

# Bank of England

## Out and Proud

### LGBTQ+ Action Plan

#### Our new action plan for LGBTQ+ inclusivity

We demonstrated our commitment to being a LGBTQ+ inclusive employer by launching our Out and Proud Charter in 2019.

In 2020, we created an initial action plan detailing how we will uphold the principles within our Charter and make concrete changes within our organisation. Since then, we have made substantial progress internally and the Bank has been recognised externally for its LGBTQ+ inclusion work, having received the awards shown below. But there is more to do and so we have created a new action plan for LGBTQ+ inclusion at the Bank.

Importantly, this action plan, published in 2022, has been endorsed by our Court of Directors (our Board) and has strong support from our Senior Leadership Team.

You can read a summary of our plan below.



# Out and Proud – LGBTQ+ Action Plan

Five principles to ensure awareness, inclusion, empowerment and support of our LGBTQ+ community.



## Principle 1

### We commit at the highest level to support our LGBTQ+ colleagues.

- Endorsing and upholding our Out and Proud Charter and Action Plan.
- Listening to and supporting our LGBTQ+ Network.
- Promoting awareness of LGBTQ+ issues and marking significant LGBTQ+ dates.
- Visibly supporting our LGBTQ+ colleagues across all levels of the organisation and in all locations.
- Creating a bi+, trans and non-binary inclusive workplace.
- Participating in public LGBTQ+ inclusion events.
- Hiring and promoting in an inclusive way, with appropriate career development support.



## Principle 2

### We empower and regularly consult an Employee Network for LGBTQ+ colleagues and their allies.

- Representing the LGBTQ+ community in our communications and events.
- Ensuring our LGBTQ+ Network meetings are accessible and inclusive.
- Seeking feedback on LGBTQ+ initiatives and taking it on board.
- Resourcing our LGBTQ+ Network so that it can perform effectively.
- Consulting our LGBTQ+ Network on relevant issues and communications.



## Principle 3

### We commit to enforcing a zero tolerance approach to LGBTQ+ harassment and bullying.

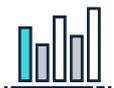
- Reviewing staff policies from an LGBTQ+ angle.
- Promoting our mechanism for raising any concerns or feedback.
- Upholding our zero tolerance approach to bullying or harassment of any LGBTQ+ staff.



## Principle 4

### We promote LGBTQ+ awareness in the workplace.

- Educating our staff on LGBTQ+ issues and societal developments.
- Inviting a diverse range of individuals to speak to staff at the Bank.
- Empowering staff to speak confidently about LGBTQ+ topics.
- Engaging with the wider LGBTQ+ community, including through working with other organisations and providing a diverse range of volunteering opportunities for our staff.
- Improving understanding of colleagues to recognise multiple identities (for example LGBTQ+ people of faith and LGBTQ+ people of colour).



## Principle 5

### We will capture meaningful data to monitor and publish progress.

- Seeking to improve data sharing rates among staff for sexual orientation and gender identity.
- Explaining why we collect data related to gender identity or sexual orientation.
- Disclosing LGBTQ+ staff statistics – where permitted – in our Annual Report.
- Using external benchmarks, including working to improve our Stonewall ranking.
- Using inclusive language in staff communications in order to capture meaningful data across the entire LGBTQ+ community.
- Working to understand the lived experience of LGBTQ+ staff, including through surveys.

