



National LGBT
Police Network for
England, Wales,
Northern Ireland
& Channel Islands

Annual Report 2018







Co-Chairs report

Clinton Blackburn & Tracy O'Hara



As the co-chairs for the national co-ordination group (NCG) of the national LGBT+ police network we are proud to produce this annual report for 2018.

It has now been three years since our network formally came together and in September of this year at our annual general meeting we were elected to represent the national network for the next two years.

This is a report to highlight the achievements of this calendar year however it would be reticent of us to not formally recognise the achievements of the network in the past three years since we were established and indeed the preceding two years in getting the agreements in place to establish the network. We are not where we are today by accident, this has been a collective, determined effort by a group of passionate people who care about improving the lives of LGBT+ people in the service and in the community. In a short space of time we have become an established and respected national police staff network and a respected and influential national LGBT staff network. So thank you to everyone one of you, NCG member current or past, force/agency network member, friends and allies for helping us to reach this point.

So now on to phase two, and building on our solid foundations.

Some of our headliners this year have seen us march in greater numbers and at more pride events than ever before, host another successful conference in partnership with our colleagues in LGBTI Scotland, we have seen the set-up of a bi-inclusion group, launched a Trans toolkit for policing, worked with the NPCC and College of Policing on the 'policing our diverse communities' strategy and toolkit, but most importantly we have supported force and agency networks via the regional reps to improve the access to welfare and wellbeing for our LGBT+ officers, staff and allies. So as we enter 2019 we will look to build on our regional structure and encourage ownership of business areas and work streams within the regions already leading on some of the areas of work and we will continue to work with our partners and communities in ensuring that there is LGBT+ inclusion at all levels and in all areas of business. We end by reminding you that every single one of you who is reading this report is an advocate for LGBT+ inclusion, and do not underestimate the achievements that can be made when we all work towards a shared goal, we are stronger together.

NPCC Lead

ACC Julie Cooke

In July 2017, I took on the role of NPCC Lead for LGBT+ a role that I am very passionate about as I really want to ensure that all forces are valuing difference and understand the benefits of a diverse and inclusive workforce.

I am striving to build confidence within the LGBT community to ensure that people can bring their whole self to work and are able to contribute to their organisations and make a valuable difference.

NPCC National LGBT+ Lead and Meetings

I have a quarterly National LGBT meeting where staff from across the country can voice any concerns or issues they may have and with regional representatives we are working together to tackle the issues that mean the most to our LGBT staff and communities. The objectives of this meeting are to:

- Listen to issues raised by the LGBT National, Regional and Local networks, the National Trans Police Association (NTPA), College of Policing, Federation, Unions and Supts Association.
- To intervene at a national level where appropriate in order to address issues that the networks aren't in a position to manage at their level.
- To provide support and work with these networks and to exert influence for change where appropriate.
- To Chair the National LGBT meeting for the regions and to manage, co-ordinate and task the actions raised to this meeting.
- To provide a forum to discuss, identify and then share best practice on issues affecting LGBT+ communities and our staff.
- To drive a national response via the NPCC Diversity, Equality and Inclusion co-ordination meeting.
- To be the spokesperson at NPCC level on LGBT+ issues and provide quarterly updates to the NPCC Diversity Equality & Inclusion meeting.

Even if staff are not part of this meeting I always welcome contact in order to progress any issues that may arise within this portfolio.

Trans Videos

Trans awareness is very important to me and in November 2017 I launched two Trans+ awareness videos on a national level through the NPCC and I really hope that these have been adopted in forces across the country. They are intended to make a significant difference to the understanding of staff regarding Trans issues, as well as improving the service we provide and increasing the confidence of the Trans community in policing.

- The first video focussed on Trans awareness and guidance for staff, partners and wider communities. <https://www.youtube.com/watch?v=xI9ftz609KQ>
- The second video is for internal force use on searching Trans people in custody. This was supported by the related PACE Code C Annex L regarding 'Establishing gender of persons for the purpose of searching'. : <https://vimeo.com/234012722/eaf516e3b7>



Within my **NPCC action plan** work has been ongoing to ensure parity, fairness and that there is no disadvantage in relation to non-binary colleagues, bisexual colleagues, vetting of Trans staff and searching by Trans staff. I am in liaison with colleagues from the Home Office, the IOPC, other forces and the Gender Equality Office to research the legal position regarding Trans officers, who don't have Gender Recognition Certificates, searching people. We need to understand the associated risks and fully understand them and work out how we can do the right thing for our staff.

