a more inclusive culture in sector.

There was not enough data to provide workplace equality index statistics for this sector.

2018 TOP 100 EMPLOYERS

Citi	8
J.P. Morgan	39
Bank of America Merrill Lynch	56
Macquarie	86
Credit Suisse	93

INVESTMENT BANKING AND ASSET MANAGEMENT: IN FOCUS

MX PIPS BUNCE, DIRECTOR, GLOBAL MARKETS TECHNOLOGY CORE ENGINEERING STRATEGIC PROGRAMMES, CREDIT SUISSE

What does your current job involve?

My job involves driving many critical IT initiatives within the firm, while also heading a global team. I love working across different areas of the firm and working on a range of diverse challenges, while being able to adopt leading edge technologies. I also love applying these technologies in a firm that values the importance of authenticity.

As an LGBT person, what's it like working in investment banking?

As a sector we put much gravitas on the importance of LGBT inclusion and I feel honoured to be helping drive these positive changes. Put simply, I feel proud to be LGBT at Credit Suisse. I've been amazed at our LGBT inclusion, our LGBT Ally program, and our progress on trans inclusion. I identify as gender-fluid and non-binary and so decide how I choose to express on a given day. Knowing that I work for a firm where authenticity is valued, and that I can express accordingly, is a key aspect. Our LGBT inclusion initiatives are a strong indicator of how LGBT diversity is valued – for example, I regularly meet with two amazing and very senior allies, as their 'reverse mentor', to discuss my experiences as an LGBT employee.

Are you involved in LGBT inclusion projects at work?

I am the co-lead of our LGBT & Ally program, which helps foster an open and inclusive work environment for all and engages our thousands of LGBT Allies. Getting LGBT inclusion right is vital, yet not easy. Ally programmes help to inform allies about the wide range of identities and challenges faced in the LGBT community, ensure senior commitment, and send a clear message that LGBT inclusion is essential and not optional. I've watched the programme grow and have seen, through its impact, that it's one of the most important catalysts for fostering a truly LGBT inclusive environment.



INVESTMENT BANKING AND ASSET MANAGEMENT: DIVERSITY CHAMPIONS



Baillie Gifford & Co Edinburgh
Bank of America Merrill Lynch
BlackRock
Citi
Credit Suisse
Deutsche Bank
Fidelity International

Fidessa
Goldman Sachs
J.P. Morgan
Janus Henderson Investors
M&G Investments
Macquarie Group
Nomura

Northern Trust
Rothschild
Schroders
Standard Chartered Bank
T. Rowe Price
UBS Investment Bank



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PROUD EMPLOYERS

Jobs with LGBT-inclusive employers



PROUD
EMPLOYERS
IS THE ONLY
JOBSITE
WHICH CATERS
EXCLUSIVELY
FOR LGBT
PEOPLE AND
THEIR ALLIES.

We know that people perform better when they can be themselves. Proud Employers is the only job site in Britain catering exclusively for LGBT people and their allies.

Proud Employers features vacancies from Stonewall's Diversity Champions – organisations working with us to improve the experiences of their LGBT staff. Whether you're starting your career or looking to make that next step, you can be sure all of the jobs listed here are with organisations committed to LGBT equality in the workplace.

You can tailor the site to your needs. Advanced search and job alert functions help you find the role that's right for you, and the ability to upload your CV makes sure employers can find you.

Head to www.proudemployers.org.uk to find a role where you can reach your full potential.



Stonewall

Acceptance without exception

WHERE DIVERSE MINDS MEET

Some law firms are more
inclusive than others.
Just ask Jacqui.

“The fact that I came out here says a lot about Clifford Chance. I had worked at other law firms before, and while they certainly aspired to having an LGBT inclusive environment, the reality didn’t always match the rhetoric. I didn’t feel comfortable being open about that part of my identity.

“Clifford Chance is different. The firm has a strong record of championing inclusion and you can see it in the workplace. People feel comfortable not only to be themselves, but to get involved. That’s certainly true of my experience.

“Through Arcus – our internal LGBT Network – I have organised an event to raise the awareness of intersectional identities and played a huge role in several events like ‘Carnival at Clifford Chance’, a collaboration between the LGBT+ and Allies Network and BME Committee that takes inspiration from Notting Hill Carnival. With so many possibilities, it’s hard to think of a work environment that’s this progressive.”

Find out more at careers.cliffordchance.com/ukgrads



LEGAL

SECTOR OVERVIEW

The legal sector provides legal advice and representation to individuals and organisations. There's a wide variety of roles within this sector, which can be divided between those performed by lawyers (including solicitor and barrister roles) and those performed by business service staff (including paralegal, HR, business development, IT and secretarial roles).

Much of the legal sector is committed to LGBT inclusion, both inside and outside the workplace. Its key strengths include having robust, LGBT-inclusive policies and engaging clients and wider communities with their LGBT work. Many organisations provide free of charge legal work for LGBT people and causes. There are also many LGBT forums in the sector, such as the high profile sector-wide network InterLaw.

Many of the law firms working with Stonewall operate globally, and so strive to ensure their LGBT employees are protected and supported, wherever they work in the world.

WHAT STAFF IN THE SECTOR TOLD US

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

“I would feel comfortable disclosing my sexual orientation to my colleagues.”

“Senior managers in my organisation demonstrate visible commitment to trans equality.”

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

61%

LGBT EMPLOYEES SAID YES

69%

LGBT EMPLOYEES SAID YES

60%

LGBT EMPLOYEES SAID YES

90%

LGBT EMPLOYEES SAID YES

2018 WORKPLACE EQUALITY INDEX STATISTICS

- Best sector for promoting LGBT-specific seminars and conferences to their employees (73%)
- Best sector for senior management engaging with their LGBT network group (82%)

2018 TOP 100 EMPLOYERS

Pinsent Masons	2
Baker McKenzie	6
Berwin Leighton Paisner	7
Clifford Chance	11
Norton Rose Fulbright	19
CMS	26
Travers Smith	26
Hogan Lovells	31
Herbert Smith Freehills	33
Taylor Wessing	51
Slaughter and May	54
Dentons	58
Kirkland & Ellis International	73
Eversheds Sutherland	75
Linklaters	75
Allen & Overy	91

CLIFFORD
CHANCE

Careers

LEGAL: IN FOCUS

CLIFFORD
CHANCE

Careers

TOBY HORNER, GRADUATE RECRUITMENT SPECIALIST, CLIFFORD CHANCE

What does your job involve?

