

**Stonewall
Corporate
Equality Index
2005**

**The top 100 employers for
gay people in Britain**



Stonewall

www.stonewall.org.uk

"I am delighted to introduce the 2005 Stonewall Corporate Equality Index. Following the implementation of the 2003 Employment Equality (Sexual Orientation) Regulations, I am delighted to see so many organisations continuing to take the issue of diversity and equality seriously. This report shows the many steps organisations have already taken in creating a diverse and equal workplace, as well as highlighting the work that still needs to be done. I look forward to seeing this work as a catalyst for the future. I hope to see many more organisations coming to realise that equality for lesbian, gay and bisexual people is common sense and good business."

Rt Hon Jacqui Smith MP, Minister of State Department of Trade and Industry

"The TUC warmly welcomes Stonewall's Corporate Equality Index. It is vital that expert monitoring of employers' good practice on lesbian, gay and bisexual equality issues continues to take place. Unions are also committed to challenging sexual orientation discrimination in the workplace, for example by initiating better policies on tackling harassment, establishing support groups and negotiating for equal pension rights. We will work with Stonewall to help ensure initiatives such as these have the maximum positive impact."

Brendan Barber, General Secretary TUC

"I'm very happy that Stonewall has taken the lead in an important piece of work. This demonstrates that progressive employers are effectively integrating sexual orientation and diversity at the heart of sound strategic planning. Stonewall makes a significant contribution to good practice in workplaces across Britain. The Work Foundation is delighted to endorse this work."

Will Hutton, Chief Executive Work Foundation

"Many leading organisations now realise that robust diversity policies contribute substantially to long-term competitiveness. Premier league employers in both the public and private sectors recognise that strategies to support lesbian, gay and bisexual staff are central to that vision. Stonewall intends the Corporate Equality Index to serve as a significant agent for change across the British workplace."

Ben Summerskill, Chief Executive Stonewall

The top 100 employers for gay people in Britain 2005

The 2005 Stonewall Corporate Equality Index features the employers of 2.5 million people, almost ten per cent of the UK workforce. Twelve FTSE 100 companies are included in the top 100 employers, as are 11 government departments. There is excellence in every sector - public, private and voluntary - for employers across Britain to learn from.

■ **Sexual orientation issues are being addressed by successful organisations**

Every employer featured in the Index has an equalities policy that includes sexual orientation. Of the top 100, just six did not have an organisation-wide diversity group including sexual orientation issues in their remit.

■ **Growing number of openly gay, lesbian or bisexual board members**

Thirteen of the top 100 employers have openly gay, lesbian or bisexual members on their board of directors.

■ **Benefits discrepancies are being resolved ahead of the introduction of Civil Partnership**

Thirty eight of the top 100 employers still have a pension scheme that discriminates against same-sex couples. However, all these are public sector schemes set nationally. Introduction of Civil Partnership will require changes in these schemes. Just six of the 100 have other staff benefits discriminating against same-sex couples.

■ **Top employers talk directly to their lesbian, gay and bisexual staff**

Sixty one of the top 100 have a lesbian, gay and bisexual staff group to consult and liaise with. All other employers were receptive to supporting one.

■ **Most good employers raise issues of sexual orientation with all staff**

Just seven employers in the top 100 do not have diversity training covering sexual discrimination. Of the 93 that do, 53 make this compulsory for all staff.

■ **Employers are beginning to speak directly to gay recruits and consumers**

Thirty two of the top 100 employers advertise for new recruits or promote their products or services specifically in the lesbian, gay and bisexual media.

■ **Diversity Champions members lead the way**

Organisations participating in Stonewall's Diversity Champions programme scored an average of 74.1% compared with the 58.3% average for non-members.

■ **Good employers are more likely to support their local lesbian, gay and bisexual communities**

More than half - 51 of the top 100 - have sponsored or otherwise supported a lesbian, gay or bisexual community organisation or event in the past year.

