



# Annual Report February 2021

## Contents

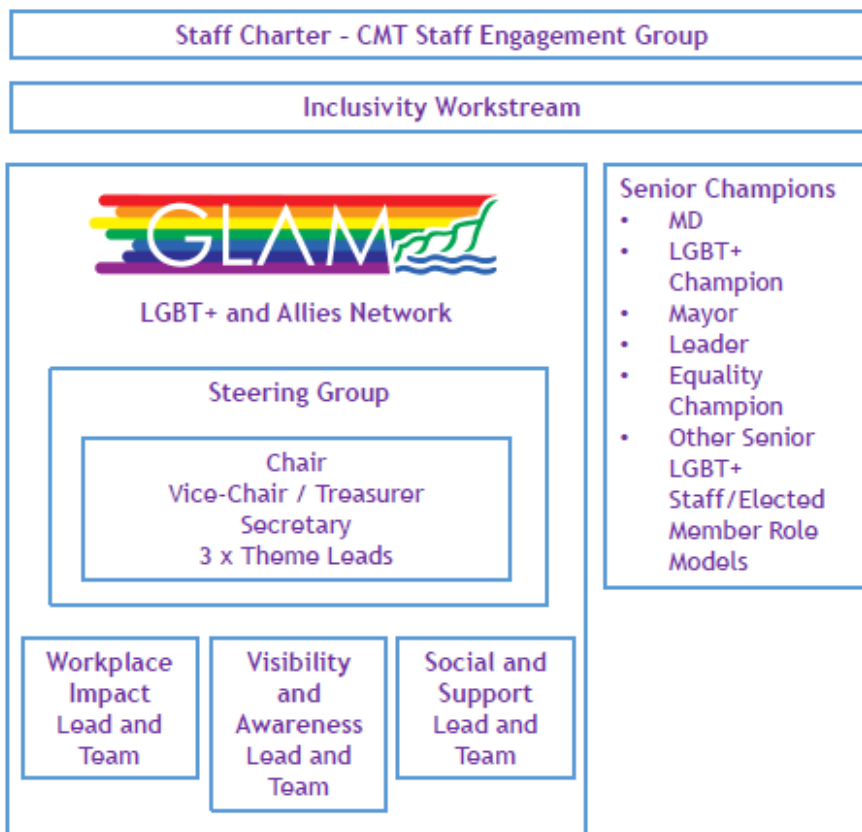
<b>Section</b>	<b>Page</b>
Background	3
Overall Review	4
Workplace Equality Index	5
2021 Steering Group	6
2021 Objectives and Measures	7
2021 Calendar	9

**Background**

GLAM is the Vale of Glamorgan Council’s network for LGBT+ staff and their allies. GLAM was officially launched on 23 January 2019 at the Annual General Meeting (AGM). GLAM was structured to ensure it was high impact, whilst requiring limited time of members. Three key themes were identified: Workplace Impact, Visibility & Awareness and Social & Support. Each of these themes has a lead and focuses on a specific area.

<b>Workplace Impact</b>	To have a positive impact on the Council’s workplace environment by: <ul style="list-style-type: none"> <li>• influencing relevant policies and practices;</li> <li>• progressing against the Stonewall Workplace Equality Index; and</li> <li>• promoting opportunities for personal development.</li> </ul>
<b>Visibility and Awareness</b>	<ul style="list-style-type: none"> <li>• To raise awareness and understanding of the issues that affect the LGBT+ community.</li> <li>• To foster a culture of openness, where people feel able to be themselves and to meet their potential.</li> </ul>
<b>Social and Support</b>	To provide opportunities for members of the group to: <ul style="list-style-type: none"> <li>• attend events;</li> <li>• interact socially in a safe and supportive space; and</li> <li>• raise funds to support the work of the Network in pursuing the objectives and annual work plan.</li> </ul>

The GLAM Steering group is made up of the three theme leads, as well as the Chair, Vice-Chair/Treasurer and Secretary. The steering group is responsible for monitoring performance against objectives, and setting the strategic direction of GLAM.