As a graduate recruiter, I spend a lot of time hosting university events with the aim of attracting the next generation of talent to a career in commercial law. The importance of identifying a diverse range of talent runs through everything that we do and I'm proud that, as a team, we're leading the way in becoming the LGBT employer of choice in the legal sector. As a leading law firm, we need to recruit the best talent from around the world so it's essential that our culture supports people to be themselves, all day, every day.

What's the best thing about working at Clifford Chance?

Within the firm, there's a genuine interest in diversity and inclusion, and in ensuring there are visible role models at all levels. From senior partners leading on ally initiatives, to associates and trainees seizing opportunities to speak at external events – there really is a desire to showcase how we embrace difference and, in turn, how this helps us provide a better service to our clients. As an openly gay male it's important for me to work for an organisation where diversity and inclusion isn't just a tick box exercise! We're also very lucky to have the flexibility to support new projects and ideas. For example, this year we're launching a brand new LGBTQ+ category as part of the 2019 Target Jobs Undergraduate of the Year awards.

Are you involved in the LGBT network group at Clifford Chance?

I'm proud to be one of the co-chairs of our LGBT+ network, Arcus (Latin for 'rainbow'), alongside one of our senior associates. I think the combination of lawyers working alongside business services staff sends a really strong message that we value diversity and inclusion across the entire organisation. The variety of events and opportunities on offer to our network and allies is really impressive, from being the gold sponsors of National Student Pride for six consecutive years, to collaborative events with our clients and external organisations.

TOM MARR, TRAINEE SOLICITOR, CLIFFORD CHANCE

How did you come to work in the legal sector?

I always wanted to go into law and when I first moved to London I played in an inclusive rugby team with a current lawyer at Clifford Chance – he encouraged me to apply. My current job involves supporting associates, senior associates and partners on bigger deals, and running some small projects myself. Each day brings something new!

What's it like being LGBT at Clifford Chance?

Being gay at Clifford Chance is no different from being anything else – in my experience, my fellow workers are welcoming of difference, but also used to it. Arcus, Clifford Chance's LGBT network, was my first point of contact with the firm and I am glad to be involved in it now as a trainee. It provides an international support network to the firm's lawyers, connects members with London's broader professional services LGBT networks, and it's loads of fun.

What advice would you give to an LGBT person thinking about a career in law?

If you love complex ideas, solving problems and helping people, do it! In my experience the legal sector is very progressive and, in particular, Clifford Chance is a firm where diversity is the norm. If you're unsure about pursuing a legal career, there are lots of ways to get a taste of the experience, including open days and vacation schemes.



LEGAL: DIVERSITY CHAMPIONS



5 Paper Buildings	Freshfields Bruckhaus Deringer	Osborne Clarke
Addleshaw Goddard	Gateley PLC	Penningtons Manches
Allen & Overy	Gowling WLG	Pinsent Masons
Arnold & Porter	Hardwicke	Reed Smith
Ashurst	Herbert Smith Freehills	Reynolds Porter Chamberlain
Baker McKenzie	HFW	Shearman & Sterling
Bircham Dyson Bell	Higgs & Sons	Shepherd and Wedderburn
Bird & Bird	Hill Dickinson	Simmons & Simmons
Blake Morgan	Hogan Lovells	Slaughter and May
Bristows	Irwin Mitchell Solicitors	Solicitors Regulation Authority
Bryan Cave Leighton Paisner	K&L Gates	Squire Patton Boggs
Burges Salmon	Kingsley Napley	Stephenson Harwood
Burness Paull	Kirkland & Ellis International	Sullivan & Cromwell
Capsticks	Latham & Watkins	Taylor Wessing
Charles Russell Speechlys	Leigh Day	The Law Society
Cleary Gottlieb Steen & Hamilton	Lester Aldridge	Thompsons Solicitors
Clifford Chance	Linklaters	Thursfields Solicitors
Clyde & Co	Macfarlanes	Travers Smith
CMS	Matrix Chambers	Trowers & Hamlins
DAC Beachcroft	Mayer Brown International	Weil, Gotshal & Manges (London)
Dentons	Michelmores	Wendy Hopkins Family Law Practice
DLA Piper	Mills & Reeve	White & Case
DWF	Moon Beever	Wiggin
Eversheds Sutherland	Mundays	Withers
Fisher Jones Greenwood Solicitors	NewLaw	Womble Bond Dickinson
Freeths	Norton Rose Fulbright	



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our LGBT+ colleagues
worldwide.

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Baker McKenzie defined the global law firm. Our community comprises over 10,000 people – each brings diverse perspectives and talents. As a firm, we are committed to providing an inclusive environment, where our people feel able to be themselves.

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ALLEN & OVERY

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FOR
MORE

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I want my kids
to see diversity
everywhere, so
for their generation
it's just part of
life.

Mizzy

**COME OUT
FOR LGBT.**

The fight for equality is far from over.
Join us. Search #ComeOutForLGBT.

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LEISURE AND ARTS

SECTOR OVERVIEW

Leisure and arts is a hugely exciting world to be a part of and, with such a wide range of organisations and job roles, it can be a challenge to work out where you best fit. From museums, to heritage sites and theatre, working in this sector will often see you at the forefront of ensuring the best experience your customers – in all their diversity.

Although currently underrepresented in the Top 100, leisure and arts employers are building momentum, with more and more recognising their role in supporting and celebrating LGBT staff, volunteers and customers. In particular, many organisations are using their external influence to tell more LGBT stories and increase the representation of LGBT people in their fields and customer bases. The high-profile work they produce, often for large audiences, makes the impact of this work even greater.

There was not enough data to provide workplace equality index statistics for this sector.

2018 TOP 100
EMPLOYERS

Tate	67
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LEISURE AND ARTS: IN FOCUS

NICK VIRK, ASSISTANT PRODUCER, TATE

What does your job involve?

