




Birmingham City University's GBD rating status and Action Plan: December 2013








About Stonewall's University Guide or 'Gay by Degree' Index

Gay by Degree is a Stonewall university guide of what activities, advice and support universities should ideally have in place for lesbian, gay and bisexual students. The University is committed to the continuous improvement of its Gay by Degree Index ratings and is undertaking steps to improve our GBD rating. Furthermore, of the University's five published equality objectives for the period 2012-16, two have direct relevance to lesbian, gay and bisexual issues.

The table below indicates our current rating and actions to improve the rating if necessary.

	In place, active
	Action required, on-going

Checklist objective	Rating	Comments addressing current ratings	Action
1. Anti-homophobic bullying policy and mandatory training		There is no mandatory anti-homophobic bullying training; it is covered in generic equality and diversity training. LGB issues are an integral part of the general E&D staff training provided by the University. The mandatory Staff Induction session includes LGB issues and all the protected characteristics as listed in the Equality Act 2010. The online E&D course for staff also features a specific section on sexual orientation.	Maintain the protection of LGB students within E&D, harassment and bullying policies and mandatory generic Equality and Diversity training
2. Student sexual orientation monitoring		The E&D Steering Committee has agreed that this must be in place for entrants in 2013-14 and for continuing students 2014-15.	All 2013-14 entrants have been given the option to disclose their sexual orientation. This will be extended to continuing student in 2014-15. BCU will bring this to Stonewall's attention in 2014
3. Explicit welfare support and info for LGB students		Birmingham City University Student Services offers support to students experiencing relationship difficulties, including coming out, or any aspect of their sexuality. Student Services provide info and services for LGB students via the Health and Wellbeing Team. Most of the online information and support is available on iCity, not the corporate website. The Students Union via their Welfare Officers provide similar support.	To bring the following evidence to Stonewall in 2014: Students Services LGB welfare support for LGB students

4. Society for LGB students			
5. Events for LGB students			
6. Consultation with LGB students		Guidance required from Stonewall on how best to evidence this. The Guild does consult with students; however most of its online activity in this regard is on the university intranet, iCity. Consultation is led and owned by the Student's Union.	The E&D Steering Committee now has a student representative as an ex-officio member. SU rep on GBD group to provide link and/or information with regards consultation with LGB students by November 2013.
7. Specific career advice for LGB students		In place for BCU LGB students. The Careers Team has a new section on the Careers Team (intranet) web pages to be called 'Equality and Employment', where a section dedicated to LGBT resources and information will be featured. The Stonewall guide is now available in all careers libraries as well as leaflets from Stonewall for students to take away. This can now be highlighted on the most appropriate section(s) of the University website. There is pre-career and in-career support in place for all students. Much of the information pertaining to this support is available on iCity.	Information from the Careers Team intranet (iCity) pages. http://www.bcu.ac.uk/media/docs/Careers-Information-for-LGBT-students.pdf
8. LGB Staff Network		There is some informal networking between LGB staff at BCU, where discussions and meetings are on-going regarding the demand for and practicalities of a formalised LGB staff network.	An exploratory LGBT staff meeting agreed and will be publicised with date and venue to all BCU staff network during academic year 2013-14 via usual university marketing and promotion methods and mediums.
9. Stonewall Diversity Champion		Part of medium-long term strategy, i.e. improve GBD rating, submit to Workplace Equality Index, then Diversity Champion.	To be agreed as a Corporate E&D Objective by the E&D Steering Committee.
10. Engagement with the wider community		Clarification of how to evidence this from Stonewall. Is this about how the university engages or partners with the wider, non-student LGB community or how BCU LGB students engage with the wider community or both?	The University has an active Corporate Responsibility commitment which could look to feature engagement with the wider LGB community going forward.

