

Birmingham and Solihull Mental Health NHS Foundation Trust: Workplace Equality Index 2020 Feedback

Congratulations on taking part in Stonewall's 2020 Workplace Equality Index. As an employer that has taken the time to participate, you've demonstrated commitment to your LGBT staff and the wider LGBT community. In this report you will find feedback from Stonewall to help you plan your year ahead to drive forward LGBT inclusion in your workplace.

What this report contains

This report is specific to your organisation. It gives you the following information:-

- Your overall score
- Your overall rank, and rank within the health and social care sector
- Your performance on key questions for bi and trans staff
- Your scores in the ten sections of your submission
- A short qualitative summary of your performance in each section
- Comparison data for different groups of entrants:-
 - All entrants
 - Entrants in the health and social care sector
 - Top 100
 - Top 100 threshold: those ranked one hundred to eighty-five, typical of organisations newly entering the Top 100

Additional information will be provided to you on the staff feedback questionnaire that you sent to your employees:-

- How your employees responded to key questions about LGBT equality
- How employees of similar organisations in the health and social care sector and your region responded

How to use this report

Your Stonewall Account Manager will organise a feedback meeting with you to talk through the strengths and weaknesses of your current LGBT inclusion work, best practice and give you tips for action planning in the future. During this meeting, the Account Manager go through the work that is most relevant to your organisation.

You should use this report, along with the verbal feedback from your Account Manager to make the short and long-term changes necessary to drive inclusion in your workplace.

Score and rank

- Total score: 105
- Rank: 133rd
- Health and social care sector rank: 13th
- Health and social care sector entrants: 64
- Bi inclusion score: 47%
- Trans inclusion score: 37%

Quick facts

- Over 500 organisations took part
- 109 820 people responded to the Staff Feedback Questionnaire
- The average Top 100 score is 137.5
- The average Top 100 Bi Inclusion Score is 67%
- The average Top 100 Trans Inclusion Score is 60%

Summary and overview

The below table gives you a summary of how you scored across the ten sections of the Workplace Equality Index.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Health and social care	Top 100	Top 100 Threshold Entrants
1 Policies and benefits	13	15	15	2	2		6.5	5.5	10.5	10.5
2 The employee lifecycle	19.5	27	26.5	7	7.5		10	10	17.5	15
3 LGBT employee network group	15	22	21	6	7		9.5	8.5	17	14.5
4 Allies and role models	9	22	13	4	13		7.5	7	14.5	13
5 Senior leadership	7	17	13.5	6.5	10		6	5	12.5	11
6 Monitoring	4.5	21	7	2.5	16.5		6	7.5	10.5	8.5
7 Procurement	2	17	11	9	15		4	3.5	10.5	8.5
8 Community engagement	10	20	20	10	10		9	7.5	15.5	13.5
9 Clients, customers and service users	9	17	17	8	8		6	6	12.5	9.5
10 Additional work	2	2	2	0	0		0.5	0.5	1	1
Staff feedback questionnaire	14	20	n/a		6		10.5	9	16	16

- **Your score** – the number of points allocated based on the answers and evidence provided
- **Total marks** – the number of points available in that section
- **Marks claimed** – the number of marks that your organisation claimed in the submission[†]
- **Marks claimed, not awarded** – the difference between marks claimed and your score
- **Marks available, not awarded** – the difference between marks available and your score
- **Averages** – mean averages of the scores awarded to...
 - **All entrants** – all organisations, over 500, who entered the Workplace Equality Index 2020
 - **Health and social care sector** – all organisations which entered in the health and social care sector
 - **Top 100** – all organisations which ranked in the Top 100 employers
 - **Top 100 Threshold** – all organisations which ranked between 100 and 85, the typical score of an organisation that is newly entering the Top 100

[†] If this number is less than your score this shows that the evidence you submitted is worth more points than you claimed

[†] Referred to in previous reports as 'self-score'

Section 1: Policies and benefits

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

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Health and social care	Top 100	Top 100 Threshold
1 Policies and benefits	13	15	15	2	2		6.5	5.5	10.5	10.5

Feedback from your marker

BSMHFT has some really strong statements on your zero tolerance approach to homophobic, biphobic and transphobic bullying and harassment, and it is great to see a robust audit procedure involving the staff network to ensure policies are inclusive of same sex couples and using gender neutral language.

