

Delivered

For

You

In 2014/15

Our performance report

Foreword

This year has seen CSRA continue to deliver as an organisation. As you will see in this report, we have delivered a significant proportion of the objectives we set ourselves at the beginning of the financial year.

Arguably, the most significant work stream we undertook was helping Ben Summerskill to deliver his report for the Civil Service on the experiences of LGB* and T civil servants called “Don’t ask, don’t tell”. Given this objective arose half way through the year, we had to take the decision to divert significant capacity to this new objective, which necessarily meant that we had to deprioritise some other planned activity. However, the final report has already made a difference, leading to the inclusion of sexual orientation and gender identity issues in a revised Talent Action Plan.

Beyond this report, other key targets that we have met include:

- Producing the first ever Civil Service wide LGB* role models guide
- Delivering a Civil Service wide conference on LGB* issues
- Successfully campaigning for the Civil Service to prohibit Departments from using venues that offer “gay cure therapies”
- Participating in a record number of Pride events across the country
- Building an effective working relationship with the Civil Service LGBT champion, Sue Owen
- Developing the cross-departmental drinks and expanding the events across the UK
- Growing our membership significantly and improving our website

As an organisation, it is important to highlight that during the course of the year CSRA has suffered from a significant reduction in capacity amongst our volunteers. Our turnover rate is currently 48%. This is more than double the UK employer’s average. Feedback from those who have stood down has been unanimous. Line managers are not giving CSRA volunteers the time for their CSRA work. This means that volunteers are faced with a choice between delivering their departmental work or their CSRA work, and, there is only one winner in that scenario.

As you might expect, this high rate of turnover, particularly in the networks and policy team, has undermined our ability to deliver certain objectives. The most striking being the guidance for networks on best practice in the Stonewall Workplace Equality Index, and, how to develop an LGB* network within the Civil Service.

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We also end the 2014/15 financial year with just enough money in our account to cover existing financial commitments. CSRA last received central funding in 2009/10. We have supplemented this at various stages since through contributions for specific pieces of work from departments. However, we estimate that by July, CSRA will have exhausted all its reserves and will be unable to continue operating in a similar way to recent years.

This means that we enter 2015/16 in an uncertain position. Without support from the Civil Service both in terms of “network time” and financially, CSRA may not be able to continue to offer the level of service we have in recent years. We are raising these concerns at the highest levels in the Civil Service and we remain hopeful that we will be able to continue but it is not certain. We will provide a further update on our website about our ongoing future when one is available.



Oliver Entwistle
CSRA Chair



Kate Scott-Hughes
CSRA Vice-Chair

Summary of performance against objectives

Below is a summary of our performance against our eight top level objectives for the year. To find out more about our detailed progress on each objective, please turn to the page indicated below.

	Objective	Status	Go to page
1	Ensuring your voice is heard in 'Don't ask, don't tell' by Ben Summerskill	Met	5
2	Supporting departmental LGB* and LGBT * networks	Partly met	7
3	Tailored support for you	Partly met	9
4	Connecting LGB* staff in the regions and devolved administrations	Partly met	13
5	Making learning accessible	Partly met	17
6	Improving our collaboration	Met	18
7	Increasing our membership	Met	20
8	Improving consultation of LGB* staff	Met	22

Objective 1: Ensuring your voice is heard in ‘Don’t ask, don’t tell’ by Ben Summerskill

Overall assessment

Met

In late summer 2014, it was announced that the Rt.Hon. Francis Maude, MP had commissioned Ben Summerskill to conduct a no holds barred review of the experience of LGB* and T people in the Civil Service.

This was a significant work stream within the Civil Service and CSRA was asked to play a leading role in ensuring that LGB* members of staff were able to feed in their views to Ben Summerskill (with a:gender doing likewise for trans staff), and, that Ben Summerskill received the support that he needed to complete the report on time and to budget.