I'm an assistant producer, making films and writing pieces for the website. I love stories. I love telling them and I love how they can make you empathise and understand other perspectives. It's a creative and fulfilling job – I'm learning a lot and as part of my role I get to tell a whole range of new stories to underprivileged audiences who've never been able to engage with art.

As an LGBT person, what's it like working in the arts?

It has its challenges, because being LGBTQ+ in a society that values heteronormativity is always going to be hard. Having said that, I find myself quite lucky. There's a freedom to express yourself and creativity is encouraged. Although people might stare at my painted nails and the way I'm dressed on the way to work, I'm comfortable once I get there as the arts sector is full of like-minded individuals who happily embrace the fact that I'm queer.

What's it like being LGBT at Tate?

It's normal. That doesn't mean everyone is LGBTQ+, but it means you're not treated any differently. Tate understands that I have a voice that should be heard, because of my background and life experience. You feel like you belong and that's what matters.

At work, how do you think being LGBT relates to other parts of your identity?

I'm a brown queer boy. Neither my skin colour or sexuality define me, but they're elements of my identity that I now embrace whole-heartedly. In the workplace, it can be quite intimidating when others don't look like you and most people higher up are white and heterosexual. You wonder if they'll understand your perspective. For that to happen, they need to understand their privilege. That can be a hard ask for many. At Tate, I use it to my advantage and emphasise how my perspective needs to be heard in an environment where it's so rare.



LEISURE AND ARTS: DIVERSITY CHAMPIONS



Arts Council England
Arts Council of Wales/Cyngor Celfyddydau Cymru
Association of Independent Music
British Film Institute
English Heritage
Museum of London

National Museum Wales/Amgueddfa Cymru
National Trust
Royal Opera House
Tate
Victoria and Albert Museum

SEXUAL ORIENTATION FAITH
AT WORK HATE CRIME ETHNICITY
SAME-SEX MARRIAGE HOUSING
LGBT ASYLUM HEALTHCARE
TRANS LESBIAN BI GAY
GENDER IDENTITY HOMOPHOBIC BULLYING

QUESTIONS?

SEXUAL HEALTH IMMIGRATION
MENTAL HEALTH DISCRIMINATION
ISSUES AT SCHOOL PARENTING
EQUALITY ACT FERTILITY TREATMENT
PARENTS WITH LGBT KIDS
YOUNG TRANS COMMUNITY GROUPS
CIVIL PARTNERSHIPS GENDER RECOGNITION

VISIT OUR WEBSITE FOR HELP, GUIDANCE AND INFORMATION
ABOUT LGBT ISSUES

www.stonewall.org.uk/info



LOCAL GOVERNMENT

SECTOR OVERVIEW

The local government sector, encompassing city, county and borough councils in regions across the UK, continues to make strides in LGBT inclusion. LGBT people often rely on local government for services like social care, education, and conducting civil partnerships and weddings. These complex organisations play a vital role in their communities.

As a result, many local authorities have been pushing for a greater focus on LGBT inclusion, in terms of both their working environment and the 'touch points' between local residents and their many different services. Because local authorities provide educational services, many are members of Stonewall's Education Champions programme. This helps them ensure local teachers understand LGBT identities and know how to challenge homophobia, biphobia and transphobia in the classroom.

Finding a role in this sector is a great way to understand more about your local community and make real, sustainable change.

WHAT STAFF IN THE SECTOR TOLD US

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

47%

LGBT EMPLOYEES SAID YES

"I would feel comfortable disclosing my sexual orientation to my colleagues."

47%

LGBT EMPLOYEES SAID YES

"Senior managers in my organisation demonstrate visible commitment to trans equality."

37%

LGBT EMPLOYEES SAID YES

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

81%

LGB EMPLOYEES SAID YES

2018 WORKPLACE EQUALITY INDEX STATISTICS

- Best sector for supporting campaigns to tackle hate crime or homophobic, biphobic and transphobic bullying
- **81%** of organisations used their social media and website to demonstrate their commitment to LGBT equality in the past year

2018 TOP 100 EMPLOYERS

Newcastle City Council	9
Nottinghamshire County Council	22
Bury Council	41
Leeds City Council	50
Leicestershire County Council	79
Southend-on-Sea Borough Council	79
Cheshire West and Chester Council	84
Rhondda Cynon Taf County Borough Council/Cyngor Bwrdeistref Sirol Rhondda Cynon Taf	88
Tower Hamlets Council	91

LOCAL GOVERNMENT: IN FOCUS

CLAIRE MACKENZIE, PROJECT ASSISTANT, PERTH AND KINROSS COUNCIL

As an LGBT person, what's it like working in local government?

It's becoming more and more LGBT friendly. LGBT staff networks have popped up in different areas of the public sector and there are training opportunities for those who want to learn more about how to be an ally for this community.

How did you come to work in local government?

When I moved back to Scotland after living and travelling in Australia, I wanted to work in a sector that makes a difference to people's lives. As part of the transformation projects team at Perth & Kinross Council, my job is to run digital projects that will save the Council money and save employees time, so they can focus on important work that will have benefit to the community.

What's it like being LGBT at Perth & Kinross Council?

It's always nerve racking when you start a new job, as you have to come out all over again to your work colleagues. But when I did come out, it was almost like they didn't care. That's exactly what I wanted – to not be perceived as different, and viewed as simply part of the team so I was able to get on with my work. I've never experienced any hostility over my sexuality at Perth & Kinross Council.

Are you involved in the LGBT network at work?

I'm a member of the LGBTI+ staff network. We help give a voice to staff members who identify as LGBT+, whether they're out at work or not. It's important to feel accepted at work because we spend most of our lives in the workplace and having to hide who you are stunts productivity and makes you unhappy. Successful careers are based on your work relationships, so you need to be able to be yourself.