Your policies are close to being good practice, but need some language tightened up before we can award as there is some gendered language. We recommend that you remove the terms "mother" and "father" from the body of your policies, in order to ensure that everyone within your organisation is covered by your policies. Your definition of who the policy applies to can still include the term "mother" and refer to any relevant government legislation, but we'd recommend using gender neutral language in the body of the policy. You may find the following terms useful: "pregnant employee"; "birth parent" and then "second parent"; "parent who has given birth" or "new mothers and other pregnant employees".

Please see Stonewall's inclusive policy toolkit which has further guidance on this.

Your notes

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Stonewall opportunities

Best practice guides are available to you, as a Stonewall Diversity Champion for free. Talk to your account manager about how to best use these resources.

Open programmes are available for up to three people from Birmingham and Solihull Mental Health NHS Foundation Trust to attend. Trans allies is available in [London on the 28th of April](#) and in [Liverpool on the 25th of June](#). Open Programmes are available as part of the Scotland Empowerment Week from [18th to 22nd May in Scotland and the north-east of England](#).

Section 2: The employee lifecycle

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

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Health and	Top 100	Top 100 Threshold
2 The employee lifecycle	19.5	27	26.5	7	7.5		10	10	17.5	15

Feedback from your marker

Birmingham and Solihull Mental Health Foundation Trust has demonstrated some really great practice in this section.

It is great to see quality development opportunities shared with the LGBT staff network. We would encourage the trust to develop its all staff equality and diversity training further to talk about stereotypes, language and assumptions in relation to lesbian, gay, bi and trans people (and other PCs) as well as strengthening the information around how to challenge homophobia, biphobia and transphobia.

Great to see the trust and the network highlight the importance of LGBT awareness days/months - please do ensure that this message is sent to all staff.

Your notes

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Stonewall opportunities

London Workplace Conference is on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations.

Cymru Workplace Conference is on the 14th of February. [Tickets are available](#) for £110+VAT for public-sector organisations. Tickets can be bought on a buy-three-get-one-free basis.

Global dial-in tickets for London Workplace Conference [are available](#) for £50 (or three for £120), with discounts available to Global Diversity Champions.

Workplace Allies is an empowerment programme which [can be booked](#) to be run in-house for up to 36 delegates from Birmingham and Solihull Mental Health NHS Foundation Trust.

Stonewall Workshops are available, on topics such as bi inclusion, trans inclusion, allyship, and leadership. Email conference@stonewall.org.uk.

Section 3: LGBT employee network group

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

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Health and social care	Top 100	Top 100 Threshold
3 LGBT employee network group	15	22	21	6	7		9.5	8.5	17	14.5

Feedback from your marker

BSMHFT have a really active network that have done some fantastic work over the past year, specifically around the work you have been doing to raise awareness of intersectionality and other diversity strands. There has been some really innovative initiatives here that will have been really impactful.

You have a strong terms of reference and objectives. To move forward, we would encourage you to look at how you can formally embed bi and trans voices within the network discussions to ensure issues and challenges are covered and addressed.

Your notes

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Stonewall opportunities

Workplace Allies, Workplace Trans Allies and Workplace Role Models are empowerment programmes which [can be booked](#) to be run in-house for up to 36 delegates from Birmingham and Solihull Mental Health NHS Foundation Trust.

LGBT Network Group Masterclass is available in June in Birmingham (email conference@stonewall.org.uk to reserve your place) and on [24th of April in Scotland](#).

Section 4: Allies and role models

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

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Health and safety	Top 100	Top 100 Threshold
4 Allies and role models	9	22	13	4	13		7.5	7	14.5	13

Feedback from your marker

Birmingham and Solihull Mental Health Foundation Trust has an active allies network which is great to see, and it is clear about what being an ally means at the trust, particularly emphasising what it means to be visible and the importance of this in the workplace.

To go further, it would be great to see the allies develop or organise an awareness raising session for allies (and potential allies) that covers discrimination, personal stories and how staff members can step up in their roles for their colleagues and service users. It would also be great to see allies become more engaged in different awareness raising activities

Your profiles are great - please be careful about evidencing when these have been shared, but they are really interesting pieces. Well done.

