

# STONEWALL WORKPLACE EQUALITY INDEX 2022

## ACTION PLANNING

# HOW TO USE THIS PLANNING DOCUMENT

This is a document for you to use to help you. We've given a suggested format, but it might be that this doesn't work for your organisation, context or working preferences. Customise to your heart's content!

Write in as formal or informal style as you like. Use this to make notes, scribble down ideas, or include links.

The key way to use this document is to track changes that you want to make and that you think you're able to implement. We've included a short example, but your benchmarker will support you to develop a richer, more nuanced action plan to progress LGBTQ+ inclusion in your workplace

## Example Plan

Action	Evidence for Action	Best Practice	Person Responsible	Resources & Support	Target Completion
Consult the Pride Network on adding a bi rep	Question 3.1 A Less than ¼ of bi staff felt included	Have a position on the network committee to represent bi issues	WO	Send ToR from similar networks with a rep	May 2022
Revise induction training slides	Questions 2.5 B, C & D Staff feedback from last quarter	Give examples of discrimination on basis of biphobia, transphobia & multiple bases & practical routes to challenge if seen	TW	Use Stonewall resource library Links up with sector colleagues	June 2022(?)
Present analysis of LGBT pay gap	Question 6.5	Analyse by orientation, gender (including non-binary!) & trans status separately	WO	Use Stonewall resource library	Next board – May 2022



# PLANNER

Action	Evidence for Action	Best Practice	Person Responsible	Resources & Support	Target Completion

**From:** [REDACTED]@stonewall.gov.uk  
**Sent:** Tuesday, July 18, 2023 9:13 AM  
**To:** [REDACTED]@cheshirefire.gov.uk; [REDACTED]@cheshirefire.gov.uk;  
**Subject:** Resources for today's meeting

Hi both,

I hope you're well. 😊

Looking forward to seeing you later. Attached are some resources for our benchmarking meeting.

I have attached the staff feedback questionnaire and Stonewall's action planning template which may be helpful to use to jot down ideas in the meeting. I have also attached your report. You will notice that the feedback summaries are missing from your report. This is because there has been a delay internally with getting it signed off due to illness creating a lack of capacity within our team. Apologies for this, I will send you the full report as soon as I receive it back from them, which won't be long.

Any questions before the meeting later please do let me know.

Best wishes,  
[REDACTED]

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**From:** [REDACTED]@stonewall.gov.uk  
**Sent:** Tuesday, July 25, 2023 3:19 PM  
**To:** [REDACTED]@cheshirefire.gov.uk;  
**Subject:** CFRS report

Hi [REDACTED]

Here is your report. Hope you're having a good week. 😊

Best wishes,  
[REDACTED]



STONEWALL  
WORKPLACE  
EQUALITY INDEX 2023

STAFF FEEDBACK  
QUESTIONNAIRE

CHESHIRE FIRE AND  
RESCUE SERVICE



# SUMMARY

Thank you to everyone at Cheshire Fire and Rescue Service for participating in this year's Staff Feedback Questionnaire.

We run the questionnaire each year to make sure that the voices of LGBTQ+ employees are heard in the Workplace Equality Index. We asked your colleagues about key indicators of inclusion in your workplace – examining both LGBTQ+ and non-LGBTQ+ employee experiences, opinions and attitudes.

There's no substitute for direct staff feedback when developing a workplace inclusion strategy.

Below is an overall table of the respondents from Cheshire Fire and Rescue Service. We have listed the total number of respondents in each group. Some numbers may not add up to the total number of respondents, as we have excluded respondents who selected 'prefer not to say' in response to questions around their identities. We have shown the percentage of respondents in each group who agreed with the statement 'I feel able to be myself in the workplace'.

	Respondent group	Number of respondents	Agree that 'I feel able to be myself in the workplace'
All	All	77	90%
	LGBTQ+	12	92%
	Non-LGBTQ+	65	89%
Gender	LGBTQ+ men	†	†
	Non-LGBTQ+ men	34	91%
	Non-binary people	†	†
	LGBTQ+ women	†	†
	Non-LGBTQ+ women	28	96%
Trans identity	Trans	†	†
	Not trans	71	93%
Sexual orientation	Bi	†	†
	Gay or lesbian	†	†
	Heterosexual/straight	60	93%
Disability	Disabled LGBTQ+ people	†	†
	Non-disabled LGBTQ+ people	†	†
	Disabled non-LGBTQ+ people	†	†
	Non-disabled non-LGBTQ+ people	60	93%
Ethnicity	BAME/PoC LGBTQ+ people	†	†
	White LGBTQ+ people	12	92%
	BAME/PoC non-LGBTQ+ people	†	†
	White non-LGBTQ+ people	60	93%

	Respondent group	Number of respondents	Agree that 'I feel able to be myself in the workplace'
Region	LGBTQ+ people who work most days outside the region where Cheshire Fire and Rescue Service is headquartered	†	†
	LGBTQ+ people who work most days in the region where Cheshire Fire and Rescue Service is headquartered	11	91%
	Non-LGBTQ+ people who work most days outside the region where Cheshire Fire and Rescue Service is headquartered	†	†
	Non-LGBTQ+ people who work most days in the region where Cheshire Fire and Rescue Service is headquartered	63	90%
Religion	LGBTQ+ people who are religious	†	†
	LGBTQ+ people who are not religious	†	†
	Non-LGBTQ+ people who are religious	34	91%
	Non-LGBTQ+ people who are not religious	26	96%

† We cannot report numbers of respondents fewer than ten, in order to protect anonymity of respondents.

## Part one: the overall picture

LGBTQ+ experiences

LGBTQ+ allyship

Visibility of commitment to equality

## Part two: underrepresented and marginalised LGBTQ+ groups

Bi experiences & allyship

Trans & non-binary experiences & allyship

BAME/PoC LGBTQ+ experiences & allyship

LGBTQ+ people with disabilities experiences & allyship

## Part three: in focus

Bullying, harassment & discrimination

Internal communications & events

Leadership



LGBT employee group









Monitoring









Training

**Part four: understanding the data**











# LGBTQ+ EXPERIENCES











I feel able to be myself in the workplace

Respondents	Cheshire Fire and Rescue Service	Emergency Services	Headquartered in England: North West
All	90%		
LGBTQ+	92%		
Non-LGBTQ+	89%		
LGBTQ+ vs. non-LGBTQ+	-3%		

Respondents	Cheshire Fire and Rescue Service	Top 10	Top 100
All	90%		
LGBTQ+	92%		
Non-LGBTQ+	89%		
LGBTQ+ vs. non-LGBTQ+	-3%		

LGBTQ+ staff say that...





Question	Cheshire Fire and Rescue Service	Emergency Services	Headquartered in England: North West
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	92%		
I have experienced barriers to career progression in my workplace because I am LGBTQ+	33%		
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	50%		
I feel comfortable expressing my LGBTQ+ identity at work to managers/senior colleagues	58%		
I feel comfortable expressing my LGBTQ+ identity at work to customers/clients/service users	25%		





Question	Cheshire Fire and Rescue Service	Top 10	Top 100
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	92%		
I have experienced barriers to career progression in my workplace because I am LGBTQ+	33%		
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	50%		
I feel comfortable expressing my LGBTQ+ identity at work to managers/senior colleagues	58%		
I feel comfortable expressing my LGBTQ+ identity at work to customers/clients/service users	25%		













# LGBTQ+ ALLYSHIP











Non-LGBTQ+ staff say that...

Question	Cheshire Fire and Rescue Service	Emergency Services	Headquartered in England: North West
I support LGBTQ+ equality in the workplace	94%		
I understand why my employer is committed to LGBTQ+ equality in the workplace	89%		

Question	Cheshire Fire and Rescue Service	Top 10	Top 100
I support LGBTQ+ equality in the workplace	94%		
I understand why my employer is committed to LGBTQ+ equality in the workplace	89%		

I understand how to be an ally to...







Question	Cheshire Fire and Rescue Service	Emergency Services	Headquartered in England: North West
Lesbian and gay people	78%		
Bi people	78%		
Trans people	77%		
Non-binary people	75%		
Average	77%		







Question	Cheshire Fire and Rescue Service	Top 10	Top 100
Lesbian and gay people	78%		
Bi people	78%		
Trans people	77%		
Non-binary people	75%		
Average	77%		

# VISIBLE COMMITMENT TO EQUALITY

This section looks at the visibility of the key mechanisms for improving LGBTQ+ people's experiences.