## **Overall Review**

Well, what can we really say about 2020?!

When we met at our AGM in January 2020 and set our objectives for the year, we had no idea what was around the corner. We got prepared by publishing a calendar of events, we had grand plans and we were excited. However, the large proportion of events had to be cancelled and we all had to adapt to working differently with new priorities.

On 1<sup>st</sup> December 2020, we held a catch-up meeting to discuss the future of GLAM. All members were keen to progress the work of GLAM remotely and believed most of the objectives to still be relevant. Therefore, we have carried forward the steering group and objectives to 2021. This report contains those objectives and provides a calendar of meetings and key dates.

I would like to thank all members and supporters who have contributed to the work of GLAM over the last 12 months and I look forward to continuing this work over the next 12 months.

Many thanks,

Matt Curtis  
Chair

## **Workplace Equality Index**

The 2021 Workplace Equality Index (WEI) was cancelled due to COVID-19.






In 2020, the Council managed to break into the top 200 UK employers as part of Stonewall's WEI. GLAM plays a major role in the WEI and contributes to the submission throughout the year. The WEI provides a framework to improve lesbian, gay, bi and trans inclusion in the workplace.

<b>Year</b>	<b>Result</b>
2020	196
2019	215
2018	293

Over the last three years, the Council has continued to improve its standing in the WEI. This is particularly impressive given that the number of organisations taking part has significantly increased. For example, in 2019 there were 445 organisations and in 2020 this went up to 502.

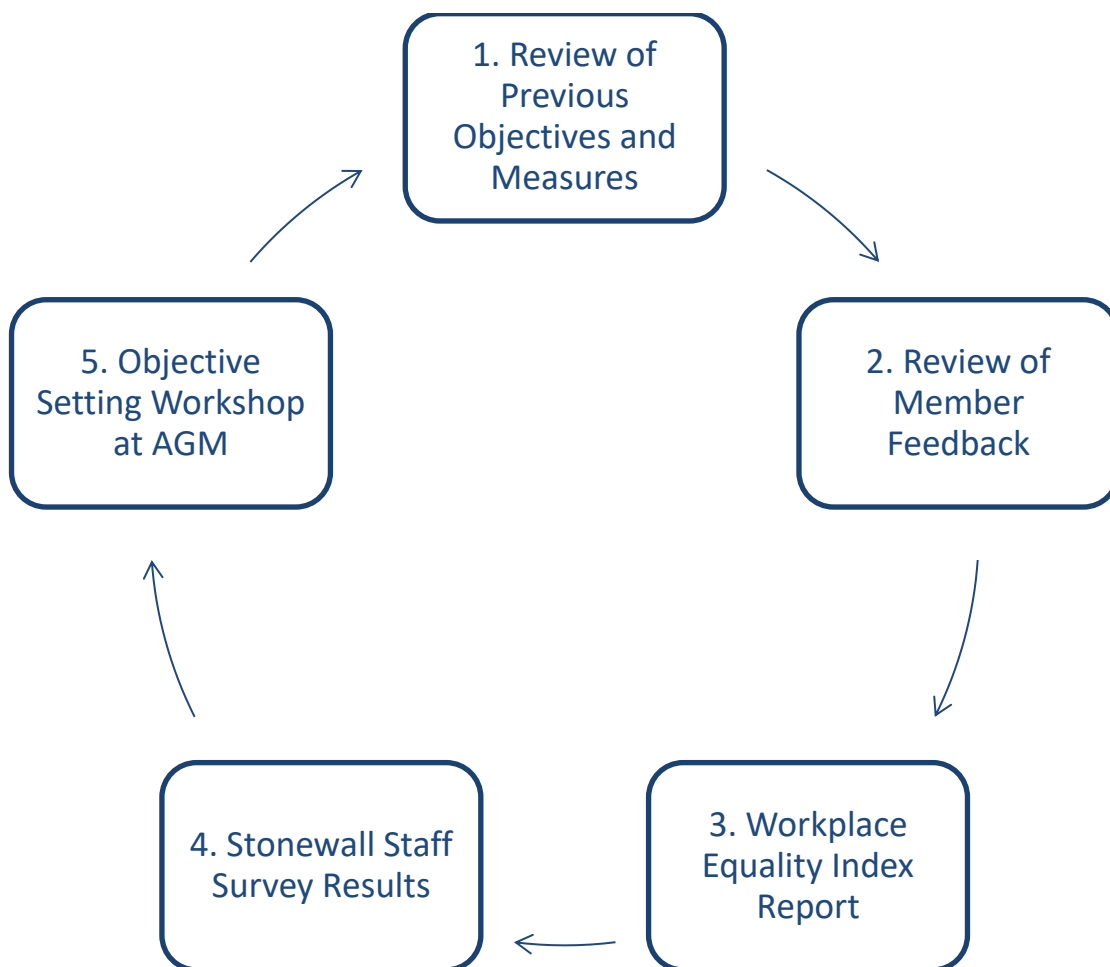
The WEI will be back for 2022 with new criteria. We are working closely with the Equalities Team to explore how GLAM can support the Council's submission.