Your notes

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Stonewall opportunities

Inclusive Future Leaders is a tailored programme designed to form part of a graduate or management training programme, which [can be booked](#) in-house at Birmingham and Solihull Mental Health NHS Foundation Trust.

Workplace programmes including [LGBT Role Models](#), [Allies](#) and [Trans Allies](#). They are available as open programmes for up to three people or the programmes can be booked to be run in-house for up to 36 delegates from Birmingham and Solihull Mental Health NHS Foundation Trust. Open Programmes are available as part of the Scotland Empowerment Week from [18th to 22nd May in Scotland and the north-east of England](#).

Inclusive Leadership is a newly developed programme which will be made available from May, email empowerment@stonewall.org.uk for more information.

Section 5: Senior leadership

This section examines how the organisation engages senior leaders. The questions scrutinise how the organisation empowers senior leaders at different levels and the individual actions they take

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Health and safety	Top 100	Top 100 Threshold
5 Senior leadership	7	17	13.5	6.5	10		6	5	12.5	11

Feedback from your marker

It is clear that BSMTFT have some really engaged board members and senior leaders, and they have been involved in some great initiatives and meetings over the past year to ensure that LGBT issues are understood.

To move forward in this section, it would be great to see how other board members/senior leaders within the organisation can get involved in this work. It would also be great to see strong messages of support from board/senior leaders that is specific on the importance of trans and lesbian, gay and bi equality. We would also encourage that the trust looks at the systematic way in which the whole of the board and senior management can be made aware of LGBT issues (5.1 and 5.3).

Your notes

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Stonewall opportunities

LGBT Leadership is an empowerment programme for LGBT leaders. Our [next open programme](#) is in London 15th to 17th of July, and can be [booked to be run](#) in-house for Birmingham and Solihull Mental Health NHS Foundation Trust.

Inclusive Leadership is a newly developed programme which will be made available from May, email empowerment@stonewall.org.uk for more information.

Section 6: Monitoring

This section examines how the organisation monitors its employees. The questions scrutinise data collection methods, analysis and outcomes.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Health and social care	Top 100	Top 100 Threshold
6 Monitoring	4.5	21	7	2.5	16.5		6	7.5	10.5	8.5

Feedback from your marker

Improving in this section should be a priority for BSMHFT. Monitoring is both vital for understanding lesbian, gay, bi and trans (LGBT) employees and their needs. We appreciate the limitations of ESR systems particularly in monitoring gender identity for NHS organisations. But, there is still definite room for improvement here to bring BSMHFT in line with sector best practise. Stonewall monitoring resources can support with this.

We are unsure about your question on sexual orientation as the evidence in 6.2 contradicts the evidence in 6.1. The question currently asked for 'Gender' should be changed as a matter of priority to reflect good practice - trans is not a sexual orientation.

Your notes

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Stonewall opportunities

Best practice guides are available to you, as a Stonewall Diversity Champion for free. Talk to your account manager about how to best use these resources.

London Workplace Conference includes a session on monitoring. It is held on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations.

Section 7: Procurement

This section examines how the organisation affects change in its supply chain. The questions scrutinise the steps taken to ensure LGBT inclusive suppliers are procured and held to account.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Health and social care	Top 100	Top 100 Threshold
7 Procurement	2	17	11	9	15		4	3.5	10.5	8.5

Feedback from your marker

BSMHFT has some good baseline procedures to embed equality and diversity within procurement, however we would encourage these to be strengthened so that they are explicitly inclusive of lesbian, gay, bi and trans equality. We want all employers to be certain that the suppliers and the contractors that they are working with understand the organisations position on LGBT equality and will protect LGBT in their work, and this should be done through scrutiny of their training and policies.

Great that suppliers and contractors are able to access training and network group events - we would like more information on this in future submissions.

We would also like to see the procurement team receive specific training and guidance that is specific to procurement and LGBT equality.

Your notes

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Stonewall opportunities

Best practice guides are available to you, as a Stonewall Diversity Champion for free. Talk to your account manager about how to best use these resources.