**Employees say that...**

Question or Aggregation	Cheshire Fire and Rescue Service	Emergency Services	Headquartered in England: North West
My organisation has an LGBT or LGBTQ+ employee network group	90%		
I am aware that my organisation is a member of Stonewall's Diversity Champion scheme	88%		
Senior leaders demonstrate visible commitment to lesbian and gay, bi, trans and non-binary equality	84%		

Question or Aggregation	Cheshire Fire and Rescue Service	Top 10	Top 100
My organisation has an LGBT or LGBTQ+ employee network group	90%		
I am aware that my organisation is a member of Stonewall's Diversity Champion scheme	88%		
Senior leaders demonstrate visible commitment to lesbian and gay, bi, trans and non-binary equality	84%		



# BI EXPERIENCES & ALLYSHIP

## Experiences at work

Question	Bi respondents	Gay or lesbian respondents	Heterosexual/straight respondents
I feel able to be myself in the workplace	†	†	93%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	†	†	n/a
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	†	†	n/a
Senior managers demonstrate visible commitment to bi equality	†	†	88%

## Experiences of the LGBT employee network group

Question	Bi respondents	Gay or lesbian respondents	Heterosexual/straight respondents
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	†	†	37%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	†	†	83%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	†	†	78%



## Bi Allyship

Question	All gay, lesbian or heterosexual/straight respondents	Gay or lesbian respondents	Heterosexual/straight respondents
I understand how to be an ally to bi colleagues	84%	†	82%
I understand how to be an ally to lesbian and gay colleagues, and not bi colleagues†	0%	†	0%

† This aggregates respondents who agreed that they understand how to be an ally to lesbian and gay colleagues, but did not agree that they understand how to be an ally to bi colleagues

# TRANS & NON-BINARY EXPERIENCES & ALLYSHIP

Here we're looking at the experiences of trans and non-binary staff. For the purpose of this analysis, the trans group includes all respondents who said they are trans and the non-binary group includes all respondents who said they are non-binary or use another term (other than male or female) to describe their gender. There's a lot of overlap between these two groups: across all entrants, most respondents who said they are non-binary also said they are trans. Stonewall generally uses 'trans' as an umbrella term that includes non-binary staff. However, here, we've broken things down a bit differently to give a more nuanced insight, separating the experiences of trans and non-binary people.

## Experiences at work

Question	Non-binary respondents	Trans respondents	Not trans or non-binary respondents
I feel able to be myself in the workplace	†	†	93%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	†	†	n/a
I feel comfortable expressing my LGBTQ+ identity at work to colleagues	†	†	n/a
Senior managers demonstrate visible commitment to trans equality	n/a	†	89%
Senior managers demonstrate visible commitment to non-binary equality	†	n/a	89%

## Experiences of the LGBT employee network group

Question	Non-binary respondents	Trans respondents	Not trans or non-binary respondents
Over the past year I have taken part in LGBT or LGBTQ+ employee network group	†	†	41%



Question	Non-binary respondents	Trans respondents	Not trans or non-binary respondents
activities, events, initiatives or seminars			
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	†	†	81%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	†	†	77%

### Trans and non-binary allyship

Question	Non-binary colleagues	Trans colleagues
I understand how to be an ally to...	79%	80%
I understand how to be an ally to lesbian and gay colleagues and/or bi colleagues, and not...†	3%	1%

† This aggregates staff who agreed they were able to be allies to lesbian and gay colleagues, and/or able to allies to bi colleagues, and did not agree they were able to be allies to trans colleagues or non-binary colleagues respectively.



# BAME/POC LGBTQ+ PEOPLE'S EXPERIENCES & ALLYSHIP

In this section, we examine the experiences of BAME/PoC respondents (all respondents who selected an Arab, Asian or Asian British, Black or Black British, or mixed ethnicity option) and white respondents (all respondents who selected a white ethnicity option).

## Experiences at work

Question	LGBTQ+ BAME/PoC People	LGBTQ+ White People	Non-LGBTQ+ BAME/PoC People	Non-LGBTQ+ White People
I feel able to be myself in the workplace	†	92%	†	93%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	†	92%	n/a	n/a
I have experienced barriers to career progression in my workplace because I am LGBTQ+	†	33%	n/a	n/a

## Experiences of the LGBT employee network group

Question	LGBTQ+ BAME/PoC People	LGBTQ+ White People
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	†	58%
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	†	83%
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	†	92%
The LGBTQ+ network in my organisation is inclusive of my LGBTQ+ identity and the other identities I hold	†	92%





# DISABLED LGBTQ+ PEOPLE'S EXPERIENCES & ALLYSHIP

## Experiences at work

Question	Disabled LGBTQ+ People	Non-disabled LGBTQ+ People	Disabled Non-LGBTQ+ People	Non-Disabled Non-LGBTQ+ People
I feel able to be myself in the workplace	†	†	†	93%
The workplace culture in my organisation is inclusive of me as an LGBTQ+ person	†	†	n/a	n/a
I have experienced barriers to career progression in my workplace because I am LGBTQ+	†	†	n/a	n/a







## Experiences of the LGBT employee network group







Question	Disabled LGBTQ+ People	Non-disabled LGBTQ+ People
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	†	†
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	†	†
The LGBT or LGBTQ+ employee network group is welcoming of all LGBTQ+ employees	†	†
The LGBTQ+ network in my organisation is inclusive of my LGBTQ+ identity and the other identities I hold	†	†

# BULLYING, HARASSMENT & DISCRIMINATION

This section may relate to section 1 (policies and benefits) and section 2 (the employee lifecycle) of the employer submission of the Workplace Equality Index.

## LGBTQ+ people's experiences





Question	Cheshire Fire and Rescue Service	Emergency Services	Headquartered in England: North West
In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because I am LGBTQ+	8%		
In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because I am LGBTQ+, multiple times	0%		
If I was a victim of bullying and harassment based on my LGBTQ+ identity, I would feel confident in reporting it to my employer	83%		

Question	Cheshire Fire and Rescue Service	Top 10	Top 100
In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because I am LGBTQ+	8%		
In my current workplace in the past year, I have experienced negative comments or conduct from colleagues at work because I am LGBTQ+, multiple times	0%		
If I was a victim of bullying and harassment based on my LGBTQ+ identity, I would feel confident in reporting it to my employer	83%		















**I would feel confident challenging inappropriate behaviour and discrimination towards LGBTQ+ people in the workplace**

Question	Cheshire Fire and Rescue Service	Emergency Services	Headquartered in England: North West
All	91%		
Non-LGBTQ+	91%		

Question	Cheshire Fire and Rescue Service	Top 10	Top 100
All	91%		
Non-LGBTQ+	91%		

**Reporting inappropriate behaviour and discrimination towards LGBTQ+ people in the workplace**

Question or Aggregation	Cheshire Fire and Rescue Service	Emergency Services	Headquartered in England: North West
I know how to report	88%		
I would feel confident reporting	87%		
I know how to report and I would feel confident reporting	86%		

Question or Aggregation	Cheshire Fire and Rescue Service	Top 10	Top 100
I know how to report	88%		
I would feel confident reporting	87%		
I know how to report and I would feel confident reporting	86%		











# INTERNAL COMMUNICATIONS & EVENTS

This section may be relevant to section 3 (LGBT employee network group) and section 4 (empowering individuals) of the employer submission of the Workplace Equality Index.

**Through internal communications and events, my employer provides opportunities to learn about...**

Sub question	All staff	LGBTQ+ staff	Non-LGBTQ+ staff
Lesbian and gay identities and experiences	88%	100%	86%
Bi identities and experiences	88%	100%	86%
Trans identities and experiences	90%	100%	88%
Non-binary identities and experiences	86%	92%	85%
How people's LGBTQ+ identities and experiences interact with other aspects of their identities e.g. their faith, age or ethnicity	73%	75%	72%
Average	85%	93%	83%

**Through internal communications and events, my employer provides opportunities to learn about...**

Sub question	Cheshire Fire and Rescue Service	Emergency Services	Headquartered in England: North West
Lesbian and gay identities and experiences	88%		
Bi identities and experiences	88%		
Trans identities and experiences	90%		
Non-binary identities and experiences	86%		
How people's LGBTQ+ identities and experiences interact with other aspects of	73%		



Sub question	Cheshire Fire and Rescue Service	Emergency Services	Headquartered in England: North West
their identities e.g. their faith, age or ethnicity			

Sub question	Cheshire Fire and Rescue Service	Top 10	Top 100
Lesbian and gay identities and experiences	88%		
Bi identities and experiences	88%		
Trans identities and experiences	90%		
Non-binary identities and experiences	86%		
How people's LGBTQ+ identities and experiences interact with other aspects of their identities e.g. their faith, age or ethnicity	73%		

# LEADERSHIP

This section may be relevant to section 5 (leadership) of the employer submission of the Workplace Equality Index.

## Senior Managers demonstrate visible commitment to...

Sub question	All staff	LGBTQ+ staff	Non-LGBTQ+ staff	Staff with this identity
Lesbian and gay equality	83%	83%	83%	†
Bi equality	84%	83%	85%	†
Trans equality	84%	83%	85%	†
Non-binary equality	84%	83%	85%	†
Average	84%	83%	85%	†

## Senior Managers demonstrate visible commitment to...

Sub question	Cheshire Fire and Rescue Service	Emergency Services	Headquartered in England: North West
Lesbian and gay equality	83%		
Bi equality	84%		
Trans equality	84%		
Non-binary equality	84%		
Average	84%		









Sub question	Cheshire Fire and Rescue Service	Top 10	Top 100
Lesbian and gay equality	83%		
Bi equality	84%		
Trans equality	84%		
Non-binary equality	84%		
Average	84%		











# LGBTQ+ NETWORK GROUP









This may be relevant to section 3 (LGBTQ+ employee network group) of the employer submission of the Workplace Equality Index.









