

ENG: Part 1

Section 3: LGBT Employee Network Group

This section comprises of 7 questions and examines the activity of your LGBT employee network group. The questions scrutinise its function within the organisation. This section is worth 11% of your total score.

Below each question you can see guidance on content and evidence. At any point, you may save and exit the form using the buttons at the bottom of the page.

3.1 Does the organisation have an LGBT employee network group for LGBT employees? A. Yes, with a defined role and terms of reference

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

please be aware only **one** file is allowed per answer

<https://stonewallsubmit.fluidreview.com/resp/110772708/XfJa2nsHqS/>

ENG: Part 2

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

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

Yes

List examples of some of your most recent objectives and progress towards achieving them:

Enfys aims to:

Work towards eliminating LGBT discrimination and promoting equality of opportunity for all staff within Hywel Dda University Health Board

Provide feedback to the Board (through the Chair via the Senior Equality and Diversity Officer) on general and specific issues affecting LGBT staff within the organisation

Act as a support network for LGBT staff within the Health Board

Provide a safe space for discussion on issues relating to working within the Health Board as an LGBT identified person

Provide a portal for consulting on LGBT related issues.

The last year has been spent on initiative to increase membership of the Network and broadening out to include allies and friends.

3.3 Which of the following support activities does the LGBT employee network group facilitate?

Tick all that apply

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

A. Provide confidential support to all employees on LGBT issues

B. Provide support to enable employees to report homophobic, biphobic and transphobic bullying and harassment

C. Have been consulted on improving internal policies and practices

Describe the options selected:

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| A. Describe the confidential support the group offers and how this is communicated to all staff: | <p>Members of the group include "members" who identify as LGB&T, and "Friends" and "Allies" who do not identify as LGB&T but who support the aims of the group and can offer advice and support as necessary. A full member- HDUHB staff who identify as LGBT+</p> <p>An ally- HDUHB staff who do not identify as LGBT+ but actively support the network</p> <p>A friend- A member of staff within HDUHB who will help resolve problems raised in the LGBT+ staff network</p> <p>Communication between Network members is facilitated by a dedicated email address with password access.</p> |
| B. Describe how the group offers support to enable employees to report homophobic, biphobic and transphobic bullying and harassment and how this is communicated to all staff: | <p>The Network has representation on the Health Board's Colleague Experience Group.</p> |
| C. Describe the consultation process and outcome: | <p>Network members have access to the health board wide consultation process and can also be asked to comment on specific policies such as the Equality and Diversity Policy, Equality Impact Assessment Policy and Procedure and Supporting Transgender Staff in the Workplace Policy.</p> <p>Targeted communications are facilitated by a dedicated email address with password access.</p> |

ENG: Part 3

3.4 In the past year, which of the following activities has the LGBT employee network group undertaken?

Tick all that apply

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

- A. Social networking event for members
- C. Trans equality awareness raising event
- D. Collaborated with other LGBT network groups

Describe the activities selected and when they occurred. Please provide specific dates or time periods within the last year.

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| A. Social networking event for members | Social Networking event - Our LGBTQ+ Staff Network (Enfys), was re-launched in 2018 with a new chair, vice chair and updated terms of reference. Following each Enfys meeting held to date , members have had the opportunity to attend a social networking event immediately following the meeting. |
| C. Trans equality awareness raising event | Trans Equality Awareness Raising event – During 2018/19, bespoke training sessions were prepared jointly between the Chair and Vice Chair of our LGBTQ+ Network and one of our Senior Diversity and Inclusion Officers. A session was delivered, on request, to members of the Health Board’s Sexual Health Team and a group of junior doctors at Bronglais General Hospital. |
| D. Collaborated with other LGBT network groups | During 2018/19, the newly selected Chair and Vice Chair of our LGBTQ+ Network met with representatives from the Welsh Ambulance Service NHS Trust LGBT Staff Network and worked collaboratively with them to develop refreshed Terms of Reference and to discuss potential future activities. |

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

Tick all that apply

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

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

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

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

H. None of the above

ENG: Part 4

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

Tick all that apply

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

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

Describe the initiatives selected and when they took place or were implemented.
Please include specific dates or time periods.

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| B. Promoted the LGBT employee network group as being open to all employees and inclusive of LGBT people with multiple identities | Flyer advertising network circulated via global email and handed out during Equality and Diversity presentations at Induction, Management Passport, Senior Management Team presentation, Board presentation, Operational Managers presentations. |
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3.7 Has the LGBT employee network group undertaken any additional work in the past year to advance LGBT equality in both your organisation and the wider community?

GUIDANCE: The work detailed here should be additional to the work already covered in other questions.
No

The following question is not scored.

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

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