The Stonewall Top 100

Investment banks scored an average of 82.1% - highest was 88% and lowest 75%

Government departments and agencies scored an average of 74.2% - highest was 89% and lowest 54%

Retail banks scored an average of 71.7% - highest was 83% and lowest 52%

Police and fire service bodies scored an average of 70.3% - highest was 76% and lowest 60%

Local authorities scored an average of 82.1% - highest was 88% and lowest 75%

Financial service bodies scored an average of 64.2% - highest was 80% and lowest 55%

Transport and distribution bodies scored an average of 62.2% - highest was 82% and lowest 45%

Retailers scored an average of 55.6% - highest was 71% and lowest 40%

Healthcare employers scored an average of 54.1% - highest was 86% and lowest 40%

1	British Council	89.00%
2	Citigroup	88.00%
2	Credit Suisse First Boston	88.00%
2	IBM	88.00%
2	Manchester City Council	88.00%
6	Department for Constitutional Affairs	87.00%
7	Department for Education and Skills	86.00%
7	Goldman Sachs	86.00%
7	Inland Revenue	86.00%
7	Nottingham Primary Care Trusts	86.00%
11	Accenture	84.00%
11	JP Morgan	84.00%
13	HBOS	83.00%
14	American Airlines	82.00%
14	Department for Transport	82.00%
14	Foreign and Commonwealth Office	82.00%
17	Barclays	81.00%
17	PricewaterhouseCoopers	81.00%
19	ING	80.00%
20	Barnardo's	79.00%
20	BT	79.00%
20	London Borough of Croydon	79.00%
23	Cambridge City Council	78.00%
24	Deutsche Bank	77.00%
24	HSBC	77.00%
24	NACRO	77.00%
27	Department of Trade and Industry	76.00%
27	Nationwide	76.00%
27	Strathclyde Fire Brigade	76.00%
27	Strathclyde Police	76.00%
31	Brent Teaching Primary Care Trust	75.00%
31	HM Treasury	75.00%
31	Merrill Lynch Europe	75.00%
31	Transport for London	75.00%
35	Brighton & Hove City Council	74.00%
35	Department for Environment, Food & Rural Affairs	74.00%
35	Home Office	74.00%
38	Devon County Council	73.00%
38	Sheffield City Council	73.00%
40	HM Customs and Excise	72.00%
40	Lehman Brothers	72.00%
40	Nottinghamshire County Council	72.00%
43	B&Q	71.00%
43	Newcastle City Council	71.00%
45	Corporation of London	70.00%
45	Department of Health	70.00%
45	Marks & Spencer	70.00%
45	Office of the Deputy Prime Minister	70.00%
49	Ernst & Young	69.00%
49	Metropolitan Police	69.00%

100 Employers 2005

51	Department for Work and Pensions	67.00%
52	Royal Mail	66.00%
53	East Lancashire Hospitals NHS Trust	65.00%
53	Shell Companies in the UK	65.00%
53	Walsall Metropolitan Borough Council	65.00%
56	<i>Local authority</i>	64.00%
56	Tesco	64.00%
58	Somerset County Council	63.00%
59	Bolton Metropolitan Borough Council	62.00%
59	<i>Financial services company</i>	62.00%
59	London Borough of Brent	62.00%
59	Ministry of Defence	62.00%
59	Oldham Metropolitan Borough Council	62.00%
59	Pfizer Limited	62.00%
59	Staffordshire County Council	62.00%
66	<i>Retail bank</i>	61.00%
67	Homerton University Hospital NHS Trust	60.00%
67	Lancashire Fire and Rescue Service	60.00%
69	Hertfordshire County Council	57.00%
69	Leeds City Council	57.00%
71	Aviva	55.00%
71	British Library	55.00%
71	Co-operative Group	55.00%
71	GeoPost UK Ltd/Parceline	55.00%
71	<i>Health care provider</i>	55.00%
71	Rank Group Gaming Division	55.00%
71	<i>Retailer</i>	55.00%
71	Rolls Royce	55.00%
71	Saint-Gobain Building Distribution	55.00%
71	UnumProvident	55.00%
81	Driving Standards Agency	54.00%
82	Britannia Building Society	52.00%
83	Leonard Cheshire	50.00%
83	<i>Local authority</i>	50.00%
83	Serco Metrolink	50.00%
83	Warwickshire County Council	50.00%
83	Wirral Metropolitan Borough Council	50.00%
88	Boots	45.00%
88	British Airways	45.00%
88	Lothian Health Board	45.00%
88	Poole Hospital NHS Trust	45.00%
88	Pret A Manger	45.00%
88	Royal Free Hampstead NHS Trust	45.00%
88	Unilever	45.00%
95	CityWest Homes	44.00%
96	Bury Metropolitan Borough Council	42.00%
97	Croydon Primary Care Trust	40.00%
97	John Lewis Partnership	40.00%
97	Plymouth Hospitals NHS Trust	40.00%
97	Sussex Ambulance Service NHS Trust	40.00%