## LGBTQ+ People's Experiences

Question	Cheshire Fire and Rescue Service	Emergency Services	Headquartered in England: North West
My organisation has an LGBT or LGBTQ+ employee network group	100%		
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	58%		
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	100%		
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	83%		

Question	Cheshire Fire and Rescue Service	Top 10	Top 100
My organisation has an LGBT or LGBTQ+ employee network group	100%		
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	58%		
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	100%		
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	83%		

## Non-LGBTQ+ People's Experiences

Question	Cheshire Fire and Rescue Service	Emergency Services	Headquartered in England: North West
My organisation has an LGBT or LGBTQ+ employee network group	88%		
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	37%		
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	75%		
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	80%		









Question	Cheshire Fire and Rescue Service	Top 10	Top 100
My organisation has an LGBT or LGBTQ+ employee network group	88%		
Over the past year I have taken part in LGBT or LGBTQ+ employee network group activities, events, initiatives or seminars	37%		
I am aware of the activities the LGBT or LGBTQ+ employee network group undertakes	75%		
I would feel confident approaching my employer's LGBT or LGBTQ+ employee network group for confidential support or advice	80%		









# MONITORING

This may be relevant to section 6 (monitoring) of the employer submission of the Workplace Equality Index.

**I would feel confident disclosing my LGBTQ+ identity to my employer on a monitoring form**

Respondents	Cheshire Fire and Rescue Service	Emergency Services	Headquartered in England: North West
All LGBTQ+	100%		
Bi	†		
Trans	†		
Non-binary	†		

Respondents	Cheshire Fire and Rescue Service	Top 10	Top 100
All LGBTQ+	100%		
Bi	†		
Trans	†		
Non-binary	†		

# TRAINING

This section may be relevant to section 2 (the employee lifecycle) of the employer submission of the Workplace Equality Index.

**Regarding colleagues who are...**

Sub question	Lesbian and gay	Bi	Trans	Non-binary
My employer provides training or resources on how to be an ally to...	86%	84%	86%	81%
I have accessed the training or resources on how to be an ally to...	60%	57%	57%	53%
As a result of the training, I feel confident being an ally to...	57%	53%	53%	49%

**As a result of the training, I feel confident being an ally to...**

Sub question	Cheshire Fire and Rescue Service	Emergency Services	Headquartered in England: North West
Lesbian and gay people	57%		
Bi people	53%		
Trans people	53%		
Non-binary people	49%		
Average	53%		

Sub question	Cheshire Fire and Rescue Service	Top 10	Top 100
Lesbian and gay people	57%	46%	41%
Bi people	53%	42%	36%
Trans people	53%	42%	37%
Non-binary people	49%	37%	32%
Average	53%	42%	37%



# UNDERSTANDING THE DATA

Collecting and analysing data from such a diverse population as employees across the UK is a challenge. We've included a few methodological notes to explain how we've reported the data.

The survey was open between August and November 2022. The survey is hosted by our provider, SnapSurvey. Whilst we created the survey and collect responses, we rely on you at Capital One UK to distribute it to your employees. We provide a unique link for each entrant who chooses to take part in the Staff Feedback Questionnaire, and send it to them.

As Stonewall is not responsible for distributing the survey to respondents, we cannot verify that this data is representative. Some of these samples are small, and so can be unreliable. To make the most of this analysis, we would encourage you to compare it against your internal monitoring and staff satisfaction data, and against the size of your workforce.

Almost all of our question response protocols are categorical (yes, no or unsure), or on a Likert scale (strongly agree, agree, neither agree nor disagree, disagree, strongly disagree). Where we analyse responses from a categorical response protocol, we report statistics based on 'yes' responses. Where we analyse responses from a Likert scale response protocol, we report statistics based on respondents who gave either 'strongly agree' or 'agree' responses. Questions in the format of "I am comfortable expressing my LGBTQ+ identity to..." report based on respondents saying 'All'.

We don't report on respondents who say they 'prefer not to say', and we round percentages to the nearest whole number. This means that percentages may not sum to 100%. We never report back on groups of respondents smaller than ten, in order to protect the anonymity of respondents. Where you can see '+' symbols, it indicates that the group of respondents was smaller than ten, so we couldn't include the analysis in this report.

STONEWALL  
WORKPLACE  
EQUALITY INDEX 2023

FEEDBACK REPORT

CHESHIRE FIRE AND  
RESCUE SERVICE

**Stonewall**





# INTRODUCTION

**Thank you for participating in the Stonewall Workplace Equality Index 2023.**

**Whether you're taking your first steps on your inclusion journey or have been entering the Index for many years, you should be proud of your efforts to build a workplace where LGBTQ+ staff can be ourselves.**

**We should not underestimate the power of inclusive workplaces. After all, many of us spend most of our time at work. If we have to hide who we are, and watch what we say, it can take an enormous personal toll and hold us back from fulfilling our true potential.**

**Creating an environment where we can all feel comfortable will make your workplace a safer, better and friendlier place for everyone and help your colleagues be proud of who they are.**

**Our movement has made many strides towards LGBTQ+ equality in employment over the last 30 years, but we know there's still further to go. Thank you for joining us in that journey.**

At Stonewall, we stand for lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people everywhere. We imagine a world where all LGBTQ+ people are free to be ourselves and can live our lives to the full. We support workplaces to create environments where LGBTQ+ people feel safe, welcomed and free to be themselves.

There are many benefits to developing an inclusive workplace. When people are able to be themselves, they can spend more of their energy on their work and thrive in their roles. Diverse and inclusive teams can also lead to better innovation, collaboration and decision making. Your proven commitment to inclusion can also help make your organisation attractive to the top LGBTQ+ talent and allies, improving the success of your recruitment and staff retention. And, simply, LGBTQ+ inclusion is the right thing to do.

The Workplace Equality Index is designed to help you understand the progress of your inclusion work on a deeper level. It shows you where you have good practice in place, and where you may need to direct more focus to support your LGBTQ+ employees.

In this report, we explain your Workplace Equality Index results and show how you compare to other organisations. In each section we also share feedback to help you decide what next steps to take.

# RESULTS AND SCORE SUMMARY

Cheshire Fire and Rescue Service ranked 5<sup>th</sup> with a score of 143 out of 200  
Cheshire Fire and Rescue Service is in the Top 100 Workplace Equality Index  
2023 entrants

Cheshire Fire and Rescue Service has been awarded a Gold Award

The Workplace Equality Index is split into eight sections:

Section	Marks awarded	Marks claimed	Marks available	Marks claimed but not awarded
1) Policies and benefits	15.5	17	17	1.5
2) The employee lifecycle	17	22	22	5
3) LGBTQ+ employee network group	18.5	21	26	2.5
4) Empowering individuals	13	14	20	1
5) Leadership	10	17	18	7
6) Monitoring	13	16.5	20	3.5
7) Supply chain	9	11	17	2
8) External engagement and service delivery	29	31	40	2
Staff feedback questionnaire	18	20	20	2



# ORGANISATIONAL CONTEXT

Stonewall has more than 20 years of experience helping to build inclusive workplaces. In that time, we've supported thousands of organisations to create environments that can attract, retain and nurture the best LGBTQ+ talent. We offer guidance on LGBTQ+ inclusion, which workplaces adapt to work for them.

Many different types of organisations enter the Workplace Equality Index and achieve top results. Entrants come from the public, private and third sectors and represent many different industries. Participants operate and are headquartered in all parts of the UK, including Wales, Scotland, Northern Ireland and England. And the size of participants varies too – from organisations with a few hundred staff to organisations to organisations with tens of thousands of staff.

We know these different contexts mean that organisations face different opportunities and challenges, whether that's to do with their budget, regulatory frameworks, or the nature of the work they do.

Though the index is designed suit this full range of workplaces, we aim to share insights into your performance compared to similar organisations and tailor our feedback to fit your context.

**Cheshire Fire and Rescue Service ranked 2<sup>nd</sup> in the Public Sector**

**Cheshire Fire and Rescue Service ranked 1<sup>st</sup> in the Emergency Services Sector**

**Cheshire Fire and Rescue Service ranked 2<sup>nd</sup> amongst organisations with 500-1500 employees**

**Cheshire Fire and Rescue Service ranked 1<sup>st</sup> amongst employers headquartered in the North-West of England**

**Cheshire Fire and Rescue Service ranked 4<sup>th</sup> amongst employers that operate in the North-West of England**

# MARGINALISED AND UNDER-REPRESENTED LGBTQ+ GROUPS

This section focuses on those within our community whose stories and experiences are often less represented in LGBTQ+ inclusion work.

Bi erasure and biphobia are real problems. They create a culture of stigmatisation, and many bi people are still wary about being open about their bi identity in the workplace.

Transphobic discrimination, including against non-binary people, is an area of concern for many workplaces, with staff feeling scared and unable to be their authentic selves around colleagues.