As a result, we took the decision to divert significant capacity to this new objective, which necessarily meant that we had to deprioritise some other planned activity. However, the final report has already made a difference, leading to the inclusion of sexual orientation and gender identity issues in a revised Talent Action Plan.

Target	Status	Commentary
Engage with Ben Summerskill at an early stage to help shape the design of his research	Met	The Chair and Vice-Chair met with Ben in the first week after the report was commissioned to discuss scope and to highlight the areas where CSRA members had reported concerns about the Civil Service.
Organise a series of focus groups, interviews, and workshops so that LGB* individuals can feed in their views to Ben Summerskill	Met	CSRA organised a range of events to enable members to input their views to Ben Summerskill directly. This included focus groups, interviews and workshops.
Work closely with Ben Summerskill, the Cabinet Office, and external contractors to develop a survey of all LGB* civil servants	Met	CSRA played an active role in developing the survey, suggesting a significant proportion of the final questions. We also worked closely with the Cabinet Office and contractors to resolve a serious problem with the survey shortly after it went live.

<p>Assist Ben Summerskill with the analysis of the evidence base.</p>	<p>Met</p>	<p>We held a series of meetings with Ben Summerskill, the Cabinet Office, and other stakeholders to analyse the results. This included a series of teleconferences to discuss results from those identifying as trans, where the results were significantly divergent from expectations in terms of quantity of responses and key messages.</p>
<p>Successfully manage stakeholder relationships throughout the lifetime of the project including with the Cabinet Office, networks, individual members, and Senior Civil Servants.</p>	<p>Met</p>	<p>CSRA played a leading role in the project steering group and often helped to steer a course through difficult discussions between stakeholders.</p>
<p>Help ensure a high quality final report by providing drafting comments to Ben Summerskill</p>	<p>Met</p>	<p>CSRA provided drafting comments on various iterations of the report, and, also worked closely with Ben Summerskill to identify recommendations that would have a tangible positive impact on LGB* and T civil servants.</p>
<p>Publicise the final report “Don’t ask, don’t tell” including by organising a workshop on the report at the CSRA conference.</p>	<p>Met</p>	<p>CSRA heavily publicised the final report and also ran a plenary session at our conference.</p>
<p>Represent CSRA and our members at the launch event of “Don’t ask, don’t tell” and the refreshed “Talent Action Plan”</p>	<p>Met</p>	<p>The Chair and Vice-Chair attended the event where they participated in a detailed Q&A session about the contents of the report, and, were interviewed for a Civil Service wide video about the report.</p>

Objective 2: Supporting departmental LGB* and LGBT* networks

Overall assessment

Partly met

CSRA has made some good progress against this objective, particularly in developing a section on our website for networks, successfully campaigning for a ban on the use of venues by the Civil Service that do not conform to the Equality Act, establishing a team of network representatives, and developing a Memorandum of Understanding between CSRA and departmental networks. However, this team has had the highest turnover rate of all our teams which was prevented us delivering as much as we would have liked to. We are aware, for example, that we need to share best practice from the Stonewall Workplace Equality Index.

Below is our assessment of our performance against each of the targets for this objective.

Target	Status	Commentary
Have an identifiable contact for each departmental network within the Network and Policy team in CSRA and publish the list on our website.	Met	We established the team and published the team details in our business plan in May 2014.
Establishing a series of regular meetings between account managers and departmental networks.	Partly met	We started well against this target with several meetings taking place across the Civil Service in the first half of the financial year. However, high turnover has meant these meetings have not continued across all Departments.
Providing advice and contacts for departmental networks	Met	Throughout the year we have brought networks together and advised them on issues they face.
Raising issues highlighted by networks with relevant teams in CSRA or the wider Civil Service	Met	We have done this throughout the year. For example, members raised concerns about the use of the Emmanuel Centre by Departments. We raised this with senior management and campaigned for the use of the Emmanuel Centre to be prohibited. We were successful.

