

DERBYSHIRE COUNTY COUNCIL
STRATEGIC POLICY AND BUDGET

30 July 2013

Report of the Acting Chief Executive and Director of Human Resources

Identifying the Career Development Needs of Lesbian, Gay, Bisexual and Transgender Employees

1. Purpose of Report

Inform the Cabinet Member for Strategy and Budget of the Council's participation in work and a joint event aimed at identifying the learning and development needs of Lesbian, Gay, Bisexual and Transgender (LGBT) and other diverse employees.

2. Information and Analysis

The most recent assessment of workforce monitoring continues to show that a number of diverse groups of employees are under-represented in senior roles within the County Council. Women, Black and Minority Ethnic, Disabled and LGBT employees are known to face additional barriers when seeking to progress their careers, which includes discrimination, and for LGBT employees, the difficulties of being out at work and being themselves. A study by Stonewall has highlighted that LGBT employees perform their best when they can be themselves and be out in the workplace.

Derbyshire County Council has been a member of the Stonewall Employers programme for a number of years and there is increasing evidence that the most successful organisations attempt to understand and meet the additional needs of their LGBT employees in relation to career progression. The Stonewall Diversity Index highlights this as one aspect of good practice they expect to see good employers undertaking.

Discussions have taken place with Derby City Council, Derbyshire Community Health Services (DCHS), and Derbyshire NHS Foundation Trust, to explore whether the Council could work collaboratively on this issue, as all four organisations are Stonewall Diversity Champions. Following recent discussions it has been agreed that respective employees are brought together at an event that explores what support is needed, to examine good practice in employment and to look at whether an existing mentoring scheme run by DCHS could be adapted to support employees from diverse backgrounds, beginning with LGBT employees. It is intended to hold a half-day event at The Quad in Derby, on 20 August 2013. This activity is seen as

complementing work at the Council in relation to the development of leadership and career progression.

3. Financial Considerations

The small costs for holding the event are being borne by all four organisations and it is anticipated that the costs to the Council will be approximately £500 which will be split evenly between existing budgets for equality and human resources.

4. Equality and Diversity and Human Resources Considerations

This work will help develop the Council's work in relation to achieving a more diverse workforce at all levels of the organisation, by identifying real action to deal with barriers to progression and discrimination, specifically at this stage, barriers for LGBT employees.

5. Other Considerations

In preparing this report the relevance of the following factors have been considered: legal, prevention of crime and disorder, environmental, health, property and transport considerations.

6. Key Decision

No.

7. Call-In

Is it required that call-in be waived in respect of the decision in the report?

No.

8. Background Papers

Peak Performance – Gay people and productivity, April Guasp and Jean Balfour, Stonewall

The double-glazed glass ceiling – Lesbians in the workplace, Nathaniel Miles and Ruth Hunt, Stonewall

Role Models – Being Yourself: Sexual Orientation in the Workplace

All background papers are held by John Cowings, Senior Policy Officer, Equalities and are available upon request.

9. Officers' Recommendations

It is recommended that:

1. The Cabinet Member for Strategy and Budget notes the Council's participation in this event.

2. Approves expenditure of approximately £500 as outlined in the Report.

Ian Stephenson
Acting Chief Executive

Toni Compai
Director of Human Resources