We all have multiple facets of our identities, and many of us experience different forms of marginalisation and discrimination, such as racism and ableism. These experiences also affect many LGBTQ+ people at work. Tackling one form of marginalisation requires tackling them all: ending misogyny and making work welcoming for people of faith, for example, are important for making sure all LGBTQ+ people feel welcome.

By breaking down this data, we aim to show you how you are progressing with work that specifically addresses the needs of these groups.

**Cheshire Fire and Rescue Service scored 36.5 on questions specific to marginalised or underrepresented LGBTQ+ identities**

**Cheshire Fire and Rescue Service scored 5 on questions specific to bi inclusion**

**Cheshire Fire and Rescue Service scored 29.5 on questions specific to trans inclusion**

**Cheshire Fire and Rescue Service scored 14.5 on questions specific to non-binary inclusion**

**Cheshire Fire and Rescue Service scored 1.5 on questions specific to inclusion of LGBTQ+ people who experience multiple forms of marginalisation**



# SECTION ONE: POLICIES AND BENEFITS

This section is about your workplace policies and benefits. We ask about a range of your policies, including those on anti-discrimination, family leave and trans inclusion. We also ask about your workplace facilities and health-related support you may provide.

To ensure your policies provide clarity and support to all LGBTQ+ staff, we review the language and content included within them.

Entrant	Marks awarded	Marks claimed	Marks claimed, not awarded	Marks available
Cheshire Fire and Rescue Service	15.5	17	1.5	17
Average: Public Sector				
Average: Emergency Services				
Average: Headquartered in the North-West of England				
Average: 500-1500 employees				
Average: Top 10				
Average: Top 100				

Strong policies and benefits are the foundation of an inclusive workplace. Having explicitly LGBTQ-inclusive policies helps ensure there are no obstacles for LGBTQ+ staff accessing the benefits and support they're entitled to.

You have a really strong policy against discrimination, bullying and harassment in place. Your policy includes clear examples of these behaviours on the basis of homophobia, biphobia, and transphobia, which can support individuals to accurately identify and understand the different forms these behaviours can take. You also have a clear commitment in place to introduce gender neutral facilities across all sites, which will help maximise the impact of your ongoing work towards trans and non-binary inclusion.

It's great that you have a trans inclusion policy in place to support your trans staff. We would recommend including more information about how this policy applies to non-binary people. This is an important way to signal your commitment to supporting all trans people and meet the specific needs of non-binary staff.

Your transitioning at work guidance is also thorough, covering a range of useful areas.



















We recommend ensuring that your family leave policies provide clarity of access to all eligible employees, including LGBTQ+ employees. You can achieve this by using additive language ('this applies to [women/men] and other employees who [...]'), gender neutral or gender inclusive language ('all employees who [...]') or second person language ('you').

It's great to hear that you welcome feedback on your policies from the networks. Proactively communicating this to staff will help them feel more confident to share suggestions. One way to do this is including a line at the start of each policy welcoming feedback and sharing details of a team to contact.

## SECTION TWO: THE EMPLOYEE LIFECYCLE

This section is about the journey of employees within your organisation. We look at each stage of the lifecycle, including recruitment, onboarding and training, ongoing communications and support, and exit processes.

For each stage, we review your work to support LGBTQ+ employees and allies to build an inclusive culture.

Entrant	Marks awarded	Marks claimed	Marks claimed, not awarded	Marks available
Cheshire Fire and Rescue Service	17	22	5	22
Average: Public Sector				
Average: Emergency Services				
Average: Headquartered in the North-West of England				
Average: 500-1500 employees				
Average: Top 10				
Average: Top 100				



From their first interactions with Cheshire Fire and Rescue Service, it's important that LGBTQ+ staff feel welcome and all staff understand what's expected of them.

In the last year you've done a great job attracting LGBTQ+ talent to your organisation, for example through including inclusive statements in all of your job packs and pages. You've also got some good training in place to support employees with recruitment responsibilities to carry out inclusive recruitment.

When new employees join your organisation, it's great to see you provide explicit statements on your commitment to LGBTQ+ inclusion and information on your LGBTQ+ staff network. It's good to see that non-binary staff can have their identities recognised on your systems, through providing gender neutral title options. You are also doing some very strong work in ensuring that staff can have contributions to LGBTQ+ inclusion recognised during the appraisal process.

You have training in place to ensure your employees understand and comply with your discrimination, bullying and harassment policy. This supports your staff to understand their workplace rights and identify inappropriate conduct. As a next step, we would suggest including specific examples of biphobic, homophobic and transphobic bullying and harassment. This helps bring your policies to life and support staff to identify these behaviours when they happen. Examples are most effective when they relate to day-to-day scenarios in your workplace and sector.

It's great to hear that staff have a space in which they can share their experiences of discrimination. Providing a specific prompt within your exit interview process may more effectively encourage staff to share issues of discrimination (or other LGBTQ-related issues). This will give you better quality insights into issues facing LGBTQ+ staff in the workplace.

# SECTION THREE: LGBTQ+ EMPLOYEE NETWORK GROUP

This section is about your workplace LGBTQ+ Employee Network Group. This could be a formalised, stand-alone group or a specific LGBTQ+ strand of a wider Diversity and Inclusion group.

We review the support your group receives from the organisation, activities and support they offer LGBTQ+ staff and allies, and work they've done to ensure they're inclusive of all LGBTQ+ staff.

Entrant	Marks awarded	Marks claimed	Marks claimed, not awarded	Marks available
Cheshire Fire and Rescue Service	18.5	21	2.5	26
Average: Public Sector				
Average: Emergency Services				
Average: Headquartered in the North-West of England				
Average: 500-1500 employees				
Average: Top 10				
Average: Top 100				

LGBTQ+ employee network groups help to ensure that engagement around LGBTQ+ inclusion is consistent throughout the year, that LGBTQ+ employees have a safe space to come to and talk about the barriers they face at work, and that the voices of LGBTQ+ employees are raised to help drive change.

This year you have supported your staff network group in many effective ways, such as allocating a budget for network activity, providing a senior champion, and providing opportunities for network members to attend training and develop their skills. This is a great method of ensuring your network group succeeds at meeting its aims and objectives. It's also great to see that the network has a bi rep and a trans rep, to drive identity-specific workstreams.

Your network group is effectively driving change forward at Cheshire Fire and Rescue Service through consulting on policies and procedures, and providing confidential support to LGBTQ+ employees. You've also held some networking and awareness raising events throughout the year, covering LGBTQ+ identities. To develop further, you may want to consider running awareness raising events





















specifically for bi, trans and non-binary identities, as these are often less well understood.

You held some excellent intersectional events too, covering Black LGBTQ+ identities and LGBTQ+ mental health. It is great to see statements of inclusion for marginalised and underrepresented groups embedded into your network's terms of reference. To develop this excellent work even further, it may be helpful to consider a more targeted approach to the inclusion needs of specific identity groups within the network. This may include introducing a network-specific strategy focusing on groups currently underrepresented within your network.

## SECTION FOUR: EMPOWERING INDIVIDUALS

This section is about how you support LGBTQ+ staff and allies to stand up for inclusion and create change in your organisation.

We review how you support LGBTQ+ staff to become changemakers and share their experiences with others. We also look at the initiatives and resources you have in place to support all staff to step up as LGBTQ+ allies.

Entrant	Marks awarded	Marks claimed	Marks claimed, not awarded	Marks available
Cheshire Fire and Rescue Service	13	14	1	20
Average: Public Sector				
Average: Emergency Services				
Average: Headquartered in the North-West of England				
Average: 500-1500 employees				
Average: Top 10				
Average: Top 100				

We encourage all employers to create a work environment where LGBTQ+ employees are empowered to be visible advocates for change and all employees are supported to become better allies to their colleagues. The most inclusive

organisations provide specific training and programmes for LGBTQ+ employees, encouraging them to step up as visible role models and changemakers.

Personal stories are a really powerful way to build understanding across an organisation and you have shared some great examples of this. To build on this, we would recommend exploring how you can share workplace experiences from a wider range of LGBTQ+ staff. If you don't have many staff who are out at work or comfortable to share, then looking at other workplace experiences within your sector is good practice. This gives LGBTQ+ employees the opportunity to share the barriers they have faced and non-LGBTQ+ employees the opportunity to better understand the different experiences of their colleagues.

You have a robust range of allyship work in place, covering LGBTQ+ identities in depth. You also cover bi and trans specific allyship work, which helps employees to understand the specific ways they can support people who hold these identities. To develop this work further you might consider developing allyship work focusing on those who hold multiple marginalised identities, such as LGBTQ+ People of Colour.



# SECTION FIVE: LEADERSHIP

This section is about the work of leaders in your workplace to support LGBTQ+ inclusion.

We review how you support senior leaders to learn about LGBTQ+ inclusion, as well as visibility and support they give to your LGBTQ+ and activities. We also look at how expectations of inclusive leadership are built into recruitment and appraisal processes for all leaders.

Entrant	Marks awarded	Marks claimed	Marks claimed, not awarded	Marks available
Cheshire Fire and Rescue Service	10	17	7	18
Average: Public Sector				
Average: Emergency Services				
Average: Headquartered in the North-West of England				
Average: 500-1500 employees				
Average: Top 10				
Average: Top 100				

Visible senior champions play a crucial role in building an environment where LGBTQ+ employees can be themselves and reach their full potential. They can help set the culture of your organisation, use their influence to raise important issues, and make key decisions that impact the lives of LGBTQ+ employees.

