

# WORKPLACE EQUALITY INDEX EXPLAINER: STONEWALL'S NEW GOLD, SILVER AND BRONZE EMPLOYER AWARDS

## WHY IS STONEWALL INTRODUCING THE GOLD, SILVER AND BRONZE AWARDS?

In spring 2019, Stonewall ran consultations across the UK to find out what employers needed from the next cycle of the Workplace Equality Index. We heard from more than 40 organisations through our focus groups and more than 150 organisations through our survey. It became clear that employers wanted a more transparent, fixed path of progression through the Index. After carefully considering the best way to support this, we made the decision to introduce Gold, Silver and Bronze Employer awards.

## WHAT ARE THE AWARDS AND HOW CAN MY ORGANISATION APPLY?

The Gold, Silver and Bronze Employer awards recognise and celebrate the different stages of LGBT inclusion that an employer has reached and the progress they have made. Entering the Workplace Equality Index won't guarantee you a Gold, Silver or Bronze award and each award has specific, fixed requirements.

Employers still only need to complete one Workplace Equality Index submission. Your award will be based on your submission, and you don't need to nominate yourself for a specific award.

The first Gold, Silver and Bronze Employers will be awarded alongside the 2022 Top 100 Employers list. Submissions will open in Summer 2021.

## HOW DO THE NEW AWARDS AFFECT THE TOP 100 EMPLOYERS LIST?

Inclusion in the Top 100 Employers list, which celebrates the UK's leaders in LGBT inclusion, will still be the most prestigious of Stonewall's awards. We expect lots of Gold Employers to feature in the Top 100, but becoming a Gold Employer doesn't in itself guarantee you a place in the Top 100 Employers list.

# HOW DO THE AWARD REQUIREMENTS WORK?

## Gold, Silver and Bronze Employer requirements

Employers must meet nine specific Index criteria to be eligible for all the awards:

- 1.2A The organisation must have a policy that includes an explicit ban on discrimination, bullying and harassment based on sexual orientation
- 1.2B The organisation must have a policy that includes an explicit ban on discrimination, bullying and harassment based on gender identity and gender expression
- 1.5A The organisation must have a transitioning at work policy with work-related guidance for an employee who is transitioning
- 1.5D The organisation must have a transitioning at work policy with work-related guidance for managers and/or HR staff on how to support an employee who is transitioning
- 2.1B The organisation must include a statement on valuing diversity, which is explicitly inclusive of LGBT people, in all job packs and pages
- 2.3A When being inducted into the organisation, all new employees must receive an explicit message on the organisation's commitment to LGBT inclusion
- 2.5A The organisation must provide all-employee training on compliance with its discrimination, bullying and harassment policies, including information about the organisation's policy and legislation
- 2.6A/B/C/D In the past year, information about LGBT identities and experiences must have appeared in internal communications
- 3.1 The organisation must have an LGBT employee network group, a Diversity & Inclusion group with formal LGBT representation, or a formal agreement with an external network in the sector/region

Employers must also meet the following requirements:

### Gold Employer award

Gold overall points threshold (e.g. 60%)

Gold bi points threshold (e.g. 60%)

Gold trans points threshold (e.g. 60%)

### Silver Employer award

Silver overall points threshold (e.g. 50%)

Silver bi points threshold (e.g. 50%)

Silver trans points threshold (e.g. 50%)

### Bronze Employer award

Bronze overall points threshold (e.g. 40%)

Bronze bi points threshold (e.g. 40%)

Bronze trans points threshold (e.g. 40%)

Please note: the percentages used above are only examples used to illustrate how the thresholds will work. These are not the final points thresholds.

To ensure full transparency, we will share how we will statistically determine these thresholds ahead of submissions opening. However, because the criteria are new and untested, we are unable to publish the exact threshold percentages ahead of the 2022 Index.

After the 2022 Index, Stonewall will publish the threshold percentages and these thresholds will remain fixed for the rest of the three-year cycle.

## Top 100 Employer requirements

To be eligible for the Top 100 Employer list, employers must achieve a Silver or Gold Employer award. There will be no additional bi or trans score thresholds.

The Top 100 Employers list will feature the 100 employers with the highest overall scores.