Promoting departmental network activities, principally through our website	Met	We have done this extensively through our newsletter and website.
Ensuring departmental networks have access to advice and best practice by developing an 'extranet' on our website where individuals and networks can access documents; share case studies; and connect with each other.	Met	We built a resources and networks section into our website. The challenge for the year ahead will be getting more networks represented in these sections.
Develop a document to set out the benefits for a department of participating in benchmarking exercises, such as the Stonewall WEI.	Not met	This has not been completed due to capacity constraints. This will be carried forward into 2015/16.
Organise an event with Stonewall for Government departments and their arm's length bodies only to share learning and best practice.	Not met	This has not been completed due to capacity constraints. This will be carried forward into 2015/16.
Use our 'extranet' to share WEI best practice between networks. This content will be made available a few months after the 'extranet's' launch in July 2014	Not met	This has not been completed because the objectives above were not met. This will be carried forward into 2015/16.
Support networks when leadership is lost by maintaining a list of members by network through CSRA's web registration process and deploying our Networks and Policy team to identify a new co-ordinator where this is requested by members of the departmental network	Met	During the year CSRA has worked closely with some networks in distress to help them. This has included coaching for network leads and meeting with diversity teams in Departments as necessary.
Supporting the development of departmental networks where they do not exist by helping individuals from that department establish or reintroduce a network	Met	
Ensuring that we clearly define the relationship between CSRA and departmental networks by developing and publishing Memorandum of Understanding between CSRA and departmental networks.	Met	This was developed and published, following a period of consultation, in June 2014.

Objective 3: Tailored support for you

Overall assessment

Partly met

Our focus, over the year, has been on supporting bisexual men and women, and, gay women. This is because the Civil Service People Survey, and feedback from members, has identified that these groups require the most support. This is why below you will see that we have more targets under the bisexuality and lesbians/gay women headings.

Looking across this objective we have made some good progress but have not hit all our targets. The main achievements have been consulting with each cohort of our membership individually, ensuring that we have a diverse range of speakers at all our events, and analysing the Civil Service People Survey results by sexual orientation.

The most significant piece of work that has been delayed has been our action plans for each cohort and allies. This will now be published in early 2015/16.

Bisexuality

Target	Status	Commentary
We will analyse the results of the Civil Service People Survey to better identify where there are issues that bisexual men and women face that differ from others in the LGB* community so that we can start to address these.	Met	After a delay in obtaining the data from the Cabinet Office, we published our analysis of the Civil Service People Survey data on our website. We have used the data from this analysis to inform our bisexuality action plan.
Ask bisexual women and men what they want CSRA to do and develop an action plan. To do this our Bisexuality Officer will contact all those who identified as bisexual when they registered with CSRA and explore in more detail what you want us to do.	Met	We have consulted bisexual staff and have started to develop the action plan. Publication is forecast to occur in Q1 of 2015/16. We also ran a workshop at our conference on the issues facing bisexuals.
We will work to smash the stigma around bisexuality in the Civil Service. This will involve increasing awareness and visibility in Departments of the issues facing bisexual civil servants and much more.	Partly met	We have raised the issues facing bisexual staff in the Civil Service LGBT steering group and in our meetings with the Civil Service Diversity and Inclusion team. However, we need to do more to raise awareness so this is partly met.
Tell the stories of bisexual role models through our newsletter and in our forthcoming role models guide.	Met	We included a number of bisexual men and women in our role models guide.