It's great that you've set up a 'reverse mentoring' scheme where junior LGBTQ+ staff can directly share their experiences of your workplace. A good next step to support board and senior management employees to build their understanding of the issues affecting LGBTQ+ staff is sharing opportunities to attend events and seminars.

It's excellent to see senior leaders engaging with LGBTQ+ inclusion work through reviewing top-line monitoring reports and LGBTQ+ inclusion strategies. Your senior leaders have also issued a range of messages of equality throughout the year, including trans and bi specific messages. You also have senior leaders meeting regularly with the network group, attending external events and attending Pride.

It is fantastic that you have inclusion-based competencies at recruitment for all senior leaders and line managers. This will help ensure that your future leaders have a thorough understanding of diversity and inclusion work and its relevance to leadership. To develop further it would be great to see you introduce specific

inclusion-based objectives for senior leaders and line managers, to build on the great work you are already doing at the recruitment stage.

## SECTION SIX: MONITORING

This section is about how you use equalities data to understand the experiences of your LGBTQ+ staff and the progress of your inclusion work.

We review how you collect and use information about employees' sexual orientation, gender and trans status to understand experiences across staff recruitment, pay, and satisfaction. We also look at the initiatives you have in place to encourage LGBTQ+ staff to share this data with you.

Entrant	Marks awarded	Marks claimed	Marks claimed, not awarded	Marks available
Cheshire Fire and Rescue Service	13	16.5	3.5	20
Average: Public Sector				
Average: Emergency Services				
Average: Headquartered in the North-West of England				
Average: 500-1500 employees				
Average: Top 10				
Average: Top 100				

Collecting and analysing equalities monitoring data is helpful for understanding the experiences of LGBTQ+ staff and responding to their needs.



Your sexual orientation monitoring question currently captures lesbian, gay, and bi identities under one umbrella option. We would strongly recommend exploring whether lesbian, gay, and bi responses can be broken down into separate categories. This will allow you to get deeper insights into the different experiences of individual LGBTQ+ groups.

It's great that you have a 'prefer to self-describe' option when collecting information on gender identity, to support colleagues who identify as non-binary to list their gender. To develop further we would also recommend including a specific non-binary option here.

As you did not upload your report showing success rates for LGBTQ+ candidates from application to appointment, we were unable to award any marks.

# SECTION SEVEN: SUPPLY CHAINS

This section is about how LGBTQ+ inclusion is built into your supply chain or procurement processes.

We review how you encourage other organisations to advance their LGBTQ+ inclusion practices at all stages of the process, from tendering to engaging with existing suppliers.

Entrant	Marks awarded	Marks claimed	Marks claimed, not awarded	Marks available
Cheshire Fire and Rescue Service	9	11	2	17
Average: Public Sector				
Average: Emergency Services				
Average: Headquartered in the North-West of England				
Average: 500-1500 employees				
Average: Top 10				
Average: Top 100				

Ensuring that your supply chain processes are LGBTQ-inclusive helps advance equality beyond your four walls. It also helps prevent your staff and service users from experiencing discrimination in their interactions with your suppliers. You have some great practice in this area.

It's great to see that you ask potential suppliers if they have a diversity and inclusion policy, a transitioning at work policy, and bullying and harassment policies and procedures. This signals that you expect all suppliers to uphold your values of equality and inclusion.

You have a clear system in place for what happens if potential suppliers don't meet your standards for inclusion. You also include a slot in contract monitoring meetings to discuss issues around diversity and inclusion, which is good practice.

As a next step here, you could look at how you interact with existing suppliers to further LGBTQ+ inclusion. For example, you could consider holding joint training with your suppliers, or invite them to Firepride's events.



# SECTION EIGHT: EXTERNAL ENGAGEMENT

This section is about how you embed LGBTQ+ inclusion in your external-facing work.

We review how you ensure you meet the needs of your LGBTQ+ service users or customers, promote LGBTQ+ equality in your sector, and support the wider LGBTQ+ community.

Entrant	Marks awarded	Marks claimed	Marks claimed, not awarded	Marks available
Cheshire Fire and Rescue Service	29	31	2	40
Average: Public Sector				
Average: Emergency Services				
Average: Headquartered in the North-West of England				
Average: 500-1500 employees				
Average: Top 10				
Average: Top 100				

Engaging the public with your LGBTQ+ inclusion work is important for ensuring LGBTQ+ people feel supported and confident accessing your services. It's also an important way to further inclusion in your local communities and spread awareness of the great initiatives Cheshire Fire and Rescue are involved with.

It's great to see your support for Chester Pride and The Proud Trust. As a next step, you could look at supporting bi and trans specific initiatives.

It's good to see that you have run Equality Impact Assessments for your service users. You also formally consult with LGBTQ+ groups through your annual IRMP consultation process, and have a system in place to monitor LGBTQ+ related complaints should they come up, which is good practice.

Your training for frontline facing staff on supporting LGBTQ+ service users sounds thorough. Although you were awarded for it on this occasion, you didn't upload any evidence for this question. Please make sure to upload all relevant evidence next time.

Your use of social media is great, and you have supported LGBTQ+ equality campaigns such as Rainbow Laces and LGBT History Month in innovative ways.

Overall there is some fantastic work in this section.

## STAFF FEEDBACK QUESTIONNAIRE

The Staff Feedback Questionnaire is an anonymous survey that we ask Workplace Equality Index participants to share with all their employees. The results form part of your total score, alongside your main submission.

We ask respondents about their identities and experiences relating to inclusion in the workplace.

Entrant	Marks awarded	Marks eligible	Marks eligible, not awarded	Marks available
Cheshire Fire and Rescue Service	18	20	2	20
Average: Public Sector				
Average: Emergency Services				
Average: Headquartered in the North-West of England				
Average: 500-1500 employees				
Average: Top 10				
Average: Top 100				



# ABOUT THIS REPORT

This report is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at

Registered Charity No 1101255 (England and Wales) and SC039681 (Scotland)

Stonewall is proud to provide information, support and guidance on LGBTQ+ inclusion; working towards a world where we're all free to be. This does not constitute legal advice, and is not intended to be a substitute for legal counsel on any subject matter.

**From:** [REDACTED]@stonewall.org.uk  
**Sent:** 22 June 2023 11:19  
**To:** [REDACTED]@cheshirefire.gov.uk  
**Cc:** [REDACTED]@stonewall.org.uk  
**Subject:** Benchmarking meeting

Hi [REDACTED]

I hope you're well. 😊

I'm going to be delivering your benchmarking meeting this year due to capacity issues within the team. Would you like to send me some options for a 2-hour meeting that work for you over the next month or so?

Any questions please do let me know. Apologies it has taken us longer than usual to be in touch about this.

Best wishes,  
[REDACTED]

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**From:** [REDACTED]@cheshirefire.gov.uk  
**Sent:** 26 June 2023 09:24  
**To:** [REDACTED]@stonewall.org.uk  
**Cc:** [REDACTED]@stonewall.org.uk; [REDACTED]@cheshirefire.gov.uk  
**Subject:** RE: Benchmarking meeting

Hi [REDACTED] – good to hear from you.

[REDACTED] (our new [REDACTED]) and I could do any time next Wednesday (July 5), July 14 and July 18.

Thanks  
[REDACTED]

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**From:** [REDACTED]@stonewall.org.uk **Sent:** 29 June 2023 11:02  
**To:** [REDACTED]@cheshirefire.gov.uk; [REDACTED]@cheshirefire.gov.uk  
**Cc:** [REDACTED]@stonewall.org.uk  
**Subject:** RE: Benchmarking meeting

Hiya,

Shall we go for the 18<sup>th</sup> then? What time works best for you both? 😊

Best wishes,  
[REDACTED]



**From:** [REDACTED]@cheshirefire.gov.uk  
**Sent:** 29 June 2023 13:02  
**To:** [REDACTED]@stonewall.org.uk; [REDACTED]@cheshirefire.gov.uk  
**Cc:** [REDACTED]@stonewall.org.uk  
**Subject:** RE: Benchmarking meeting

Hi [REDACTED]

Could we do the 2.00pm that day please? I'll let you send us the meeting invitation 🙏

Thanks

[REDACTED]

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**From:** [REDACTED]@stonewall.org.uk  
**Sent:** 05 July 2023 18:16  
**To:** [REDACTED]@cheshirefire.gov.uk; [REDACTED]@cheshirefire.gov.uk  
**Cc:** [REDACTED]@stonewall.org.uk  
**Subject:** RE: Benchmarking meeting

Hi [REDACTED]

Absolutely! I'll send over an invite now. Apologies for not replying to you sooner, I have been unwell off work.