The top 100 employers have 2.5 million staff - almost 10 per cent of the UK workforce

All 100 have an equalities policy that includes sexual orientation

38 employers have pension schemes discriminating against same-sex couples - however all these are public sector schemes set nationally

Just six of the 100 have other staff benefits that discriminate against same sex couples

61 of the 100 have a lesbian, gay and bisexual staff group that they can consult and liaise with

Just six do not have an organisation wide diversity group that included sexual orientation issues in their remit

Only seven of the 100 employers do not have diversity training covering sexual discrimination. Of the 93 that do, 53 made this compulsory for all staff

51 of the 100 have sponsored a lesbian, gay or bisexual organisation or event in the last year

The Measures of Success

This is Stonewall's first Corporate Equality Index featuring the top 100 employers for gay people in Britain. The Index is modelled on the one produced annually by the Washington-based Human Rights Campaign, now in its third year.

Seedcorn funding was provided for the Stonewall Corporate Equality Index by IBM, the Interbank Forum - a consortium of support networks for lesbian, gay and bisexual staff in London-based investment banks - and the Department of Trade and Industry.

Invitations to participate were extended to 1,630 of the largest UK employers. The Index focuses on the 100 best scoring. As well as celebrating and publicising good practice and providing a guide for potential lesbian, gay and bisexual recruits, it is intended to serve as an agent for change encouraging employers who wish to develop their own good practice further.

Scoring was weighted through eight categories:-

1. Policy

- Does an employer have an organisation-wide written policy referring to sexual orientation?

2. Benefits

- Does an employer offer equal survivor pensions to same-sex couples as to heterosexuals?
- Does the employer offer other staff benefits equally?

3. Staff Involvement

- Does an employer have a lesbian, gay and bisexual staff group or would it offer facilities for one to be set up?

4. Recruitment

- Does an employer advertise in lesbian, gay and bisexual media?

5. Diversity Practice

- Does an employer have an organisation-wide diversity group covering sexual orientation issues?
- Does an employer undertake compulsory diversity training for all staff covering sexual orientation?

6. Sponsorship

- Does an employer support lesbian, gay and bisexual groups or events?

7. Board LGB visibility

- Does an employer have openly lesbian, gay or bisexual board members?

8. Additional supporting information

- Scores were assessed by Stonewall's employment team and circulated confidentially to employers for review before a further panel assessment was made to award a final score.

It should be stressed that the survey cannot be completely comprehensive, however it does provide a broad measure of employers' corporate policies and practices.

Diversity: making it happen - steps towards further success

Here are ten key action points for employers committed to diversity and the organisational benefits it brings:

1. Understand the law

The Employment Equality (Sexual Orientation) Regulations became law on 1 December 2003, and make it unlawful to discriminate in employment or training on grounds of sexual orientation. Lesbian, gay and bisexual (LGB) people, are now entitled to protections similar to those already provided for women, disabled and black and ethnic minority staff.