		However, since the start of the year, we have changed our mind about featuring role models in our newsletter. Instead, the role models profiles are available on our website.
Bi-proof everything that we do as an organisation to ensure we are truly bi-inclusive. This will include having bisexual speakers at our events where possible	Met	We have ensured that we bisexual speakers at our events. Our bisexuality team have also bi-proofed our publications.
Organise events specifically for bisexual people. We have tried this before but it has not quite worked. So, as part of discussions to develop the action plan, we will explore with you what you want. We will also explore how to make this work for staff in the regions or devolved administrations	Not met	The action plan has been delayed so we have not progressed this objective as envisaged. However, we have promoted events for bisexual men and women that occur both within the Civil Service and outside.
Provide advice and support to your departmental networks on issues relating to bisexual women and men	Met	Our bisexuality team have provided support to a number of networks during the year.
Engage with the Civil Service on policy issues that will impact on bisexual men and women, such as changes to Civil Service policy	Met	This has occurred throughout the year. The clearest example is our work with Ben Summerskill on his report "Don't ask, don't tell" where we helped him connect with bisexual civil servants. We also ensured that the issues facing bisexual staff were reflected in his final report.
Ensure that the new CSRA buddying and shadowing schemes contain 'buddies' or people to shadow that are bisexual.	Not met	The scheme has been delayed until early in the 2015/16 financial year.

Lesbians/gay women

Target	Status	Commentary
We will analyse the results of the Civil Service People Survey and where specific issues relating to lesbians or gay women are identified, we will organise workshops and seminars to address these issues	Met	After a delay in obtaining the data from the Cabinet Office, we published our analysis of the Civil Service People Survey data on our website. We have used the data from this analysis to inform our women's action plan. We also ran a workshop at our conference on the issues

		facing lesbians and gay women.
Developing a network for women. This will be open to women, whether they identify as being a lesbian, a gay woman, bisexual, or as having any other minority sexual orientation. This network will focus on providing support and advice to women, and, on organising social events to build a sense of community amongst female CSRA members.	Met	We have consulted gay women and have started to develop the action plan. Publication is forecast to occur in Q1 of 2015/16.
Ensuring that we have a gender balance amongst speakers at our event where possible	Met	We have ensured that all of our events have a gender balance.
Tell the stories of role models that identify as lesbian or gay through our newsletter and in our forthcoming role models guide	Met	We included a number of women in our role models guide. Since the start of the year, we have changed our mind about featuring role models in our newsletter. Instead, the role models profiles are available on our website.
Providing advice and support to your departmental networks on issues relating to women who identify as lesbian or gay	Met	Our Women's Officer has provided advice and support to networks throughout the year.
Leading on engagement with the Civil Service on policy issues that will impact on lesbians or gay women, such as changes to Civil Service policy.	Met	This has occurred throughout the year. The clearest example is our work with Ben Summerskill on his report "Don't ask, don't tell" where we helped him connect with gay women. We also ensured that the issues facing women were reflected in his final report.
Working with the wider CSRA team to help increase awareness of the issues affecting lesbians and gay women in the Civil Service	Met	We have raised the issues facing bisexual staff in the Civil Service LGBT steering group and in our meetings with the Civil Service Diversity and Inclusion team.

Gay men

Target	Status	Commentary
Analyse the results of the Civil Service People Survey and where specific issues relating to gay men are identified, we will	Met	After a delay in obtaining the data from the Cabinet Office, we published our analysis of

organise workshops and seminars to address these issues.		the Civil Service People Survey data on our website. We have used the data from this analysis to inform our gay men's action plan which will be published early in 2015/16. We also ran a workshop at our conference on the issues facing gay men.
Tell the stories of gay male role models through our newsletter and in our forthcoming role models guide.	Met	We included a number of gay men in our role models guide. Since the start of the year, we have changed our mind about featuring role models in our newsletter. Instead, the role models profiles are available on our website.
Provide advice and support to your departmental networks on issues relating to gay men.	Met	Our Gay Men's Officer has provided advice and support to networks throughout the year.
Engage with the Civil Service on policy issues that will impact on gay men, such as changes to Civil Service policy.	Met	This has occurred throughout the year. The clearest example is our work with Ben Summerskill on his report "Don't ask, don't tell" where we helped him connect with gay men. We also ensured that the issues facing gay men were reflected in his final report.

Other minority sexual orientations

Target	Status	Commentary
Understand how many member's we have that do not identify as LGB or heterosexual, and then consult those members on what they would like CSRA to do to support them.	Partly met	We have analysed our membership database and contacted those who identify as "other" to seek their views. We have also started to develop an action plan, though publication is delayed until early 2015/16.