Best wishes,

[REDACTED]

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**From:** [REDACTED]@cheshirefire.gov.uk  
**Sent:** Wednesday, July 5, 2023 6:19 PM  
**To:** [REDACTED]@stonewall.org.uk; Rosie Saxon <Rosie.Saxon@cheshirefire.gov.uk>  
**Cc:** [REDACTED]@stonewall.org.uk  
**Subject:** RE: Benchmarking meeting

No problem at all [REDACTED] – sorry to hear you've been unwell.

**From:** [REDACTED]@Stonewall.org.uk>  
**Sent:** Friday, February 17, 2023 4:37 PM  
**To:** [REDACTED]@cheshirefire.gov.uk>  
**Subject:** Congratulations on the Workplace Equality Index

Hi [REDACTED]

I'm writing to you because you led on a submission to the Stonewall Workplace Equality Index 2023, which was ranked in our Top 100. We hope you enjoyed the launch of the Top 100 and are proud of your achievements this year.

We're inviting two members of staff from all Top 100 entrants to a celebration of your achievements. The reception is free-of-charge to Top 100 entrants, and will be held on Thursday 23<sup>rd</sup> March, from 6pm to 8pm at Macquarie, Ropemaker Place, 28 Ropemaker Street, London EC2Y 9HD

Sign up here: [REDACTED]

Thank you for your participation in the Workplace Equality Index, and we're looking forward to seeing many of you in March.

Yours,  
Stonewall Indices Team



**From:** [REDACTED]@stonewall.org.uk  
**Sent:** 15 February 2023 09:08  
**To:** [REDACTED]@cheshirefire.gov.uk  
**Subject:** Stonewall updates

Hi [REDACTED]

I do hope you're well.

It was good to meet recently and chat through your reasons for not wanting to continue with your membership at this time.

One of the things we followed up was that you had some feedback regarding your experiences with the Index and I discussed putting you in touch with [REDACTED] to have a conversation about this. [REDACTED] is on leave until 6<sup>th</sup> March, however I will absolutely be able to arrange a call sometime after this date, if it is something you are still interested in? I just wanted to let you know that there will be a short wait because of annual leave but I can absolutely arrange this.

Do let me know and I will ensure I get this booked in.

Best wishes

[REDACTED]

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**From:** [REDACTED]@cheshirefire.gov.uk  
**Sent:** 15 February 2023 13:23  
**To:** [REDACTED]@stonewall.org.uk  
**Subject:** RE: Stonewall updates

Hi [REDACTED]

Yes, I'd really value a conversation with [REDACTED]  
– I'm very happy to offer any feedback that can help Stonewall continue to thrive.

Here are some dates that work for me:

- anytime March 10
- anytime March 14 or 15
- before midday on March 16
- anytime March 22 or 23

Hopefully one of those suits [REDACTED]

Thanks

[REDACTED]

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**From:** [REDACTED]@cheshirefire.gov.uk  
**Sent:** 15 February 2023 14:53  
**To:** [REDACTED]@stonewall.org.uk  
**Cc:** [REDACTED]@cheshirefire.gov.uk  
**Subject:** RE: Stonewall updates  
**Importance:** High

Hi [REDACTED]

Very quick question ahead of tomorrow's WEI publication – and one I should have asked when we spoke – but we're just finalising our news release.

Are we able to say we're the top performing emergency service again this year? And/or the top performing public sector organisation (unlikely, I know)?

Many thanks

[REDACTED]

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**From:** [REDACTED]@stonewall.org.uk  
**Sent:** 15 February 2023 14:55  
**To:** [REDACTED]@cheshirefire.gov.uk  
**Cc:** [REDACTED]@cheshirefire.gov.uk  
**Subject:** RE: Stonewall updates

Hi [REDACTED]

No problem, just double checked these for you – first in emergency services, second in public sector. Hope that helps! Let me know if you need anything else

Best wishes

[REDACTED]

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**From:** [REDACTED]@cheshirefire.gov.uk  
**Sent:** Wednesday, February 15, 2023 2:59 PM  
**To:** [REDACTED]@stonewall.org.uk  
**Cc:** [REDACTED]@cheshirefire.gov.uk  
**Subject:** RE: Stonewall updates

Brilliant, thanks [REDACTED]



**From:** [REDACTED]@stonewall.org.uk  
**Sent:** 14 February 2023 11:36  
**To:** [REDACTED]@cheshirefire.gov.uk  
**Cc:** [REDACTED]@stonewall.org.uk  
**Subject:** Cheshire Fire & Rescue Service Diversity Champions - Renewal

Dear [REDACTED]

I hope that you and your team have been keeping well.

Thank you for working with us over the last year at Stonewall. I'm writing to invite you to renew your Diversity Champions membership.

It's been such a pleasure working with you and your colleagues at Cheshire Fire & Rescue Service this year, and I do hope you're able to renew your membership so that we can keep working together in the year ahead.

Your current Diversity Champions membership is overdue for renewal from 1 February 2023. Renewal will cost £2,575 + VAT. Please click the link below to ensure your membership continues and Cheshire Fire & Rescue Service doesn't lose:

- Access to good practice guides and resources
- Advice and support from our expert team
- Assistance with your Workplace Equality Index submission
- Priority discounted access to learning opportunities and events
- Stonewall Diversity Champion branding to show your commitment to LGBTQ+ inclusion

[Click here to renew your membership now](#)

If you have already completed this renewal form, thank you and we'll be in touch soon.

If you want to end your Diversity Champions membership, please email your account manager ahead of your renewal date for us to ensure your account and benefits are closed down in time.

If you have any questions, please email your account manager at [REDACTED]@stonewall.org.uk

All best wishes,  
The Diversity Champions Team

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**From:** [REDACTED]@cheshirefire.gov.uk  
**Sent:** 14 February 2023 12:21  
**To:** [REDACTED]@stonewall.org.uk  
**Cc:** [REDACTED]@stonewall.org.uk  
**Subject:** RE: Cheshire Fire & Rescue Service Diversity Champions - Renewal

Hello there

I emailed a few weeks ago to say that, with regret, we would not be renewing for 2023. I've had a call with [REDACTED] and [REDACTED] to explain.

Many thanks

██████████

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**From:** ██████████@stonewall.org.uk  
**Sent:** 16 February 2023 10:30  
**To:** ██████████@cheshirefire.gov.uk  
**Cc:** ██████████@stonewall.org.uk  
**Subject:** Re: Cheshire Fire & Rescue Service Diversity Champions - Renewal

Hi ██████████

Our apologies, you shouldn't have been included in the automatic emails which went out.  
██████████ will process this to avoid it happening again.

Best

██████████

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**From:** ██████████@cheshirefire.gov.uk  
**Sent:** Thursday, February 16, 2023 10:58 AM  
**To:** ██████████@stonewall.org.uk  
**Cc:** ██████████@stonewall.org.uk  
**Subject:** RE: Cheshire Fire & Rescue Service Diversity Champions - Renewal

No problem – it's no biggie 😊



**From:** [REDACTED]@stonewall.org.uk>  
**Sent:** Wednesday, February 8, 2023 3:21 PM  
**To:** [REDACTED]@cheshirefire.gov.uk>  
**Subject:** Stonewall Workplace Equality Index Results

## Stonewall Submit

Hi [REDACTED]

We're writing to you because you worked on a Stonewall Workplace Equality Index 2023 submission.

We have finished marking your submission and have sent your final results to the lead applicant, [REDACTED] at [REDACTED]@cheshirefire.gov.uk.

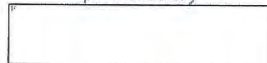
We know that sometimes emails can get caught in spam filters, or that lead applicants can move onto new roles, which is why making sure everyone who worked on the submission receives an additional notification. If no one at your organisation has received an email sharing your results, please respond to this email, at [REDACTED]@stonewall.org.uk, and we'll send you another copy of your notification.

Yours,

Stonewall Indices Team

You are receiving this email from [REDACTED]

[REDACTED]  
powered by



From: [REDACTED]@Stonewall.org.uk>

Sent: Wednesday, February 8, 2023 10:16 AM

To: [REDACTED]@cheshirefire.gov.uk>

Subject: EMBARGOED: Your Stonewall Workplace Equality Index 2023 Results

Hi [REDACTED]

I'm writing to you because you contributed to a Stonewall Workplace Equality Index 2023 submission. This email will share with you your score, rank and award.

Stonewall is Europe's largest charity for lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people. We champion and fight for the rights and inclusion of all LGBTQ+ people in every step of their lives. The Workplace Equality Index is a competitive tool that organisations can use to benchmark and measure their LGBTQ+ inclusion practices against other organisations.

Cheshire Fire and Rescue Service scored 143 out of 200 for your Workplace Equality Index submission. This means you ranked 5th. Cheshire Fire and Rescue Service has achieved a Gold award and is ranked amongst the Stonewall Top 100 Employers 2023.

Given your achievements, you may wish to celebrate with us on our public launch, the 16th of February. **Please note that your results are strictly embargoed until 00:01 GMT on the 16th of February.**

Here are links to your award press packs. They include your award logos, a template press release, and resources to support with planning your public and internal communications. We will be adding more content over the week, including social media graphics to help you celebrate, and other logo formats that your communications and social media teams may find useful.