## 2021 Steering Group

Role	Name	Picture
Chair	Matt Curtis <a href="mailto:mrlcurtis@valeofglamorgan.gov.uk">mrlcurtis@valeofglamorgan.gov.uk</a> 07930 609285	
Vice-Chair / Treasurer	Tom Bowring <a href="mailto:tbowring@valeofglamorgan.gov.uk">tbowring@valeofglamorgan.gov.uk</a>	
Secretary	Nicola Hinton <a href="mailto:nhinton@valeofglamorgan.gov.uk">nhinton@valeofglamorgan.gov.uk</a>	
Workplace Impact Lead	Tom Narbrough <a href="mailto:tnarbrough@valeofglamorgan.gov.uk">tnarbrough@valeofglamorgan.gov.uk</a>	
Visibility & Awareness Lead	Hannah Rapa <a href="mailto:hrapa@valeofglamorgan.gov.uk">hrapa@valeofglamorgan.gov.uk</a>	
Social & Support Lead	Delyth Miller <a href="mailto:DMiller@valeofglamorgan.gov.uk">DMiller@valeofglamorgan.gov.uk</a>	

**2021 Objectives and Measures**

The 2020 objectives were developed by the Steering Group following consultation with members at the AGM. The annual review process is outlined below. The 2020 objectives will be carried forward to 2021 as we are unable to fully undertake a review due to COVID-19.



**2021 Objectives**

Objectives	
Visibility and Awareness	Increase awareness of key LGBT+ events and notable dates throughout the year using a range of communication tools.
	Establish a bi-monthly newsletter to keep members and supporters updated throughout the year.
	Increase awareness of the work of GLAM and increase membership.
	Organise the Council’s presence at Pride Cymru and Barry Pride, or virtual pride events.
	Further develop the Role Models programme across all directorates and office locations.
	Maintain GLAM Staffnet pages to ensure members are kept up to date with events and latest news.
	Establish guidance for use of pronouns and GLAM logo within email signature.
	Support the development of the Council’s Attraction Strategy.

Social and Support	Establish a programme of social events open to all members at a range of locations, including virtual options.
	Develop relationships with local businesses, organisations and networks.
	Establish a programme of fundraising and support events to coincide with key events/dates throughout the year.
	Launch the support directory, highlighting the support available to LGBT+ colleagues.
	Establish well-being drop in sessions for LGBT+ colleagues throughout the year.
Workplace Impact	Increase LGBT+ training and development opportunities available to all staff.
	Support the completion of the Council's WEI submission and identify areas GLAM can contribute.
	Ensure that GLAM is embedded in the EqIA process and establish a review programme for all staff policies.
	Review policies to ensure they contain gender neutral language. In particular the 'Maternity and Paternity Leave and Pay, including Adoption, Fostering and Surrogacy Policy'
	Work with Council departments and celebrate key successes.
	Evaluate GLAM membership to ensure it reflects all areas of Council and identify opportunities to broaden.
	Support the development of the Council's Attraction Strategy and data collection.
	Support the development of the Council's Transitioning in Work policy.

