



BANK OF ENGLAND

Out & Proud Action Plan



Our action plan for LGBT+ inclusivity

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

In 2020, we created an action plan detailing how we will uphold the principles within our Charter and make concrete changes within our organisation. Each action is measurable, with clear accountability and a target deadline for completion.

Importantly, the action plan 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. We hope it helps other organisations to create their own action plan and continues the conversation on LGBT+ inclusivity.

Out & Proud Action Plan

5 principles to ensure awareness, inclusion, empowerment and support of our LGBT+ community



Principle 1

We commit at the highest level to support our LGBT+ colleagues

- Endorsing and upholding our Out and Proud Charter and Action Plan.
- Listening to and supporting our LGBT+ Network.
- Promoting awareness of LGBT+ issues and marking significant LGBT+ dates.
- Visibly supporting our LGBT+ colleagues across all levels of the organisation.
- Creating a trans and non-binary inclusive workplace.
- Hiring and promoting in an inclusive way.



Principle 2

We empower and regularly consult an Employee Network for LGBT+ colleagues and their allies

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



Principle 3

We commit to enforcing a zero tolerance approach to LGBT+ harassment and bullying

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



Principle 4

We promote LGBT+ awareness in the workplace

- Educating our staff on LGBT+ issues and societal developments.
- Inviting a diverse range of individuals to speak to staff at the Bank.
- Empowering staff to speak confidently about LGBT+ topics.
- Exploring a diverse range of volunteering opportunities for our staff.



Principle 5

We will capture meaningful data to monitor and publish progress

- Explaining why we collect data related to gender identity or sexual orientation.
- Disclosing LGBT+ staff statistics — where permitted — in our Annual Report.
- Working to improve our Stonewall ranking and LGBT+ staff experience.
- Using inclusive language in staff communications in order to capture meaningful data across the entire LGBT+ community.