



## **Network Input to new recruits**

### **Background**

The Network is Nottinghamshire Police's LGBT+ support network and was formed in 2001 initially as the 'Out Network' with the aim of offering advice and support to LGBT+ staff across Nottinghamshire Police. In the past few years, 'out' was dropped from the name to reflect the fact that some members are not actually out at work. Our group is made up of volunteers, who are officers and staff who all identify as LGBT+ and have a wide range of life experiences. Some members are trained 'First Contact' officers and are able to support people seeking someone to talk to or confide in. We recognise that for some colleague's sexual orientation and gender identity / expression is personal and or private. However, we are able to support all colleagues within the organisation whether they are in The Network or not.

### **Recruitment**

We also advise the organisation on recruitment, retention, training and career progression of all staff. The force runs Positive action campaigns during periods of recruitment. Some members attended positive action recruitment events and took part in interviews which were publicised in local media (QB magazine) and had photos taken which appeared on NCT busses. Some members have been attending workshops and seminars to offer advice to those preparing for the application form and assessment centres. The force is keen to be an employer of choice and recruit applications from underrepresented groups.

### **Roles Models / Mentors**

Some of our members are LGBT+ /equality role models. These are people who are authentic about who they are in the workplace and are people who others can look up to who are similar to themselves. Other members are mentors. Historically these are people who would be in senior positions and could mentor other officers during promotion processes. Today mentors also include officers who may have a particular skill set or background and who can offer support to those wishing to follow a similar path; or reverse mentor more senior colleagues LGBT+ equality. The Network are also looking for more diversity allies – this has recently been relaunched on the intranet. Diversity allies recognise that we may all tick many boxes and it enables LGBT+ staff and non LGBT+ people to actively support LGBT+ equality & inclusion. The senior command team are all signed up to be diversity champions to show their commitment to promoting equality within the organisation.

### **Chief Constable Craig Guildford – July 2017**

*"...all sections of the public are reflected at Nottinghamshire Police. I also hope that all LGBT+ colleagues in force feel able to be who they are, and feel free to bring their whole selves into our workplace, if they wish."*

- \* Pledge sheets for Diversity /LGBT+ ally
- \* Expressions of interest to become a role model

### **Events / Training & community engagement**

We are involved in events such as trans awareness days, trans visibility days, intersectionality conferences, Nottingham Pride, IDAHO Day and the LGBT Rainbow heritage awards. We have sponsored these awards as well as the charity Sanctuary (BME refugee and asylum seekers group who identify as LGBT+). We also support Notts Trans Hub. On 24th July 2017 we ran the first in force same Sex Domestic Abuse workshop. Social events (meals, nights out with other blue light emergency services and other staff network socials are also held).

### **Equalities page**

There are quarterly updates on the equalities page of the intranet. This is a central place for diversity information to be held relating to all the protected characteristic groups. Information such as events, role models and policies are there as well as good news stories and links to other support groups and agencies. The intranet provides information on all force information and force policies which are all equally in to **all** colleagues irrespective of Sexual orientation, gender identity and or gender expression.

### **Stonewall**

Stonewall was founded in 1989, and since then has been at the forefront of unprecedented social and legal advancement for LGBT+ people living in Britain. They have a workplace equality index which measures how committed organisations are to LGBT+ equality. Nottinghamshire police are ranked 35<sup>th</sup> in the top 100 index and our Network group has been recognised as 'highly commended' for 2017.

### **Bullying / harassment policy**

The force has a zero tolerance approach to bullying & harassment on the grounds of sexual orientation and gender identity & expression. If colleagues were to out somebody as Gay, Bi or Trans for example and do this against their will, this would be deemed as bullying & harassment. The Network is listed in the Bullying & Harassment policy as one of the key routes for colleagues to get support to report bullying and harassment within the workplace.

