



Setting up informal and formal Sex,  
Equality & Equity Employee Networks in  
your local authority

An introduction from LocalAuthoritySEEN  
[www.localauthorityseen.uk](http://www.localauthorityseen.uk)



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# Local Authority SEEN



We are a network of staff in local authorities committed to upholding the importance of biological sex and sex-based rights, as defined by the Equality Act 2010.

We have no political, religious or organisational affiliation.

We came together because of increasing frustration at policies and practises implemented within our local authorities, where the concept of 'gender identity' is often presented as uncontested fact.

We are run by a core group of volunteers, drawn from local authorities across the UK. As we grow our governance and membership structures will also change and develop.

Membership is open to staff from local authorities (including borough councils, county councils, combined authorities, and town and parish councils) who share our aims and principles.

**For further information visit our website [www.localauthorityseen.uk](http://www.localauthorityseen.uk)**

# Background

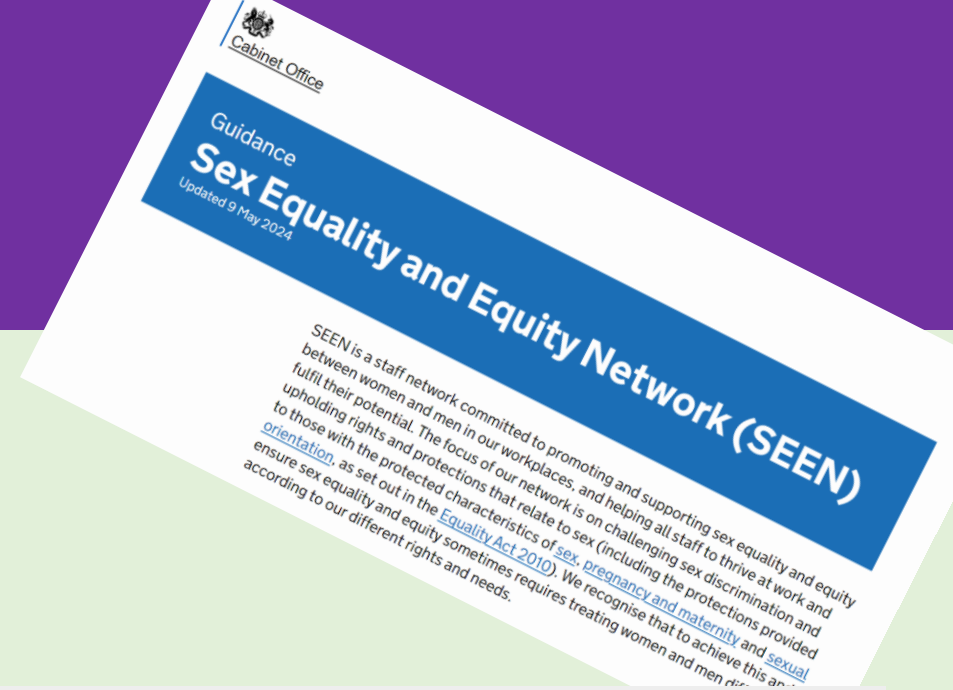
- Stonewall Workplace Equality Index launched in 2005 as the Corporate Equality Index, changing its name in 2006 – used by employers as a benchmarking tool to measure their progress on lesbian, gay, bi and trans inclusion
- Equality Act 2010 – 9 protected characteristics
- Public sector equality duty 2011
- Gender Recognition Act (GRA) Public Consultation 2018 and publication of results September 2020 – changes to gender recognition laws ruled out
- Escalation of Trans Protests and Womens’ Events 2019 / 2020
- Maya Forstater loses employment tribunal over posting tweets on gender recognition in 2019 but then wins her appeal in 2021. A High Court judge ruled her “gender-critical” beliefs fell under the Equalities Act.
- Civil Service SEEN Network founded 2022





# SEEN Networks

- Civil Service SEEN was launched in 2022 authorised by a Senior Civil Servant
- Used Protected Characteristic of Freedom of Belief (Forstater v CGD)
- Provided a straightforward template for SEEN networks in other sectors
- Legal framework
- Recognisable brand for future networking & public recognition
- Currently 11 SEEN networks with more pending launch



## SEEN



We are the Civil Service staff network for colleagues in UK central government, its executive agencies, and arms length bodies, as well as devolved governments (see eligibility). As the original SEEN, we haven't added anything to our name to distinguish ourselves, but where context requires us to do so, we may refer to ourselves as *Civil Service SEEN*.





### **SEEN in the City**

A UK-wide network focussed on advocating sex equality and equity in the private sector particularly financial services.



### **Police SEEN**

UK Policing National SEEN network for serving Police Officers and Police Staff.



### **SEEN in HR**

A group of Human Resources professionals (public and private sectors, as we understand).



### **SEEN in Parliament**

Sex Equality and Equity  
Network for all working in  
Parliament committed to  
promoting and supporting  
sex equality and equity  
between men and women.



### **SEEN in STEM**

For sex-realists who work or  
study in STEM and believe  
reality matters for  
continuing scientific and  
technological discoveries.



### **SEEN in Journalism**

A network for journalists  
and content-makers across  
platforms who seek to  
restore accuracy and  
impartiality to media  
coverage of sex and gender.



### **SEEN in Sport**

For all players, coaches, officials and parents who believe that women and girl's sport should be for biological females only.



### **SEEN in Schools**

We are a network of UK school staff (teachers and non-teaching) and governors committed to promoting sex equality and equity in schools.



### **SEEN in health**

Our mission is to offer support to staff through a workplace network that works in partnership with NHS and other healthcare organisations.



# Informal Ways to Connect



- Become a **member** of Local Authority SEEN
- Members will have access to a **secure platform** to **connect** with other vetted colleagues in their local authority and use our resources
- Print and display our **promotional posters**
- Set up a WhatsApp / similar to connect and meet locally
- Use social media platforms to raise awareness



When you have established an informal network in your local authority, you may wish to formalise your group and create an **Employee Network**

**Review current staff networks** – do you have an unmet need



# Formal Employee Set Up



## Review your local authority's process for setting up Employee Networks:

- Read the guidance on your intranet or similar
- What do you need to set up and minimum numbers required?
- You may be required to inform your manager
- Normally an application form will need to be completed and reviewed by your Equality and Diversity Lead and Employee Wellbeing Team or similar
- If approved, your local authority communications team should be able to support raising awareness of your network
- Host an event or meeting for interested colleagues
- You will need to ensure your network has a framework with roles and responsibilities and a Terms of Reference which should include membership guidelines and a code of conduct

## Points to consider:

- How will you vet members and protect their privacy?
- What are your strategies and focus for the year ahead
- What people and policies can you influence and how?
- What internal communications channels can you use – Teams?
- How will you ensure your views are respected and those of other employee networks

# SEEN Support



## **Local Authority SEEN will support its members by:**

- Ensuring a thorough vetting process is maintained
- Follow GDPR rules and guidance by ensuring members personal details are protected and members can remain anonymous should they wish to
- Providing resources and guidance documents so our members can flourish in the workplace and be worthy of respect
- Support our members who wish to formalise and set up a SEEN Employee Network in their local authority

# Connect with us

A dark, high-angle photograph of a council chamber with people seated at desks around a central area.

[www.localauthorityseen.uk](http://www.localauthorityseen.uk)  
[#BeMoreSEEN](https://twitter.com/LocalAuthSEEN)

Isn't it time you were  
**SEEN?**

Join our UK wide staff network committed to promoting and supporting sex equality and equity between men and women in local authorities

# Contact us:

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 @LocalAuthSEEN