London Workplace Conference includes a session on procurement. It is held on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations.

Section 8: Community engagement

This section examines the outreach activity of the organisation. The questions scrutinise how the organisation demonstrates its commitment to the wider community and the positive impact it has.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Health and social care	Top 100	Top 100 Threshold
8 Community engagement	10	20	20	10	10		9	7.5	15.5	13.5

Feedback from your marker

BSMHFT has done some good work in this area (attending Pride, offering meeting space for LGBT refugee group and raising money for local LGBT center).

To move forward, the Trust could look at how it specifically supports trans events and community groups, and how it can support a campaign to challenge homophobic, biphobic or transphobic bullying and harrasment more widely. It would also be good to look at your collaborations and how this work can be advanced.

Your notes

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Stonewall opportunities

Your **Stonewall account manager** can advise on how to maximise your impact with community engagement.

London Workplace Conference includes a session on community engagement. It is on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations.

Section 9: Clients, customers and service users

This section examines how the organisation engages with clients, customers, services users or partners.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Health and Social Care	Top 100	Top 100 Threshold
9 Clients, customers and service users	9	17	17	8	8		6	6	12.5	9.5

Feedback from your marker

It is great to see the trust engaging with its LGBT service users through its recovery college and its specific consultation exercises. Good to see that the Trust is developing a policy/guidance for working with trans service users which will help overcome some of the barriers that service users have mentioned.

We would encourage the Trust to assess whether lesbian, gay bi and trans people are accessing its services and what their satisfaction is - this is a good start but needs to be inclusive of sexual orientation and gender identity. We would also encourage the trust to develop its EDI training to have more of a focus on overcoming barriers faced by LGBT people within healthcare, again explicitly inclusive of SO &GI.

Your notes

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Stonewall opportunities

London Workplace Conference is on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations.

Cymru Workplace Conference is on the 14th of February. [Tickets are available](#) for £110+VAT for public-sector organisations. Tickets can be bought on a buy-three-get-one-free basis.

Section 10: Additional work

This section gives outstanding employers an opportunity to share best practice not already awarded elsewhere in the submission.

Section	Your score	Total marks	Marks claimed	Marks claimed not awarded	Marks available not awarded	Averages	All entrants	Health and social care	Top 100	Top 100 Threshold
10 Additional work	2	2	2	0	0		0.5	0.5	1	1

Feedback from your marker

Excellent work with the Tamarind Centre for Pride.

Your notes

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Stonewall opportunities

Many organisations have innovative ideas for LGBT inclusion. The Stonewall Empowerment Team can work with you to design bespoke and tailored events, workshops, webinars and programmes. Email empowerment@stonewall.org.uk to discuss your ideas.

Staff Feedback Questionnaire

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

Section	Your score	Total marks	Marks available not awarded	Averages	All entrants	Health and	Top 100	Top 100 Threshold
Staff feedback questionnaire	14	20	6		10.5	9	16	13.5

Stonewall opportunities

Stonewall Workplace Conferences have expert workshops and unique networking opportunities. This gives you the holistic tool to deal with the diverse and varied issues that your LGBT staff and their allies face. London Conference is on the 3rd of April. [Tickets are available](#) for £349+VAT (or at our early bird rate of £309+VAT until the 21st Feb) for public-sector organisations. Cymru Conference is on the 14th of February. [Tickets are available](#) for £110+VAT for public-sector organisations. Tickets can be bought on a buy-three-get-one-free basis.

Your priorities

This is a space for you, in collaboration with your account manager, to set objectives for the year ahead.

Your Priorities	What would success look like in a year?	What is a six-month milestone?	What resources or senior buy-in do you need?	What specific steps can be taken to achieve it?
<i>E.g., improve the working environment for bi employees</i>	<i>E.g., increase by 50% the number of bi employees who are comfortable to disclose to colleagues</i>	<i>E.g., three intranet campaigns raising awareness of bi issues with clear opposition to biphobic discrimination</i>	<i>E.g., agreement from internal communications and agreement from the Head of D&I</i>	<i>Organise meetings with the Heads of Internal Communications & D&I Write copy for the first intranet post</i>
Priority one:				
Priority two:				
Priority three:				