LOCAL GOVERNMENT: DIVERSITY CHAMPIONS



Belfast City Council

Birmingham City Council

Brent Council

Bristol City Council

Bury Council

Calderdale Metropolitan Borough Council

Cardiff Council/Cyngor Caerdydd

Cheshire East Council

Cheshire West and Chester Council

City of Edinburgh Council

City of York Council

Derbyshire County Council

Dorset County Council

Durham County Council

Flintshire County Council/Cyngor Sir y Fflint

Gloucestershire County Council

Greater London Authority

Hackney Council

Hampshire County Council

Harrow Council

Hull City Council

Leeds City Council

Leicestershire County Council

London Borough of Croydon

London Borough of Hammersmith & Fulham

London Borough of Haringey

London Borough of Islington

Midlothian Council

Newcastle City Council

North Lanarkshire Council

North Lincolnshire Council

Northampton Borough Council

Northumberland County Council

Nottingham City Council

Nottinghamshire County Council

Oxfordshire County Council

Perth & Kinross Council

Rhondda Cynon Taf County Borough Council/
Cyngor Bwrdeistref Sirol Rhondda Cynon Taf

Salford City Council

Sheffield City Council

Slough Borough Council

Southend-on-Sea Borough Council

Southwark Council

Sunderland City Council

Thurrock Council

Torfaen County Borough Council/
Cyngor Bwrdeistref Sirol Torfaen

Tower Hamlets Council

Vale of Glamorgan Council/
Cyngor Bro Morgannwg

Warwickshire County Council

Welsh Local Government Association/
Cymdeithas Llywodraeth Leol Cymru

West Lothian Council

West Sussex County Council

Westminster City Council

What's In My Area?

FIND LGBT SERVICES AND COMMUNITY GROUPS THAT ARE LOCAL TO YOU.

www.stonewall.org.uk/whatsinmyarea

Musical Director
WILLIAM LaVORGNA
Monday 16th May for 19 performances. Nightly at 8 p.m.
(No performances 23rd and 30th May)
APOLLO VICTORIA THEATRE
17 WILTON ROAD, LONDON SW1 (OPPOSITE VICTORIA STATION) BOX OFFICE 01-828 8665



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MEDIA

SECTOR OVERVIEW

Whether it's in advertising, design, publishing or broadcasting, the media sector has a wide range of exciting job opportunities, from the creative to the practical, from the on-screen to the technical.

Although there's only one media organisation in Stonewall's Top 100 Employers at the moment, there's increasing momentum across the board and we know this will continue in the years to come. The thriving, industry-wide LGBT network group, InterMedia, brings together professionals from more than 200 organisations and offers great opportunities for mentoring and professional development.

Many Stonewall Diversity Champions in this sector are making great strides on LGBT issues, developing their support for LGBT employees and increasing the representation of LGBT issues in the stories they tell.

WHAT STAFF IN THE SECTOR TOLD US

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

"I would feel comfortable disclosing my sexual orientation to my colleagues."

"Senior managers in my organisation demonstrate visible commitment to trans equality."

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

53%

LGBT EMPLOYEES SAID YES

66%

LGB EMPLOYEES SAID YES

41%

LGBT EMPLOYEES SAID YES

87%

LGB EMPLOYEES SAID YES

2018 WORKPLACE EQUALITY INDEX STATISTICS

- Best sector for fundraising for LGBT charities, groups or events (82%)
- 73% of organisations provide training, programmes or resources to support LGBT employees in becoming visible role models

2018 TOP 100 EMPLOYERS

Sky

29

MEDIA: IN FOCUS

KATIE JOELL, COMMUNICATIONS LEAD, SKY

How did you come to work in the media sector?

I started off at a third-party call centre taking Sky calls and applied internally. Now I'm an internal communications specialist in Sky's customer service group, creating written and video communications for our employees.

What's the best thing about your job?

Being empowered to get creative with my work, using the amazing assets we have for programming content, and bringing a message to life through our diverse on-screen talent. The gender-neutral toilets are also a massive bonus, taking away a daily anxiety.

As an LGBT person, what's it like working in the media sector?

I commute over 70 miles multiple times a week to work, because Sky's LGBT+ inclusion allows me to feel comfortable as a trans employee. They know that if you can be yourself, you can produce your best work. We celebrate Pride each year, which is nice, but you know a company has got it right when your sexual or gender identity really doesn't impact your day-to-day work life. I'm treated the same as my straight/cisgender colleagues.

What advice would you give to an LGBT person thinking about a career in the media sector?

There are some great opportunities in the media sector, from starting out in non-media roles within a media company and building your career path from there, to going for an apprenticeship!



MEDIA: DIVERSITY CHAMPIONS



adam&eveDDB
Advertising Standards Authority
AMV BBDO
BBC
Channel 4 Television
Dennis Publishing
Dentsu Aegis Network

Discovery UK
Essence Digital
GroupM
ITV
M&C Saatchi
Ofcom
Ogilvy & Mather Group UK

Omnicom
Sky
Sony Pictures
Telegraph Media Group
The Walt Disney Company
Viacom

Enjoy what you do, learn while you do it

We'll help you get to where you want to go

Learn new skills, build your professional network and get a head start on your career in one of our programmes. Starting your career with us prioritises your development, whether that means earning a qualification or building the skills that set you up for whatever you choose to do.
ukcareers.ey.com/graduates



PROFESSIONAL SERVICES

SECTOR OVERVIEW

Organisations in this sector provide specialised services to other companies. This covers many areas, including accounting, management consultancy, facilities management and IT. The industry is increasingly adapting to the digital age and advanced technology has become integral to many firms. Jobs often require flexibility to cope with the changing demands of clients and the business world. Across the sector, there are some great opportunities as a graduate or apprentice, and more organisations are taking people on straight after school or college.

Companies of varying sizes are engaged in LGBT inclusion, with many holding LGBT-focused events for their employees throughout the year. Increasingly, these events are attended by LGBT people and allies from other organisations, and this collaboration is part of a real drive to collectively further LGBT equality in the sector.

2018 WORKPLACE EQUALITY INDEX STATISTICS

- 94% of organisations have an LGBT employee network group
- 63% of organisations have actively promoted LGBT equality and diversity within the sector

2018 TOP 100 EMPLOYERS

PwC	33
KPMG	35
Accenture	37
Capgemini	63
EY	79

WHAT STAFF IN THE SECTOR TOLD US

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

59%

LGBT EMPLOYEES SAID YES

“I would feel comfortable disclosing my sexual orientation to my colleagues.”

