



LGBT Employee Overview:- Lewisham Council

Safer Stronger Committee
2nd November 2017

- Lewisham Council Staff representation
- LGBT Staff forum
- Onboarding
- Training



LGBT Provision in Lewisham



% of workforce	2015/16	2016/17	2016 UK*
Lesbian or Gay	1.7	1.6	1.2
Bisexual	0.2	0.2	0.8
Heterosexual	39.3	48.4	93.4
Prefer not to say	4.2	4.6	4.1
Other	N/A	0.1	0.5
Unknown	54.7	44.9	N/A

*ONS data

Lewisham Council Staff Representation by Sexual Orientation



Newham	76%
Tower Hamlets	75%
Croydon	68%
Lewisham	55%
Islington	51%
Haringey	40%
Hammersmith and Fulham	39%
Westminster	38%
Hackney	31%
Camden	18%
Barking and Dagenham	13%
Kensington and Chelsea	6%
Richmond	4%

Further work is planned as part of the data migration to the new HR system in the next 6 months.

When the system goes live in 2018, all employees will be asked to review their personal status.

Sexual Orientation disclosure rates by London Councils



% of candidates	Applicants	Interviewed	Offered	Hired
Lesbian or Gay	2.0	2.4	1.9	1.9
Bisexual	0.9	0.8	0.8	0.4
Heterosexual	87.5	83.3	79.0	80.7
Unknown/PNTS	9.6	13.4	18.2	17.1

Lewisham Council Staff Recruitment by Sexual Orientation



Sexual Orientation	No	%
Lesbian or Gay	5	2.7
Bisexual	2	1.1
Heterosexual	102	54.8
Prefer Not to Say	7	3.8
Unknown	70	37.6

- There were 186 leavers (non schools) during the last financial year.
- 62% of the workforce declared their sexual orientation when they left Lewisham.
- 3.8% of all leavers during 2016/17 identified as LGB.

Lewisham Council Staff Leavers by Sexual Orientation



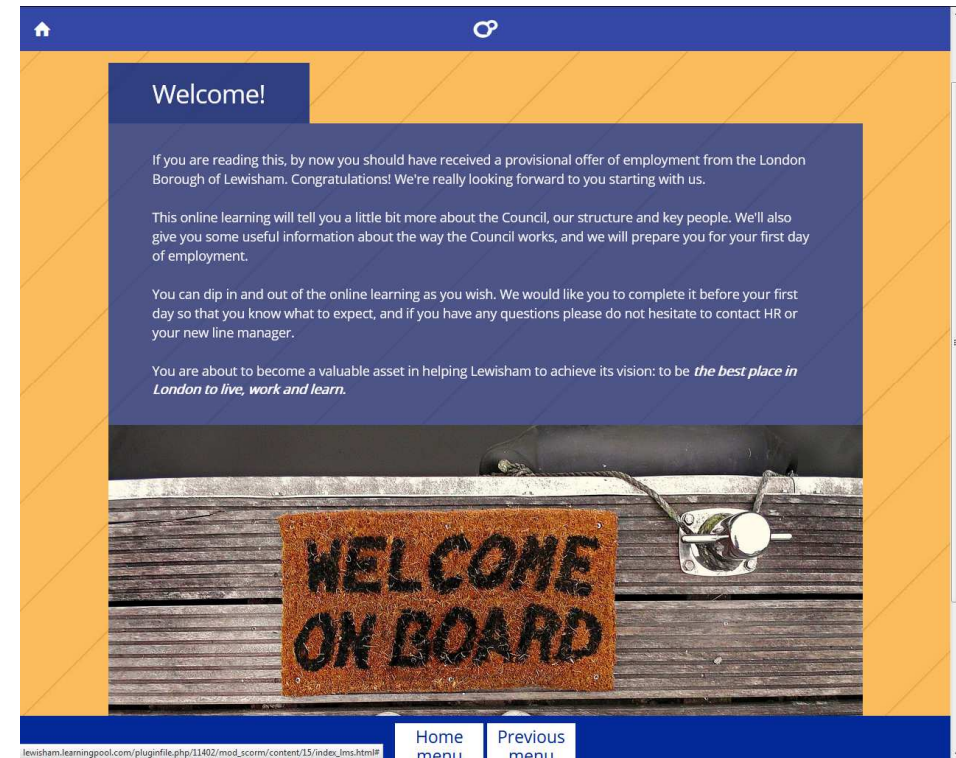
- Regular meetings
- Representation at Lewisham events
- New members attending meetings and active in the Forum and their service areas
- Stronger links with HR
- The Rainbow Flag has been raised to mark National Coming Out Day as well as throughout LGBT History Month
- Partners from Met Police and Metro Centre have initiated a public LGBT Forum which staff forum has supported from the outset
- Involved in the Lewisham/Public Health End of Life Care review
- Supporting Polari Literary Festival in Lewisham Library in September 2017
- Next steps will include generating ideas, e.g. agreeing plans for the next 2-3 years



LGBT Staff forum



- Formerly 'Welcome to Lewisham', a new induction was launched in July 2017.
- New starters are sent an invitation to an online module before starting.
- The online module invites new employees to join staff forums, including the LGBT group.
- A new face to face coffee with the Mayor session is held every other month for new employees. Representatives from the LGBT forum and other groups are invited to these sessions to meet new employees.



Onboarding



- Reviewing the specific Equality and Diversity offer.
- Delivered on a needs basis to teams and individuals.
- No LGBT related grievances, discipline or tribunal cases in the last 3 years in Lewisham.
- No leavers in the last 3 years have cited LGBT issues as a reason to leave Lewisham.
- Online courses:
 - Equality and Diversity – an Overview
 - Equality and Diversity
 - Equality Impact Assessments
 - Respecting Diversity: Sexual Orientation
- More online and face to face interventions being developed as part of the core management programme; equalities is thematic within other training content.