Gold Award Pack: [REDACTED]  
Top 100 Award Pack: [REDACTED]

We're also hosting drop-in sessions over the next week where you can speak to our Communications team about preparing for the launch, and receive guidance to help you celebrate safely. To take part, contact your usual point of contact to book your space.

If you have any questions about the Workplace Equality Index 2023, don't hesitate to reach out to your usual Stonewall point-of-contact, or [REDACTED]

Best wishes,  
Stonewall Indices Team



**From:** [REDACTED]@cheshirefire.gov.uk  
**Sent:** 30 January 2023 10:50  
**To:** [REDACTED]@stonewall.org.uk; [REDACTED]@stonewall.org.uk  
**Cc:** [REDACTED]@cheshirefire.gov.uk  
**Subject:** Cheshire Fire and Rescue Service Diversity Champions membership

Good morning, [REDACTED] and [REDACTED]

After much discussion and deliberation over recent months, I regret to inform you that Cheshire Fire and Rescue Service will not be renewing its Diversity Champions membership for 2023. We have been long and proud supporters of Stonewall, but we feel now is the time to take our equality, diversity and inclusion work in new directions.

I know we will have our meeting shortly, [REDACTED], about our ranking in this year's WEI and I'm happy to talk in more detail about our rationale, but I thought it would helpful – and fair – to outline some of the reasons behind our decision:

- we are obliged as a public sector organisation to regularly review our all our memberships and accreditations and ensure they are delivering their intended benefits. This is all the more important given the financial pressure we find ourselves under. We have a very limited budget for this work and have decided to explore benchmarking through an organisation with a broader EDI remit
- as our [REDACTED] and latterly as [REDACTED] I have personally co-authored our WEI submission for the best part of 10 years along. This has always been challenging during the summer holidays and in the peak of Pride season, but in the last two years the only way we have been able to prepare our submission is in our own time and/or to the detriment of other work. [REDACTED]  
We are a small, sub-regional public sector organisation and I'm afraid we simply no longer have the capacity to give the time that is required to complete it to the expected level of detail
- our Firepride LGBT network, like many others, has struggled to regain momentum since the Covid-19 pandemic. We've undertaken research with new and lapsed members, who tell us they want the network to have fewer, but better focussed, priorities – e.g. networking events and socials, supporting our recruitment activity and supporting local prides/charities. Stonewall's expectations of the breadth of network activity has, for us, become unrealistic
- finally, I need to be very candid and say that the publication of last year's WEI was very challenging for us. I have never seen or experienced such a negative reaction to our membership of Stonewall or our placing in the rankings. I appreciate this is reflective of the times in which we now live and likely part of broader efforts to damage Stonewall, but to receive negative and hateful comments from within the LGBT community was concerning. The evening of the publication, we almost took the decision to disable our social media. Afterwards, I suggested it might be helpful to have a call with [REDACTED] to discuss ways in which the organisation could better support members to deal with negativity, but nothing happened as a result. I would suggest this needs to be a priority moving forward.

If you could let me know, [REDACTED], when you're free for our call that would be really helpful. Look forward to talking to you.

Best regards

[REDACTED]

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**From:** [REDACTED]@stonewall.org.uk  
**Sent:** 01 February 2023 09:53  
**To:** [REDACTED]@cheshirefire.gov.uk  
**Cc:** [REDACTED]@cheshirefire.gov.uk  
**Subject:** RE: Cheshire Fire and Rescue Service Diversity Champions membership

Hi [REDACTED]

Thank you for your email, and for taking the time to discuss your reasons for not renewing your Diversity Champions membership at this time. We really appreciate your feedback.

Could we book a call in this week ahead, in order to discuss these concerns in depth, rather than an overly long email – and in a way which honours your history as a valued long-standing member of the Diversity Champions programme. I'll be joined by [REDACTED]

Could you let me know your availability for this call please?

Best wishes

[REDACTED]

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**From:** [REDACTED]@cheshirefire.gov.uk  
**Sent:** 01 February 2023 10:16  
**To:** [REDACTED]@stonewall.org.uk  
**Cc:** [REDACTED]@cheshirefire.gov.uk  
**Subject:** RE: Cheshire Fire and Rescue Service Diversity Champions membership

Hello [REDACTED]

Thanks for your email. Are you and [REDACTED] free on Friday morning at all?

[REDACTED]

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**From:** [REDACTED]@stonewall.org.uk  
**Sent:** Wednesday, February 1, 2023 5:04 PM  
**To:** [REDACTED]@cheshirefire.gov.uk  
**Cc:** [REDACTED]@cheshirefire.gov.uk; [REDACTED]@stonewall.org.uk  
**Subject:** RE: Cheshire Fire and Rescue Service Diversity Champions membership

Hi [REDACTED]

Great, thanks for coming back so quickly. [REDACTED] and I could meet between 10.30am and 12pm on Friday, does somewhere in this timeslot work for you?

Let us know and we can get that booked in. I am on leave tomorrow as an FYI but will be back for the call on Friday.

I look forward to speaking to you then

[REDACTED]



**From:** [REDACTED]@stonewall.org.uk>  
**Sent:** Thursday, January 26, 2023 2:12 PM  
**To:** [REDACTED]@cheshirefire.gov.uk>  
**Subject:** [EXTERNAL] Your January newsletter from Stonewall



Hi [REDACTED]

Happy New Year! (Is it too late to say happy new year now?) Welcome to your January newsletter from Stonewall. This month we've got information on the Top 100 Employers 2023, [LGBT+ History Month](#), and partner workshops for the next [REDACTED]

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## Top 100 Employers 2023

### 16 February 2023

We are proud to announce this year's 2023 Top 100 Employers on **16 February**. It is a momentous time to celebrate and acknowledge your work and efforts towards a complete LGBTQ+ inclusive work environment.

Your Client Account Managers will be sharing your individual scores, awards, and rank by the end of next week. If you have any questions or queries, please contact your Client Account Manager.



# LGBT+ History Month

February 2023



February is LGBT+ History Month, and to kick it off we want to celebrate the [1.5 million LGBTQ+ people who were counted in the census data](#) for the first time!

Over the last few decades, we have seen a steady increase in social acceptance of lesbian, gay and bi relationships, and [a steady increase](#) in the percentage of the population who identify as lesbian, gay, bi or trans. And our [Rainbow Britain report](#) shows that today, we are a country that is fiercely proud to be inclusive. **Thanks to your allyship, we're increasingly free to be ourselves - in every area of our lives.**

**But we've always been here.** We've worked in every sector and lived in every town and village. Some of us have played crucial roles in driving cultural and political movements, and others have been pillars in even the sleepiest communities.

**This LGBT+ History Month let's learn from our past, speak up as allies, and keep standing in solidarity to make history for our communities!**

We'll be hosting a [webinar](#) at 7pm on 9 February. [Join here](#) to learn more about LGBTQ+ inclusion in sport and what we can all do to keep speaking up.

We'll also be sharing more information about how you can celebrate [LGBT+ History Month](#) in the workplace soon.

[Visit Our Hub](#)



## London Workplace Conference

17 March 2023



Our [REDACTED] on **17 March**, is fast approaching. We're excited to announce our first partner workshop: LGBTQ+ Mental Health Support, led by [REDACTED]

Organisations have a critical role to play in supporting their staff's mental health. LGBTQ+ people are disproportionately impacted by poor mental health and are often not getting the support they need from mainstream services. In this workshop, we'll explore how organisations can provide more inclusive mental health support for the LGBTQ+ community.

We'll be announcing more partner workshops next week. Find out more and [REDACTED]



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## Upcoming events



## **Trans Allies Programme**

**London**

**7 February**

Are you looking for ways to empower trans allies at work? Our [REDACTED] provides an in-depth understanding of trans identities and experiences. Join us for this full day programme in London, and come away with practical skills to take action on trans inclusion in your workplace.



## **LGBTQ+ History Month Workshop: Sharing Our Stories**

**Online**

**23 February**

Sharing LGBTQ+ stories can drive change and build empathy but can come with a personal toll. [REDACTED] will support your LGBTQ+ colleagues to talk about their experiences in a way that is safe and meaningful to them. It's a great opportunity to share with your LGBTQ+ network group!



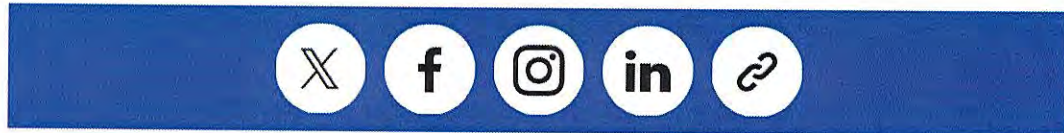
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Thank you for your ongoing commitment to workplace inclusion. With your help, we'll continue to work towards a world where every single lesbian, gay, bi, trans, queer, questioning and ace person is accepted for who they are, wherever they are.

Very best wishes,

[REDACTED]  
[REDACTED]

PS. If there's anything else you would like to see in this newsletter, please let us know. We appreciate your feedback and would love to hear from you. Email us at [REDACTED]



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You are receiving this email because you are a valued Stonewall supporter and we'd like to keep you updated on our campaigns and events.