59%

LGB EMPLOYEES SAID YES

“Senior managers in my organisation demonstrate visible commitment to trans equality.”

50%

LGBT EMPLOYEES SAID YES

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

89%

LGB EMPLOYEES SAID YES

PROFESSIONAL SERVICES: IN FOCUS

REBECCA DUNCAN, SENIOR CONSULTANT, PEOPLE ADVISORY SERVICES, EY

How did you come to work in professional services?

I started my career working in tax, but now work in a consulting team. My current job involves speaking to clients on all matters people-related, from talent, to redesigning their organisational structure, to setting up new offices – it varies a lot!

As an LGBT person, what's it like working in professional services?

Being LGBT has helped me, as my exposure to so many different people from different LGBT+ networks gives me a greater understanding of how people work. That's really useful when advising companies on their people strategies. And it means diversity and inclusiveness is front of mind when I speak to clients, which is a space where all companies have room to grow.

What's it like being LGBT at EY?

Before I graduated, I wasn't sure if, or even how, to come out at work. But after joining EY, meeting so many welcoming people within our LGBT network, and seeing LGBT+ people and allies displaying rainbow flags around the office, coming out has never been a question for me. It's very easy for me to be myself at work, which allows me to not only bring all my ideas and individuality to my team and clients, but to also feel comfortable and enjoy my work.



MICHAEL A. OAKES, ASSOCIATE DIRECTOR, CORPORATE COMMUNICATIONS, EY

As an LGBT person, what's it like working in professional services?

It's great. The whole professional services sector has made a lot of effort to lead the way in diversity and inclusiveness. There's still some way to go though, particularly for our lesbian, bi and trans colleagues. I'm sure I've had a much more straight-forward career journey than many others. I've always felt very strongly that I have a responsibility to do everything I can to enable others to succeed.

Are you involved in the LGBT network at EY?

I'm co-chair of Unity, EY's LGBT+ professional network in the UK & Ireland. It's so important that the network exists because it helps our LGBT+ people and allies feel represented and engaged in a very large organisation. We help ensure that the business is at the forefront of progress in LGBT+ inclusion and collaborate closely with our other diversity networks.

What's the best thing about working at EY?

There's such an incredible working environment. There's so much emphasis on our purpose – building a better working world – it really pulls people together. Differences in opinion and perspective are highly valued and diversity and inclusiveness are embedded in our culture. But my colleagues also have a genuine and respectful interest in my LGBT life. They always ask what we're doing for major events like Pride and what our LGBT+ network is up to.

What advice would you give to an LGBT person thinking about a career in your sector?

Go for it! It doesn't matter if you're looking for a career in actuarial, assurance, consulting, law, tax, technology or transactions – we need creative, talented people from all walks of life.



PROFESSIONAL SERVICES: DIVERSITY CHAMPIONS



Accenture

Alix Partners

Alpha Financial Markets Consulting

Aon

Baringa Partners

BDO

Capco

Capgemini

CH & Co Group

CIPD (Chartered Institute of Personnel and Development)

Compass Group UK

Deloitte

DMW Group

EY

Grant Thornton

Huntswood

Institute of Chartered Accountants in England and Wales

Interserve

Jacobs

KPMG

LCP

Mercer

Mitie

Nielsen

Oliver Wyman

PA Consulting Group

PwC

Reed Exhibitions

RSM UK

S&P Global

Serco

Sodexo

Thomson Reuters

Willis Towers Watson

Wilson James

YouGov

**COME
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FOR
TRANS
EQUALITY.**

www.stonewall.org.uk/trans

PROPERTY, ENGINEERING AND CONSTRUCTION

SECTOR OVERVIEW

There are a variety of career possibilities within this sector, ranging from civil and building engineering, surveying and planning, through to property management and valuation. The sector lends itself to hands-on roles as well as more managerial and consultative positions, such as civil engineering, surveying, designing, planning, project management and negotiating sales.

There are several well-established LGBT networks in the sector such as Freehold, InterEngineering and #BuildingEquality, which bring people together from across the sector to run networking, awareness raising and career development events. They also march together in large numbers at Pride events across the UK.

The sector employs over eight million people in the UK and a skills shortage has led to increased efforts to reach a diverse range of people with opportunities in the sector. As part of this, many organisations are driving changes in attitudes, cultures and perceptions to create more welcoming places for LGBT people to work.

2018 WORKPLACE EQUALITY INDEX STATISTICS

- 94% of organisations have an LGBT employee network group
- 89% of organisations' network groups collaborated with other internal network groups, for example their women's network or black, Asian and minority ethnic (BAME) network.

WHAT STAFF IN THE SECTOR TOLD US

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

44%

LGBT EMPLOYEES
SAID YES

"I would feel comfortable disclosing my sexual orientation to my colleagues."

40%

LGB EMPLOYEES
SAID YES

"Senior managers in my organisation demonstrate visible commitment to trans equality."

39%

LGBT EMPLOYEES
SAID YES

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

76%

LGB EMPLOYEES
SAID YES

PROPERTY, ENGINEERING AND CONSTRUCTION: IN FOCUS

ANEURIN REDMAN-WHITE, GRADUATE ENGINEER, AMEY

How did you come to work in engineering?

I've been fascinated by engineering all my life – starting with train sets and construction toys. After A-levels I studied mechanical engineering at university, before starting as an asset engineer working on gas pipelines. Now I have a graduate role in railway infrastructure. I really like knowing that my work is making a material difference to people's lives, including my own. There are several places around the country where I can point at a new station or railway upgrade and say: "I helped make that happen!"

Are you involved in the LGBT network at Amey?

I'm a member of Amey's LGBT and Allies Network committee. We're directly involved with the company's inclusion strategy and have hundreds of members all over the country. The network events and publicity remind us we're not alone, as well as who to contact for advice and support. It's made a real difference to me and others.

As an LGBT person, what's it like working in engineering?

