

Staff bulletin

Important information for all staff

10 December 2008

Some people are gay, get over it!

The NHS National Waiting Times Centre Board will tomorrow (Thursday 11 December 2008) launch our campaign to become a Proud Employer and promote lesbian, gay and bisexual (LGB) equality in our place of work.

By signing up to Stonewall's unique Diversity Champions scheme, we join colleagues in 430 public sector organisations and private firms to stamp out any inequalities felt or perceived by LGB staff, patients, guests and visitors to the Golden Jubilee National Hospital and Beardmore Hotel and Conference Centre.

Jill Young, our Chief Executive, will team up with senior management colleagues including the Board's Lead on Sexual Orientation, Carole Anderson, to officially kick off our bid for championship glory with our friends at Stonewall Scotland.

Carole, who is also our Employee Director, said: "We joined Stonewall's Diversity Champions programme in Autumn 2008 as part of our ongoing commitment to making the Golden Jubilee National Hospital and Beardmore Hotel and Conference Centre open and diverse places to work.

"As an NHS organisation, we continue to promote equality for all and we hope that joining this scheme will prove how dedicated we are to making sure all our staff feel they can be out, no matter what their sexual orientation. People perform better when they can be themselves, so it's important that our staff feel supported and valued.

"As both Employee Director and Board Equality Lead on Sexual Orientation, I want every member of staff to feel safe and comfortable when they come to work and hope that we will achieve that by taking forward this important scheme."

Why should we improve our work environment for LGB staff?

According to research:

- 17% of LGB people in Great Britain have witnessed homophobic bullying in the workplace.
- One in five lesbian and gay people have been bullied at work based on their sexual orientation.
- Lesbian and gay employees felt they can be more productive if they are 'out'.
- Inclusive work environments encourage loyalty and teamwork and maximise personal contributions.
- Staff concealing their sexual orientation at work can reduce their personal contribution by up to 30%.
- At least 55% of gay employees facing workplace discrimination say it has a direct and negative impact on their work.

By making some small changes, we will improve the way we work as a Board, creating benefits for staff, visitors, patients and our organisation.

What changes will there be?

We have completed the Workplace Equality Index, which is a best practice benchmarking tool, and the results are due in January 09 (further bulletin nearer the time). We will use the results of the Index to show us where we need to make changes, but it is likely that we will begin to focus on policies and staff support and training.

What benefits are there in joining Stonewall?

- Sharing good practice at Diversity Champion seminars.
- Measure how 'gay friendly' we are through the Workplace Equality Index.
- Entry into the Stonewall Recruitment Guide and ability to advertise jobs on the Proud Employers board.
- Access to a wide range of specialist literature.

