

# FINDING AN LGBTQ+ INCLUSIVE EMPLOYER

What to look for when researching apprenticeships

Everyone should feel valued and accepted in the workplace. There are many different ways that employers may demonstrate they are an inclusive organisation for LGBTQ+ employees and it can be useful for potential applicants to know what to look for. This guide provides a few examples, and there will be other excellent approaches that employers have in place.

## LOOK AT THE EMPLOYER'S WEBSITE AND SOCIAL MEDIA

### Support and celebration

Look for any examples that the employer has shared on their website or social media, demonstrating how they support LGBTQ+ colleagues, or events such as Pride, LGBTQ+ History Month or Trans Day of Visibility. Also take a look to see if they share news stories or case studies showcasing LGBTQ+ people or events outside of Pride month in June.

### EDI statement

Look for a public statement on equality, diversity and inclusion (EDI). You should be able to search on their website and if they have a 'Careers with us' page, you may find statements or policies there. This will set out the organisation's commitment to ensuring an equitable, diverse and inclusive workplace.

### Rainbow logo during Pride

You may notice that at key points in the year, such as during Pride month, organisations may adapt their company logo (often to include a rainbow flag) to demonstrate their allyship to LGBTQ+ staff and customers.

### Awards and recognition

If an employer has won any awards for inclusivity or achieved a quality mark or standard that recognises their efforts in this space, they will usually display logos and badges on their website.

### Staff networks and support groups

Find out if the employer shares information about any LGBTQ+ networks, support groups or champions they may have.



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## LOOK AT THEIR RECRUITMENT PROCESSES

### Sharing pronouns

It can be a positive indication of inclusivity and allyship if staff share their pronouns in email signatures at the bottom of their emails, in staff profiles on their website or on LinkedIn profiles.

### Encouraging the conversation

At careers fairs, look out for posters or other literature that may show they are an LGBTQ+ inclusive employer and encourages people to ask questions if they want to. For example this could be a case study, rainbow lanyard or rainbow ribbon.

### Language used within job adverts

Check if the employer includes a statement in job adverts that communicates their commitment to creating an inclusive workplace for people of all sexual orientations and gender identities, for example, 'We welcome applications from...!', 'We are committed to...!'

### Specialist employment agencies

Some employers might advertise with specialist employment agencies who specifically list vacancies for LGBTQ+ inclusive organisations.

### Diversity monitoring & use of data

If the employer includes a diversity monitoring form within application packs, it indicates that they are committed to creating a strong equality and inclusion culture by monitoring diversity.

### Pronoun options for applicants

Check to see if there are pronoun options for applicants to use on their application forms, or space to add their own text.

### Gender neutral language

Look out for use of gender neutral language and phrases in job adverts and other literature.