Engineers are stereotyped as being conventional and, implicitly, straight – and it's true that I am often the only openly LGBT+ person in the office! But being bi makes little difference for me at work, and my colleagues are generally very accepting. There's also an ongoing effort to raise the profile of LGBT+ engineers and I've connected with plenty of others through Amey's LGBT and Allies Network, volunteer groups, and my trade union.

What advice would you give to an LGBT person thinking about a career in your sector?

Go for it! Engineering and construction has loads of opportunities. It may still have an old-fashioned image, but it's woken up to the need for diversity and inclusion as standard practice, and there are growing numbers of LGBT+ engineers and organisations to support them.



PROPERTY, ENGINEERING AND CONSTRUCTION: DIVERSITY CHAMPIONS



Airbus UK

Amey

Arcadis

Arup

Atkins (SNC-Lavalin Group)

Balfour Beatty

Barratt Developments

BNP Paribas Real Estate

British Land

BW Workplace Experts

CBRE

CITB

Costain

Cushman & Wakefield

Foster and Partners

Foxtons

Gerald Eve

HS2

JLL

Knight Frank

Laing O'Rourke

Landsec

Mott MacDonald

Murphy

Osborne

Ramboll

Savills

St Modwen

The Crown Estate

Tideway

Turley

Unite Students

WSP




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RECRUITMENT

SECTOR OVERVIEW

Recruitment companies work with a huge range of other sectors to provide support attracting and hiring talented employees. It's a varied industry where many firms have sector specialisms – from finance and management to construction and education. Much of the work is centred around developing strong relationships with clients and building your company's reputation to attract and retain clients.

The recruitment industry is starting to look specifically at how they can support clients to attract LGBT candidates, with specialist recruitment sites like Stonewall's own Proud Employers in increasing demand.

In 2018 we saw the first recruitment company enter our Top 100 Employers and more engagement than ever before from the sector. This demonstrates an increased commitment from recruitment companies to provide inclusive environments in which LGBT staff and job seekers can thrive.

There was not enough data to provide workplace equality index statistics for this sector.

2018 TOP 100
EMPLOYERS

PageGroup	70
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RECRUITMENT: IN FOCUS

DONNA WITTEN, SENIOR CONSULTANT, PAGEGROUP

How did you come to work in recruitment and what does your current job involve?

I qualified as a lawyer in South Africa and worked in the industry for three years. I joined PageGroup in 2015 and I'm now a legal recruitment specialist. No day is the same, from meeting partners at top tier firms to assisting candidates with their next career move.

What's it like being LGBT in the recruitment sector?

It's been extremely interesting seeing how a company's culture can make for a pleasant work experience or the polar opposite. One of the reasons I joined PageGroup was how progressive and inclusive they came across during the interview process. I used to work in an environment that did not support the LGBT community. I knew I wouldn't progress if they found out I was a lesbian and I would often hear derogatory comments made about the LGBT community passed off as "banter". But from the minute I joined the team here I felt welcomed and accepted, and I know my colleagues are genuinely interested in my wellbeing and happiness.

At work, do you think being LGBT relates to other parts of your identity?

Less so now I'm at PageGroup, but when I was a practicing lawyer? Definitely. I'm a woman. I'm Lebanese. And I'm a lesbian. Being just one those, I felt my opportunity to progress was more challenged than it should be. But being all three, I felt the barriers I had to overcome to progress were so much higher and harder than for anyone else. Fortunately, I don't feel that way now. I work hard and I want to succeed. Nothing else is a factor.

What advice would you give to an LGBT person thinking about a career in your sector?

Being happy in your job impacts your entire life and it's not worth sticking with a career that doesn't support who you are. Look at careers with companies that are progressive and put the wellbeing of their people at the forefront of their strategy.



RECRUITMENT:
DIVERSITY CHAMPIONS



Allegis Group Services
Carmichael UK
Deverell Smith

Empiric
Morson International
PageGroup

Reed Group
The Allegis Group
The SR Group



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Authentic

Inclusive

Collaborative

Creative

SCIENCE AND TECHNOLOGY

SECTOR OVERVIEW

As one of the fastest growing and evolving sectors, it's little wonder that a career in science and technology appeals to so many people at the start of their careers. There are a wide range of opportunities across digital and data technologies, space and satellite technologies, life sciences, and biosciences.

Organisations within the sector are becoming increasingly diverse and inclusive, ensuring their workforces reflect the societies they serve. A small number of firms are leading the way on LGBT inclusion, both in the UK and globally, and there are signs that many more will follow.

Many of the organisations that work with us are also members of external LGBT networks, including Proud Science Alliance, InterTech and Pride in STEM – who recently celebrated the first LGBT in STEM Day to raise awareness and increase diversity and inclusion within STEM.

There was not enough data to provide workplace equality index statistics for this sector.

2018 TOP 100 EMPLOYERS

GlaxoSmithKline	21
Fujitsu	100

SCIENCE AND TECHNOLOGY: IN FOCUS

Anaplan

CODY COATS, PRINCIPAL UI ENGINEER, ANAPLAN

How did you come to work in the technology sector?

I've always enjoyed technology but had never considered a job in the sector until I took an "introduction to programming" course at university. I quickly fell in love with software engineering and started to make personal projects and apps in my spare time. After graduating, I found a role building enterprise web applications. Now I'm at Anaplan, I build user interfaces for our platform, and collaborate with product management, designers and other engineers to build new features for our Connected Planning platform.

What's it like being LGBT at Anaplan?

Anaplan has five core values – open, inclusive, authentic, collaborative and creative – which drive an amazing culture. I know that I can be my authentic self at work, open about who I am, and that the company is inclusive of diverse people. Anaplan allows me to be myself so I'm always comfortable at work. It makes such a difference to your working environment when you can do your job without feeling like there's a weight on your shoulders because of who you are.

What advice would you give to an LGBT person thinking about a career in the technology sector?

Find a place where it's fun to work and you're able to be yourself. In technology there are so many specialities that there's always something new to learn! It's fast paced, exciting and rewarding.



KAREN CHANG, SENIOR DIRECTOR OF ENGINEERING, NORTH AMERICA, ANAPLAN

What's the best thing about working at Anaplan?