**Our mailing address is:**



Want to change how you receive these emails?



**From:** [REDACTED]@stonewall.org.uk  
**Sent:** 18 January 2023 10:20  
**To:** [REDACTED]@cheshirefire.gov.uk  
**Cc:** [REDACTED]@cheshirefire.gov.uk  
**Subject:** RE: [EXTERNAL] Cheshire Fire & Rescue Service Diversity Champions - Renewal

Hi [REDACTED]

I do hope you're well.

The membership cost is £2,575 + VAT.

Thank you for giving me this update. If you would like to have an introductory meeting with myself, or a meeting to talk through your membership, please let me know and I would be happy to assist.

Also do reach out if you require any further information via email.

Best wishes

[REDACTED]

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**From:** [REDACTED]  
**Sent:** Wednesday, January 18, 2023 11:21 AM  
**To:** [REDACTED]@stonewall.org.uk; [REDACTED]@cheshirefire.gov.uk  
**Subject:** RE: [EXTERNAL] Cheshire Fire & Rescue Service Diversity Champions - Renewal

Hello [REDACTED]

We're discussing benchmarking and accreditation at our next Equality Steering Group on January 24, so will be in touch shortly afterwards.

Are you able to tell us when the Workplace Equality Index is due out and when we might learn of our position?

Many thanks

[REDACTED]



**From:** [REDACTED]@stonewall.org.uk  
**Sent:** 18 January 2023 13:17  
**To:** [REDACTED]@cheshirefire.gov.uk  
**Cc:** [REDACTED]@stonewall.org.uk  
**Subject:** [EXTERNAL] Cheshire Fire & Rescue Service Diversity Champions - Renewal

Dear [REDACTED]

I hope that you and your team have been keeping well.

Thank you for working with us over the last year at Stonewall. I'm writing to invite you to renew your Diversity Champions membership.

It's been such a pleasure working with you and your colleagues at Cheshire Fire & Rescue Service this year, and I do hope you're able to renew your membership so that we can keep working together in the year ahead.

Your current Diversity Champions membership is up for renewal on 1 February 2023. Renewal will cost £2,575 + VAT. Please click the link below to ensure your membership continues and Cheshire Fire & Rescue Service doesn't lose:

- Access to good practice guides and resources
- Advice and support from our expert team
- Assistance with your Workplace Equality Index submission
- Priority discounted access to learning opportunities and events
- Stonewall Diversity Champion branding to show your commitment to LGBTQ+ inclusion

[Click here to renew your membership now](#)

If you have already completed this renewal form, thank you and we'll be in touch soon.

If you want to end your Diversity Champions membership, please email your account manager ahead of your renewal date for us to ensure your account and benefits are closed down in time.

If you have any questions, please email your account manager at [REDACTED]@stonewall.org.uk

All best wishes,  
The Diversity Champions Team

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**From:** [REDACTED]  
**Sent:** Wednesday, January 18, 2023 1:45 PM  
**To:** [REDACTED]@Stonewall.org.uk>  
**Cc:** [REDACTED]@stonewall.org.uk>; [REDACTED]@cheshirefire.gov.uk>  
**Subject:** RE: [EXTERNAL] Cheshire Fire & Rescue Service Diversity Champions - Renewal

Hello there

Thank you for your email. I'm not yet in a position to confirm whether or not we will be renewing our membership, as we are taking a paper to our Equality Steering Group on

January 24 outlining a range of options with regards to EDI accreditation and benchmarking.  
Our aim is to ensure memberships are relevant and offer value for money.

I hope to be in a position after the meeting to confirm or otherwise.

Many thanks

[REDACTED]

**From:** [REDACTED]@stonewall.org.uk  
**Sent:** Friday, November 17, 2023 11:01 AM  
**To:** [REDACTED]@cheshirefire.gov.uk  
**Subject:** Stonewall Diversity Champions Focus Groups

Dear [REDACTED]

I wanted to take a moment to thank you for taking part in our Stonewall Diversity Champions focus group. Your input and feedback were invaluable to us, and we appreciate the time you took to share your thoughts with us.

News of our planned refresh of the Diversity Champions programme was well received among the organisations who took part in the focus groups and there is tremendous support for Stonewall.

That said we heard loud and clear that if we are to deliver on our promise to help transform your workplace culture into one that can attract, retain and nurture the top LGBTQ+ employees then we must get the basics right first, both in terms of product and delivery.

We are committed to using your feedback to improve the programme and help organisations like yours to create workplaces where everyone can feel safe, welcomed, and free to be ourselves. I look forward to sharing further information in due course.

Thank you again for your participation. We hope to work with you again soon.

Best regards,

[REDACTED]



**From:** [REDACTED]@stonewall.org.uk  
**Sent:** Thursday, October 26, 2023 4:02 PM  
**To:** [REDACTED]@cheshirefire.gov.uk  
**Cc:** [REDACTED]@stonewall.org.uk  
**Subject:** Stonewall Diversity Champions Programme Focus Group - Zoom link

Dear [REDACTED],

Thank you for agreeing to take part in our focus group that we are running on **31 October**. The session will be held on Zoom at **10am** and will last for 90 minutes.

We have our wonderful facilitator, [REDACTED], running the session. She is an experienced independent consultant, who has a wealth of experience in facilitating focus groups, and we are very happy to have her on board to help us with this. She will audio record the session for analysis purposes only, and so your participation assumes you are ok with this. It will be used to create a report for us to use and all feedback within this is anonymous.

An independent QA representative from Stonewall, who is unconnected to the programme, may attend to observe the session, however we want our participants to feel confident that they can speak truthfully and honestly in these sessions, and we will ensure that a strict level of confidentiality is maintained throughout.

Our [REDACTED], [REDACTED] will join the focus group towards the end of the session, and will be there to help with any questions you have about the programme.

**Group 1: 31<sup>st</sup> October at 10am**

Topic: Stonewall Diversity Champions Programme Focus Group 1

[REDACTED] Meeting ID: [REDACTED]

Passcode: [REDACTED]

We are excited to hear your feedback and look forward to seeing you there!

All the best,

[REDACTED]

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**From:** [REDACTED]@cheshirefire.gov.uk  
**Sent:** Thursday, October 26, 2023 4:12 PM  
**To:** [REDACTED]@stonewall.org.uk  
**Cc:** [REDACTED]@stonewall.org.uk  
**Subject:** RE: Stonewall Diversity Champions Programme Focus Group - Zoom link

Hello [REDACTED]

Thank you for the details. It's in my diary and I'm looking forward to it.

[REDACTED]

**From:** [REDACTED]@stonewall.org.uk  
**Sent:** Tuesday, October 17, 2023 9:37 AM  
**To:** [REDACTED]@cheshirefire.gov.uk  
**Cc:** [REDACTED]@stonewall.org.uk; [REDACTED]@stonewall.org.uk  
**Subject:** Invitation - Diversity Champions Focus Group

*Please see the below message from [REDACTED], Stonewall.*

Dear [REDACTED]

I hope this email finds you well.

As a valued past member of our Diversity Champions Programme, I am approaching you to ask if you would like to take part in a focus group that we are running on the **31 October**. We are excited to be developing some fresh thinking about how and what we deliver with our Diversity Champion and Global Diversity Champion Programmes, and it will be an opportunity for you to tell us about your experiences of being a Diversity Champion member and learn about what you would like to see from us.

We want our Diversity Champions members to grow with us on their LGBTQ+ inclusion journey, and we really value the feedback we get from key partners. By presenting to you our thinking, and getting your feedback on this, it will be a chance for you to help shape the future of the Diversity Champions and Global Diversity Champions Programmes.

The focus group we are inviting you to join is our SME Focus Group, as we want to make sure we have a broad range of opinions from organisations of different sizes, budgets, sectors, and industries.

The focus group session will take place online on 31 October and will last for 2 hours. If you are interested in taking part, please remember to save the date in your calendar, and let us know your interest as soon as you can. We will then make sure to follow up with a confirmation email. Please RSVP to Neil.

We can also set up a call with you to talk through the ask in more detail, just let us know and we can book that in.

All the best,

[REDACTED]

[REDACTED]

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**From:** [REDACTED]@cheshirefire.gov.uk  
**Sent:** Tuesday, October 17, 2023 11:36 AM  
**To:** [REDACTED]@stonewall.org.uk  
**Cc:** [REDACTED]@stonewall.org.uk; [REDACTED]@stonewall.org.uk  
**Subject:** RE: Invitation - Diversity Champions Focus Group

Hello [REDACTED]

I'd be more than happy to join the call – depending on what time it falls. Morning would be far better than afternoon for me.

Thanks

[REDACTED]

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**From:** [REDACTED]@stonewall.org.uk  
**Sent:** Tuesday, October 17, 2023 1:42 PM  
**To:** [REDACTED]@cheshirefire.gov.uk  
**Cc:** [REDACTED]@stonewall.org.uk; [REDACTED]@stonewall.org.uk  
**Subject:** RE: Invitation - Diversity Champions Focus Group

Thanks for the update, [REDACTED]

I'll share with the team, and they'll send you an update / invite shortly.

Best wishes,

[REDACTED]