Engaging with allies

Target	Status	Commentary
Develop a plan to engage allies at all levels of the civil service to assist us with various aspects of our work	Partly met	The action plan is in draft and will be published in early 2015/16

Objective 4: Connecting LGB* staff in the regions and devolved administrations

Overall assessment

Partly Met

This has been a challenging area of work for CSRA over the past twelve months. We have had some pockets of brilliance, such as the North-West where we have created a burgeoning regional network. We have also experienced some significant setbacks with regional representatives not being granted time for their work by line managers. This has really held us back. It also means that we go into 2015/16 still needing to recruit regional and devolved administration representatives.

Target	Status	Commentary
<p>East Anglia</p> <ul style="list-style-type: none"> Recruit a regional representative as soon as possible. Subject to successfully recruiting a representative, we will establish a local cross-departmental network based on the regional data from our membership system Subject to successfully recruiting a representative, we will also aim to organise at least one event in the East Anglia region by the end of the financial year 	Not met	<p>We have not been able to recruit a regional representative for East Anglia.</p>
<p>East Midlands</p> <ul style="list-style-type: none"> Develop a local cross-departmental network based on the regional data from our membership system. This will be led by our East Midlands regional representative (see Annex A) Organise at least one seminar or regional conference for staff in the East Midlands Organise social events for LGB* staff in the East Midlands. The frequency of the events will depend on local demand Subject to gathering sufficient participants, we will participate in Nottingham Pride on 26th July as a walking group 	Partly met	<p>Our regional representative organised CSRA's participation in Nottingham Pride, and, has also organised other events during the year.</p> <p>Our East Midlands representative also played a significant role in delivering the CSRA conference. This meant he had reduced capacity to organise events in the East Midlands region in the second half of the year.</p> <p>The challenge for the year ahead will be making best use of our membership data to identify who we have in the East Midlands region and connect them.</p>

<p>North-East</p> <ul style="list-style-type: none"> • Develop a local cross-departmental network based on the regional data from our membership system. This will be led by our North-East regional representative (see Annex A) • Organise at least one seminar or regional conference for staff in the North-East • Organise social events for LGB* staff in the North-East. These will occur at least quarterly 	<p>Not met</p>	<p>We have not organised events in the North-East due to capacity constraints.</p>
<p>North-West</p> <ul style="list-style-type: none"> • Further develop the emerging network in the north-west by reaching out to more departments in the area, and, by ensuring that all CSRA members who live in the North-West are invited to future events. This will be led by our North-West regional representatives (See Annex A) • Organise at least one seminar or regional conference for staff in the North-West • Organise social events for LGB* staff in the North-West at least quarterly • Subject to gathering sufficient participants, we will participate in Manchester Pride on 23rd August as a walking group 	<p>Met</p>	<p>Strong progress has made in the North-West by our team of representatives. We have held several events and we participated in Manchester Pride.</p> <p>We also now have a distinct North-West distribution list which has enabled us to better connect civil servants in the region.</p>
<p>Northern Ireland</p> <ul style="list-style-type: none"> • Recruit a representative for this devolved administration as soon as possible. • Subject to successfully recruiting a representative, we will establish a local cross-departmental network based on the regional data from our membership system • Subject to successfully recruiting a representative, we will also organise at least one event in Northern Ireland by the end of the year 	<p>Partly met</p>	<p>We were successful in recruiting two representatives for Northern Ireland. However, due to a lack of capacity, they both stood down.</p> <p>Whilst in post, they did promote the work of CSRA at Belfast Pride.</p>
<p>South-East</p> <ul style="list-style-type: none"> • Develop a local cross-departmental network based on the regional data from our membership system. • Organise at least three events for staff in the South-East. These will be a mixture of social events and seminars 	<p>Partly met</p>	<p>We registered for Brighton Pride but were unable to participate as the event was over-subscribed.</p> <p>One other event has taken place but there is more that we need to deliver.</p>