I really like the people I work with and my team. I feel like we have a shared purpose and really live our values of inclusion, collaboration, creativity, openness and authenticity. Naturally being a techie, I also find the product intriguing and technically challenging. I feel supported by my leadership and, to be honest, being LGBT isn't something I think much about on a daily basis. Just like I'm female and Asian (and Canadian) – it's just another facet of my identity and not a big deal.

At work, how do you think being LGBT relates to other parts of your identity?

I think being LGBT, being a woman and being a person of colour are all intertwined. Having these identities gives me greater sensitivity to the subtle ways being a minority in the room effects the dynamic of a group. My assumption is most people come from a place of good will, but that doesn't mean there isn't unconscious bias or behaviours which make it unsafe for people to bring their whole selves. Our customers are all these identities and more – it's in our self-interest to make sure there's a space for all types of people here so we have diversity of thought, which I believe leads to better product design and outcomes.

What advice would you give to an LGBT person thinking about a career in the technology sector?

Technology is a great place to be. I've had the opportunity to travel the world – Bangalore, London, Tokyo, New York. I've met some genuinely amazing, forward-thinking people. I think engineering is too often thought of as the domain of the mathematician or logician – and that person is typically male. It can be an intimidating field with seemingly high barriers to entry. I would like to reimagine it as the space where creative people learn the tools to solve hard problems.



SCIENCE AND TECHNOLOGY: DIVERSITY CHAMPIONS



Airwave (a Motorola Solutions Company)
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Alfa Financial Software

Allstate Northern Ireland

Anaplan

Atos

Broadridge Financial Solutions

CA Technologies

CGI

Collinson

Delta Capita

eBay

Equinix

F5 Networks

Football Radar

Fujitsu

GlaxoSmithKline

GoDaddy EMEA

Google

IBM

Inmarsat

IPC Systems

John Innes Centre

Johnson Matthey

Just Eat

Lilly

Mastercard

Microsoft

National Physical Laboratory

NEX

NTT Data

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SAP

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Teva UK

ThoughtWorks

Virgin Media

Visa

Workday

Xero

CELEBRATING DIVERSITY

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SPORT

SECTOR OVERVIEW

Sport plays a big role in many people's lives, bringing communities together and supporting physical and mental wellbeing. Between sport facility providers, individual clubs and governing bodies, the sector collectively employs thousands of people in the UK. There are a wide range of roles to explore, including education, sponsorship, coaching and leadership.

For many years, Stonewall has partnered with high profile organisations in the sector to change the culture of sport through our Rainbow Laces campaign. We're seeing more sportspeople and officials come out in support of LGBT equality – these high-profile LGBT role models and allies have a huge impact in promoting acceptance among fans and participants.

As workplaces, more and more sports organisations are working to create supportive environments for their LGBT employees. Many are now establishing LGBT network groups and introducing roles focused on equality and diversity. These leading organisations are working hard to ensure all LGBT people who come into contact with sport are accepted – whether they're LGBT employees, participants, athletes or fans.

There was not enough data to provide workplace equality index statistics for this sector.





SPORT: IN FOCUS

PETER ENGLAND, HEAD OF PEOPLE, ENGLAND AND WALES CRICKET BOARD

What's the best thing about working at the England and Wales Cricket Board?

The people. We have such a diverse range of people and they're all passionate about achieving the best, both for the game and for the organisation. My job involves ensuring we recruit the best people for the organisation. I work closely with staff to provide learning and career development opportunities, and partner with leaders to help shape and support business objectives and strategy.

As an LGBT person, what's it like working in the sport sector?

This was the first time I've worked in the sport sector, so I was a little worried about how open I could be or how people would react. But I needn't have worried; I soon found the environment to be very open and welcoming, while positively celebrating diversity. The ECB is the most inclusive and supportive organisation I've worked for. I was blown away by how enthusiastic people were when we launched our partnership with Stonewall last year. People were keen to get involved and become an ally.

What advice would you give to an LGBT person thinking about a career in sport?

Don't be put off by what you perceive a sporting environment to be. I've found the passion for diversity and inclusion to be outstanding.



DI LEWIS, NATIONAL TALENT MANAGER (WOMEN & GIRLS), ENGLAND AND WALES CRICKET BOARD

How did you come to work in sport and what does your current job involve?

I studied Sports Science & Social Science at Loughborough University, so working in the sports sector was a natural progression. As the ECB's national talent manager for women and girls, I'm responsible for developing talented female players across England and Wales, ensuring they have an equitable and inclusive pathway.

As an LGBT person, what's it like working in the sport sector?

As a lesbian working in the sports sector I often find myself in a male-dominated environment. Previously I might have found this challenging, but now I'm driven by the competitive spirit that exists in the sector and feel I can succeed regardless of my gender or sexuality.

What's it like being LGBT at the England and Wales Cricket Board?

The ECB is a supportive, accepting and inclusive working environment. Lord's is the home of cricket, yet I feel very much at home there as an LGBT employee. I've never faced any discrimination because I'm a lesbian. I can totally be myself, which allows me to thrive as an individual and give my best to the organisation. The ECB marched in the Pride in London parade this year – the first ever National Governing Body of a sport to do so. It was brilliant to be a part of it and demonstrates the ECB's support for the LGBT community.

What advice would you give to an LGBT person thinking about a career in sport?

Have confidence in who you are, knowing that diversity adds value and that you can inspire others to think and act differently. Remain true to yourself, always.



SPORT:
DIVERSITY CHAMPIONS



British Triathlon
England and Wales Cricket Board
England Netball

Liverpool FC
Sport England
Swim England

The Football Association of Wales/
Cymdeithas Bêl-droed Cymru
UK Athletics



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THIRD SECTOR

SECTOR OVERVIEW

The third sector, or charity sector, is made up of organisations whose primary focus is to improve the world around us. The purse strings are often tighter than in other sectors but, despite this, many charities are still thriving.

The third sector includes everything from health charities to lobbying groups, with remits ranging from local to international. Roles include service delivery, fundraising, communications, administrative functions and many more. The organisations that Stonewall works with understand the need for a diverse workforce to strengthen their creativity, productivity and campaign effectiveness.