## **2021 Measures**

<b>Measures</b>	
Visibility and Awareness	Share personal stories to coincide with key events to increase awareness of LGBT+ issues.
	Monthly newsletter issued to all subscribers using GovDelivery.
	Increase the number of participants involved in the Pride Cymru and Barry Pride parades (or virtual alternatives).
	Role models across all directorates and main office locations.
	Stonewall Staff Survey "My organisation has an LGBT Network Group" score reaches 85%.
Social and Support	At least 4 social events throughout the year attended by members.
	Set up at least 3 support sessions throughout the year.
	Stonewall Staff Survey "I've taken part in LGBT employee network activities, events, initiatives, or seminars" score reaches 50%.
Workplace Impact	Develop a training film to increase awareness of LGBT+ issues that is available to all staff.
	Develop a Learning Café session on inclusivity in the workplace.
	Review at least 3 Council policies throughout the year.
	Launch the Council's Transitioning at Work policy.
	GLAM members across all directorates and office locations, including champions and role models.



## 2021 Calendar

Key		
Steering Group Meeting	Workplace Impact Meeting	Visibility & Awareness Meeting
Social & Support Meeting	Social Event	Key Date/Event

Date	Time	Activity
Thursday 18 <sup>th</sup> March 2021	11:00 – 12:00	Visibility & Awareness Meeting
Wednesday 31 <sup>st</sup> March 2021	All Day	International Trans Day of Visibility
Tuesday 23 <sup>rd</sup> March 2021	14:00 – 15:00	Social & Support Meeting
Monday 26 <sup>th</sup> April 2021	All Day	Lesbian Visibility Day
Tuesday 27 <sup>th</sup> April 2021	11:00 – 12:00	Workplace Impact Meeting
Tuesday 4 <sup>th</sup> May 2021	11:00 – 12:00	Steering Group Meeting
Monday 17 <sup>th</sup> May 2021	All Day	IDAHOBIT
Monday 24 <sup>th</sup> May 2021	All Day	Pan Visibility Day
June 2021	All Month	Pride Month
Tuesday 8 <sup>th</sup> June 2021	14:00 – 15:00	Social & Support Meeting
Wednesday 9 <sup>th</sup> June 2021	15:00 – 16:00	Visibility & Awareness Meeting
Monday 5 <sup>th</sup> July 2021	11:00 – 12:00	Steering Group Meeting
Wednesday 8 <sup>th</sup> September 2021	15:00 – 16:00	Visibility & Awareness Meeting
Thursday 23 <sup>rd</sup> September 2021	All Day	Bi Visibility Day
Tuesday 5 <sup>th</sup> October	11:00 – 12:00	Workplace Impact Meeting
Monday 11 <sup>th</sup> October 2021	All Day	National Coming Out Day
Tuesday 12 <sup>th</sup> October 2021	14:00 – 15:00	Social & Support Meeting
Tuesday 19 <sup>th</sup> October 2021	11:00 – 12:00	Steering Group Meeting
Wednesday 10 <sup>th</sup> November 2021	15:00 – 16:00	Visibility & Awareness Meeting
Saturday 20 <sup>th</sup> November 2021	All Day	Trans Day of Remembrance
Friday 26 <sup>th</sup> November 2021	TBC	GLAM Christmas Party Social
Wednesday 1 <sup>st</sup> December 2021	All Day	World AIDS Day
Tuesday 11 <sup>th</sup> January 2022	14:00 – 15:00	Social & Support Meeting
Tuesday 1 <sup>st</sup> February 2022	11:00 – 12:00	Workplace Impact Meeting
Tuesday 8 <sup>th</sup> February 2022	11:00 – 12:00	Steering Group Meeting