<ul style="list-style-type: none"> • Subject to gathering sufficient participants, we will participate in Brighton Pride on 2nd August as a walking group 		
<p>South-West</p> <ul style="list-style-type: none"> • Develop a local cross-departmental network based on the regional data from our membership system. This will be led by our South-West regional representative (see Annex A) • Organise at least one seminar or regional conference for staff in the South-West • Organise social events for LGB* staff in the South-West. The frequency of these events will depend on local demand 	<p>Not met</p>	<p>Unfortunately our representative for the region had to stand down as his organisation refused to support his work with CSRA.</p>
<p>Scotland</p> <ul style="list-style-type: none"> • Develop a local cross-departmental network based on the data from our membership system. This will be led by our Scotland representative (see Annex A). • Organise at least one seminar or conference for staff in Scotland • Organise social events for LGB* staff in Scotland. The frequency of these events will depend on local demand • Subject to gathering sufficient participants, we will participate in Scotia Pride on 21st June as a walking group 	<p>Partly met</p>	<p>During the year we have had a change in the Scotland team. Our new representative successfully organised our participation in Scotia Pride and Glasgow Pride.</p> <p>It will be important that we build on this success in the year ahead by developing an effect network in Scotland.</p>
<p>Wales</p> <ul style="list-style-type: none"> • Develop a local cross-departmental network based on the data from our membership system. This will be led by our Wales representative (see Annex A) • Organise at least one seminar or conference for staff in Wales • Organise social events for LGB* staff in Wales. The frequency of these events will depend on local demand • Subject to gathering sufficient participants, we will organise a Civil Service walking group to participate in Pride Cymru on 16th August 	<p>Partly met</p>	<p>We participated in Pride Cymru but have not undertaken any other activity in Wales.</p> <p>We will need to improve on this in 2015/16.</p>
<p>West Midlands</p> <ul style="list-style-type: none"> • Recruit a regional representative as soon as possible. If you are interested in this role click here 	<p>Partly met</p>	<p>We have successfully recruited a regional representative for the West Midlands and have started work on developing a</p>

<ul style="list-style-type: none"> • Subject to successfully recruiting a representative, we will establish a local cross-departmental network based on the regional data from our membership system. • We will also aim to organise at least one, but hopefully more, events in the West Midlands region by the end of the financial year 		<p>local network but this is at a very early stage.</p>
<p>Yorkshire and the Humber</p> <ul style="list-style-type: none"> • Recruit a regional representative as soon as possible. If you are interested in this role click here • Subject to successfully recruiting a representative, we will establish a local cross-departmental network based on the regional data from our membership system • We will also aim to organise at least one, but hopefully more, events in the Yorkshire and Humber region by the end of the financial year 	<p>Met</p>	<p>We have successfully recruited a regional representative and we have hosted a number of events in the region during the year.</p>

Objective 5: Making learning accessible

Overall assessment

Partly Met

Our biggest achievement was the publication of the CSRA role models guide. This was the first ever Civil Service wide LGB* role models guide to be published. We are also pleased that our campaign to have the Positive Action Pathway opened up to LGB* staff was successful. Unfortunately though, the launch of our CSRA buddies scheme has been delayed due to capacity constraints. However, we are working hard to launch the scheme as soon as possible.