They also understand the importance of recognising the diversity of the communities they work with and tailoring services accordingly. For our Top 100 charity employers alone, this year has seen the creation of LGBT housing pathways, LGBT-specific adoption services and LGBT-tailored mental health outreach.

WHAT STAFF IN THE SECTOR TOLD US

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

66%

LGBT EMPLOYEES SAID YES

"I would feel comfortable disclosing my sexual orientation to my colleagues."

60%

LGB EMPLOYEES SAID YES

"Senior managers in my organisation demonstrate visible commitment to trans equality."

56%

LGBT EMPLOYEES SAID YES

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

88%

LGB EMPLOYEES SAID YES

2018 WORKPLACE EQUALITY INDEX STATISTICS

- 67% of organisations provide information on language, terminology and different trans identities in their policies
- Best sector for demonstrating commitment to LGBT equality on their social media websites (92%)

2018 TOP 100 EMPLOYERS

Victim Support	10
Touchstone	20
Barnardo's	71
St Mungo's	72

THIRD SECTOR: IN FOCUS



KAREN MARSHALL, BEST START PEER SUPPORT PROJECT COORDINATOR, TOUCHSTONE

How did you come to work in the third sector?

I started my working life as a youth and community worker, but my first full time job was in a women's emergency hostel. Now I'm at Touchstone developing a programme to give new parents and carers the confidence and tools to deal with personal and professional relationships.

As an LGBT person, what's it like working in the third sector?

I've been out for over 30 years, so I've seen the landscape change dramatically, but I think historically the third sector was viewed as an alternative type of career, where anyone could fit in. I've always chosen jobs where I can be authentic and true to who I am. We're here to represent people who may not otherwise have a voice, so as organisations we need to reflect all of society and give a voice to all communities.

What's the best thing about working at your organisation?

At Touchstone I feel totally safe, included and respected for my diversity. I feel I'm actually celebrated for my uniqueness and all I have to offer, including identifying as part of the LGBT community. That helps me to feel valued and encouraged. I also value that, as an organisation, we really try to listen to our service users. We strive to deliver services to people who would otherwise be excluded or marginalised and I feel fully supported by the management team to do this.

Are you involved in LGBT inclusion work at your organisation?

I helped set up the staff network. We're a support to each other but can also provide expert advice to our LGBT/non-LGBT alliance, Pink Pals. There's always power in numbers, so the group gives a sense of belonging to newcomers and reinforces our organisational commitment to LGBT inclusion. As the LGBT lead at Touchstone, I've also helped set up an LGBT service user network and we recently held a consultation event on service users' experiences of mental health services in Leeds.

What advice would you give to an LGBT person thinking about a career in your sector?

The third sector is big, so do your research and ask around to find out if the organisation is walking their talk. My area is mental health, where you can make a real difference to people's lives by being a role model within a safe environment. It's also an opportunity to provide services that give people an authentic voice and to create safe spaces where no one is judged. It's a very rewarding and fulfilling job, made all the better working for an employer that strives for equality.



THIRD SECTOR: DIVERSITY CHAMPIONS



Aberlour
Action for Children
Barnardo's
Big Lottery Fund
Bloodwise
Change, Grow, Live (CGL)
Citizens Advice
Community Links
Girlguiding
Joseph Rowntree Foundation

Llamau
Macmillan
Mind
Oasis Community Learning
Royal National Lifeboat Institution
Royal Trinity Hospice
SSAFA the Armed Forces Charity
St Christopher's Hospice
St Mungo's

Teach First
The Prince's Trust
The Royal British Legion
Touchstone
Urdd Gobaith Cymru
Victim Support
Wellcome Trust
Youth Sport Trust

COME OUT FOR LGBT.

The fight for equality is far from over.
Join us. Search #ComeOutForLGBT.

TRAVEL, TRANSPORT AND TOURISM

SECTOR OVERVIEW

Organisations in this sector are responsible for the safe and comfortable travel of their customers, as well as maintaining the infrastructure that enables it. Roles range from behind-the-scenes operations to frontline customer services, and there are plenty of opportunities to work internationally.

The number of organisations engaged in LGBT inclusion is growing and, internally, several organisations are developing LGBT network groups and reviewing how their policies and practices can better support LGBT staff.

Organisations across the sector are also taking steps to ensure their services meet the needs of LGBT customers, for example by introducing tailored products and inclusive marketing campaigns. Many are also considering how they can support LGBT customers travelling internationally, where the legal and social context for LGBT people may differ.

There was not enough data to provide workplace equality index statistics for this sector.

TRAVEL, TRANSPORT AND TOURISM: IN FOCUS

KIEL LILLIE, OPERATIONAL CHANGE MANAGER, VIRGIN ATLANTIC

How did you come to work in your sector?

After studying my A-levels I applied to become a holiday rep. What started as a summer job became four years of amazing experiences around the world, before deciding it was time for a change and becoming cabin crew. I joined Virgin Atlantic soon after and have been fortunate to have had a number of opportunities to progress within the business. I'm now a change manager working on projects across our customer centre.

As an LGBT person, what's it like working in travel?

As a business, we're very inclusive and that shows every day in the relationships we have with each other. I'm treated in the same way as my non-LGBT colleagues, and this has been the case while working at different companies across the travel sector.

Are you involved in the LGBT network at Virgin Atlantic?

At the end of last year my colleague and I decided to create an LGBT+ Network for Virgin Atlantic and Virgin Holidays. While we are already a very inclusive place to work, we recognised the benefits of a network and raising awareness of LGBT issues. We set up a committee, created events and built up a member base of almost 200 members in the first six months. G-VPRD, as the network is known (a play on an aircraft registration), also feeds into our company-wide Diversity and Inclusion Steering Group with senior leaders from across the business.



TRAVEL, TRANSPORT AND TOURISM: DIVERSITY CHAMPIONS



Addison Lee
British Airways
Caledonian MacBrayne
Eurostar
GWR

Heathrow Airport
MTR Crossrail
Network Rail
Skyscanner
Transport for London

TSSA
Uber
Virgin Atlantic
Virgin Holidays

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