2. Act now

Make sure your policies and practices comply with the regulations. Employers now risk legal claims from staff who have been treated less favourably in, for example, recruitment, promotion, training, or dismissal; are disadvantaged as a group by workplace practice and policy because of their sexual orientation; or have been offended - either intentionally or unwittingly - by homophobic actions or comments.

3. Communicate the changes

Explaining the new laws to staff and line managers is critical. Make sure everyone understands that LGB staff are covered by discrimination legislation and knows what they must do to comply with the regulations.

4. Make the business case for diversity

Robust diversity policies contribute substantially to long-term competitiveness, attract higher skilled, motivated employees and loyal customers. More organisations are also making the link between how they treat existing and potential employees and how they are perceived by customers. Persuade colleagues to see diversity issues as an opportunity, not a threat.

5. Build a culture of respect

Up to two thirds of lesbians and gay men may conceal their sexuality from colleagues. They often find it difficult to get support when private events affect their work. Work to create an environment where LGB people can feel safe and do their best. Make equal treatment for LGB people both a question of fairness and a question of common sense.

6. Recruit fairly

Recruiters often have stereotyped notions of what LGB people are good at or not so good at, and these affect their decisions. They may believe LGB people will not fit in. Ensure that recruiters understand fair selection criteria and apply them consistently.

7. Tackle harassment and bullying

Often LGB people who have been harassed will not want to complain because it would force them to come out as gay. Make LGB staff feel confident about using your procedures, even if it would mean having to reveal their sexual orientation.

8. Review terms and conditions

Anyone with a same-sex partner is likely to be excluded from at least some workplace terms and conditions. Review key benefits such as pensions and insurance cover, and ensure your policies explicitly state that benefits such as parental leave, relocation allowances and travel benefits are available to same-sex partners or nominees of the employee's choice.

9. Manage performance fairly

Ensure that everyone in your organisation makes decisions based only on merit and competence. LGB people are sometimes passed over for promotion, disciplined unfairly or even dismissed for no good reason. They often find they are described as not being team players, simply because they are unable to be entirely open about their personal or social lives.

10. Monitor and evaluate your policies and practices

Monitoring is essential to check whether unfair discrimination is going on and whether an organisation's diversity policy is working in practice. Think about how you will reassure LGB people that it is safe to provide information for monitoring purposes.

How Stonewall can help you improve further

The Corporate Equality Index is an exciting new development that challenges the UK's leading organisations to improve their performance for LGB staff. However, in addition to challenging UK employers, Stonewall also offers solutions. Our Diversity Champions programme is the UK's leading good practice forum for sexual orientation issues in the workplace. Diversity Champions members have scored an average of 74.1%, compared with the 58.3% average for non-members.

Launched in 2001, the Diversity Champions programme is an acclaimed scheme which helps organisations improve their working environment for LGB employees. Top UK members include IBM, Lehman Brothers and Ford from the private sector, and the British Council, Department of Trade and Industry and Metropolitan Police in the public sector.

Diversity Champions enjoy networking opportunities with government and other policy makers, and with senior staff in other public and private sector organisations. Our series of good practice seminars delivers key information on topical issues such as monitoring and employee groups. Members gain access to the latest thinking and knowledge, as well as advice on specific organisational initiatives.

The scheme has recently been improved further and is now in a significant growth phase. I am delighted that Stonewall offers an excellent and positive agent for change, recognised by more and more employers every day.

If you would like to join Diversity Champions, or find out what Stonewall can do for your organisation, do make contact.

Congratulations to all Diversity Champions who have performed well in the inaugural UK Corporate Equality Index.

Stephen Frost

Programme Manager, Stonewall Diversity Champions



Stonewall

www.stonewall.org.uk

diversitychampions@stonewall.org.uk

46 Grosvenor Gardens

London SW1W 0EB

020 7881 9440