Target	Status	Commentary
Engaging regularly with the Civil Service Learning team to ensure that any existing, or proposed, equality and diversity courses include appropriate content on sexual orientation equality issues - ongoing	Met	We have engaged with the Civil Service Learning team through the Civil Service Diversity and Inclusion Unit rather than directly. Through this, we were able to secure the Positive Action Pathway being opened up to LGB* staff. There is also, now, a specific training course on CSL about equality and diversity that includes sexual orientation issues.
Producing a Civil Service wide LGB* role models guide (by October 2014) and organising seminars or workshops with some of the role models as speakers	Met	We published this guide ahead of schedule in September and have run events featuring our role models since.
Subject to Civil Service Learning clearance, developing a Civil Service wide LGB* job shadowing scheme so that we can learn informally from one another by January 2015	Partly met	We have decided to combine the job shadowing and buddying schemes. The preparatory work has been largely completed and this will now launch in early 2015/16.
Developing a buddy scheme for LGB* civil servants across the UK so that we can learn informally from one another by January 2015	Partly met	
Develop a standard business case template to help you get permission to participate in equality training by September 2014	Not met	Due to capacity constraints this has not been developed.
Develop and deliver with Stonewall, a Civil Service specific version of the Stonewall leadership programme by December 2014	Not met	The Positive Action Pathway has replaced the need for this objective.

Objective 6: Improving our collaboration

Overall assessment

Met

Overall, we met seven of the ten components of this objective and partly met two others so have assessed this as met overall. The most notable achievements being the successful delivery of the CSRA conference, our history month event in partnership with Opening Doors London, and developing the resources and networks sections of our website.

Target	Status	Commentary
Subject to securing funding, organise and deliver a CSRA conference so that you can hear from a range of speakers on equality issues, participate in LGB* relevant workshops, and connect with other LGB* civil servants before March 2015	Met	The conference was held at the BIS conference centre on 27 th March and featured key note speakers such as Amy Lane and Ben Summerskill. There were also a broad range of workshops at the event.
Continuously improve our member's meetings so that they give you the opportunity to discuss big issues, share best practice and meet new contacts - ongoing	Met	We have refined the format of the members meetings during the year. The most positive change has been inviting the host department to present on the latest work of their network. This has helped with sharing best practice.
Develop an 'extranet' on our website where individuals and networks can access documents; share case studies; and can connect with each other from July 2014 onwards	Met	The website now features a resources and networks section.
Utilise our new membership system to more easily connect staff across the Civil Service, particularly in the regions and devolved administrations - ongoing	Partly met	As our membership has grown we have been able the information on our database to more effectively connect staff. However, it is early days.
Engage with departmental networks through our account manager system to understand each other's work more fully, share best practice, and avoid unnecessary duplication - ongoing	Partly met	As set out under objective 1, we have made some good progress on this but it has been sustained across the board.
Facilitate the sharing of best practice from departmental Stonewall Workplace Equality Index applications as set out earlier in this document by July 2014	Not met	See summary in objective 1.
Continue to engage with wider public events or organisations that are relevant to LGB* civil servants and where appropriate, organise events with them – ongoing	Met	We have organised a variety of events with external partners including, for example, a history month event with Opening Doors London and Age UK.

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Participate in more Pride events than ever before.	Met	We participated in a number of Pride events across the country including in London, Scotland and the North-West.
Act as the central point of coordination for all Civil Service policy work that relates to LGB* staff by regularly engaging with the Civil Service policy teams and co-ordinating the response to consultations that happen during the year - ongoing	Met	This has been achieved through our seat on the Civil Service LGBT steering board, and, by developing effective working relationships with the Cabinet Office and the Civil Service Diversity and Inclusion Unit.
Continue to act as a central knowledge hub for the Civil Service on sexual orientation equality and diversity issues, and, promote this function of CSRA across the Civil Service	Met	We have continued to provide advice and guidance across the Civil Service on LGB* issues.

Objective 7: Increasing our membership

Overall assessment

Met

We met all bar one of our many targets under this objective. Our new membership system is a significant improvement on its predecessor and we have been able to use this new system to improve our newsletters to members and attract new members. Also, the various events that we have organised during the year have helped to increase our membership.

Target	Status	Commentary
Deliver a Civil Service wide conference on LGB* equality issues by March 2015	Met	As set out above this was delivered in March 2015.
Organise social events for staff across the UK including by taking on co-ordination of the monthly London cross departmental drinks and expanding this UK wide - ongoing	Met	We have organised a number of events for members during the year including our conference. We have also taken on responsibility for the cross departmental drinks and have organised a number of these in London. Most recently we have also expanded the format to the North-West and Yorkshire and the Humber.
Organise a range of seminars, workshops, or other events during the year.	Met	We have organised a number of seminars and workshops during the year including a history month seminar.
Organise a Civil Service wide participation in an increased number of Pride events across the UK as set out earlier in this document by October 2014	Met	As set out previously, we participated in a record number of Pride events this year.
Implement the new membership system to better support CSRA's and departmental networks' work, by May 2014	Met	The new membership system was operational by May 2014.
Transfer all existing membership details onto our new system by June 2014	Met	This was completed on time.
Analyse and assess the data CSRA holds on its members, and regularly share the results of this data to better inform decision making from August 2014	Met	We do regularly analyse our membership data. We have also published our aggregated data statistics on our website.
Design and launch an online tool ('extranet') for members and networks to share information, best practice and connect with each other by July 2014	Met	We now have a resources and networks section on our website.

Civil Service Rainbow Alliance

<p>Conduct an 'Annual Members Survey' to inform future decision making by December 2014</p>	<p>Not met</p>	<p>This has been delayed until June 2016 so that it followed our conference and the General Election.</p>
<p>Develop and implement on a communications strategy guiding all CSRA's communications to individuals, networks and the wider world, by June 2014.</p>	<p>Met</p>	<p>This has been completed and is available on our website.</p>
<p>Provide regular, tailored, communications to individual members of CSRA through a variety of channels throughout the year</p>	<p>Met</p>	<p>This has been achieved. We have a website, our regular newsletter, a Facebook page and group, a Twitter account, and an Instagram account. We use all of these to communicate with members.</p>
<p>Provide regular, tailored, communications to those that run departmental networks through a variety of channels throughout the year</p>	<p>Met</p>	<p>This has been achieved. We have a website, our regular newsletter, a Facebook page and group, a Twitter account, and an Instagram account. We use all of these to communicate with members.</p>

Objective 8: Improving consultation of LGB* staff

Overall assessment	Met
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During the year we have consulted at regular intervals with LGB* staff on Civil Service policy issues for example the use of the Emmanuel Centre by the Civil Service. We also facilitated Ben Summerskill's interviews and focus groups with hundreds of civil servants, and, played an instrumental role in the design of the Civil Service wide survey of LGB* staff for Ben's report.

The one area where we have not made as much progress is with our planned surveys of members. We decided to delay our annual survey of members until after the conference and the General Election which has pushed it into the 2015/16 financial year.

Target	Status	Commentary
Be the first point of contact on LGB* matters for all cross-government consultations by agreeing a memorandum of understanding with the Civil Service Employee policy team	Met	We have developed a strong working relationship with the Civil Service Diversity and Inclusion team and are now the point of contact for them on LGB* issues.
Where we can, we will share information on policy development with you so that you can tell us what you think of it. We will then collate everyone's views and provide your feedback to the Civil Service	Met	We have done this throughout the year. The clearest example being our consultation with members on Ben Summerskill's report.
We will ask you what you think more frequently on a range of issues including through short polls or pulse surveys, and, by conducting an annual member's survey	Partly met	We have not produced short polls or pulse surveys as originally envisaged. Our annual members' survey has also been delayed. However, we did play a leading role in the design of the survey of LGB* staff conducted by the Cabinet Office.
[Amended] Establish a relationship with the new Civil Service Diversity Sexual Orientation Champion, Sue Owen.	Met	Since her appointment, we have engaged with Sue Owen extensively. We meet her at least once a month to raise the issues our members identify.
Ensure that the Civil Service People Survey results are analysed by sexual orientation and that we use the results to inform policy priorities. Having analysed the results, we will also consider changes to the Survey questions and propose our suggestions to the survey organisers in the Cabinet Office.	Met	We have analysed the staff survey results and published our analysis on our website.