Trans Guidance for the Policing Sector

On 12th November 2018, we launched a toolkit aimed at supporting those who manage trans staff and officers, or those who wish to transition, and allows forces to build into their Policies, so that there is consistency and up to date good practice across all forces. The toolkit consists of four documents:

- An Overview
- Guidance for the Individual
- Guidance for the Manager
- A Glossary of Terms

We worked in partnership with Stonewall and other forces to create these unique documents which emphasise the role that we can all play in ensuring that we create a truly inclusive workplace and support our colleagues transitioning in the workplace. This was circulated via NPCC and the guidance will evolve as national decisions are made with regard to issues such as searching. The document will be retained on the [LGBT website and updated as necessary](#).

Parity in relation to the national direction and focus for **Attraction, Recruitment, Retention and Progression** is highlighted in order to ensure LGBT+ is on the agenda.

A response to the Government's **Consultation on the Gender Recognition Act** has been submitted on behalf of NPCC and APCC after views were sought by the National Trans Police Association, Chief Constables and Police & Crime Commissioners.

Bi –sexuality

A working group has been formed with my support to look at bi-inclusion and how we can increase the awareness of being Bi. Again, we must start the conversations to enable people to feel confident to be themselves and we had a lot of social media coverage on bi-visibility Day.

As you can appreciate there is still a long way to go before difference is fully embraced and valued, but through my role as national lead I will strive to ensure that not only is there equality for all within the workplace, but that as a police service we fully engage the LGBT community. I want all communities to see that policing is a good employment choice, where all staff are supported and diversity is celebrated.



Bi Inclusion

The Bi-Visibility group was first initiated in December 2017 when ACC Julie Cooke recognised that this community were struggling to be recognised and understood by not only people outside the LGBTQ+ community but also from within.

One year on we have 25 officer and staff on the mailing list covering 17 forces including PSNI, Northumbria, Norfolk, South Wales, Hampshire, National Crime Agency and British Transport Police.

We manage to pull together on average 8 people around the table at each of the meetings which are held every two to three months.

The biographies are available to be used should forces want to, and a short PowerPoint was circulated showing Bi / Queer icons and detailing facts and figures relative to the Bi / Queer community (this PowerPoint is also on POLKA)

Our most sensitive challenge has been negotiating the decision to include the Queer identity within this piece of work. We have received a few comments from within our forces and also externally asking us to justify our inclusion of this word which members of the group have responded to empathetically and patiently, and have been able to smooth the way so far.

It has been good to see the increase of Bi flags being flown or worn during Prides but there is still a long way to go.

The first ever Bi-Pride is due to take place early in 2019 and we will be looking to engage with the event organisers and hoping to get support from our forces to take part in this.

We will be looking to design and produce a small leaflet detailing the majority of the mainstream LGBTQ+ identities with short explanations for circulation around the forces and also start planning a Bi / Queer Vlog to do the same and encourage visible role models.



National Conference 2018

<https://www.lgbtpolice.scot/news/uk-ireland-conference-video-launch>



G - force



UK & Ireland LGBTI Police Conference

Scotland 2018

Conference Report



National Conference 2018



Chair's Foreword

**Scottish LGBTI Police Association,
Chair**

Frazer Robertson

I am delighted to present the conference summary to those who attended and, indeed, supported the 2018 conference. It has been an incredibly busy period having only formally relaunched in February this year. I would therefore like to credit my colleagues from the Scottish LGBTI Police Association, who adopted a wide variety of roles in advance of the event to ensure all relevant planning was in place to welcome our delegates and, of course, during the conference itself to ensure the event ran smoothly.

The conference was a fantastic opportunity for colleagues old and new to meet, open dialogue, debate and share best practice. I am sure that those attending will have left the conference reinvigorated to continue championing LGBTI inclusion and will showcase the police service as an positive and welcoming employer of choice and one which understands and values diversity.

Particular thanks to all of our sponsors and partner agencies from within the police service and wider third sector, who All helped make the conference so meaningful and engaging.



National Conference 2018



Delegations

Five Nations

The conference welcomed 125 delegates from Scotland, England, Wales, Northern Ireland and Ireland. 38 forces from the five nations were represented by the Scottish LGBTI Police Association, National LGBT Police Network and G-force.

The event represented the largest LGBTI police conference ever hosted in Scotland, with the highest number of forces from outwith the country attending.



G - f  **orce**



National Conference 2018



Conference Content

Content

The conference consisted of three formal functions and 19 inputs (including workshops), with 15 organisations involved in conference inputs. The diversity of presentations and workshops was impressive, covering topics from hate crime, career development, homophobia in sport, inclusive education and even a brief history of policing in Northern Ireland.

Contributing organisations:



Thank you to all those who kindly gave up their time to provide inputs at the conference to provide an insight into their work, which will undoubtedly have an impact in Scotland and beyond.



Julie Barnes-Frank award

Presented to Superintendent Pat Foy

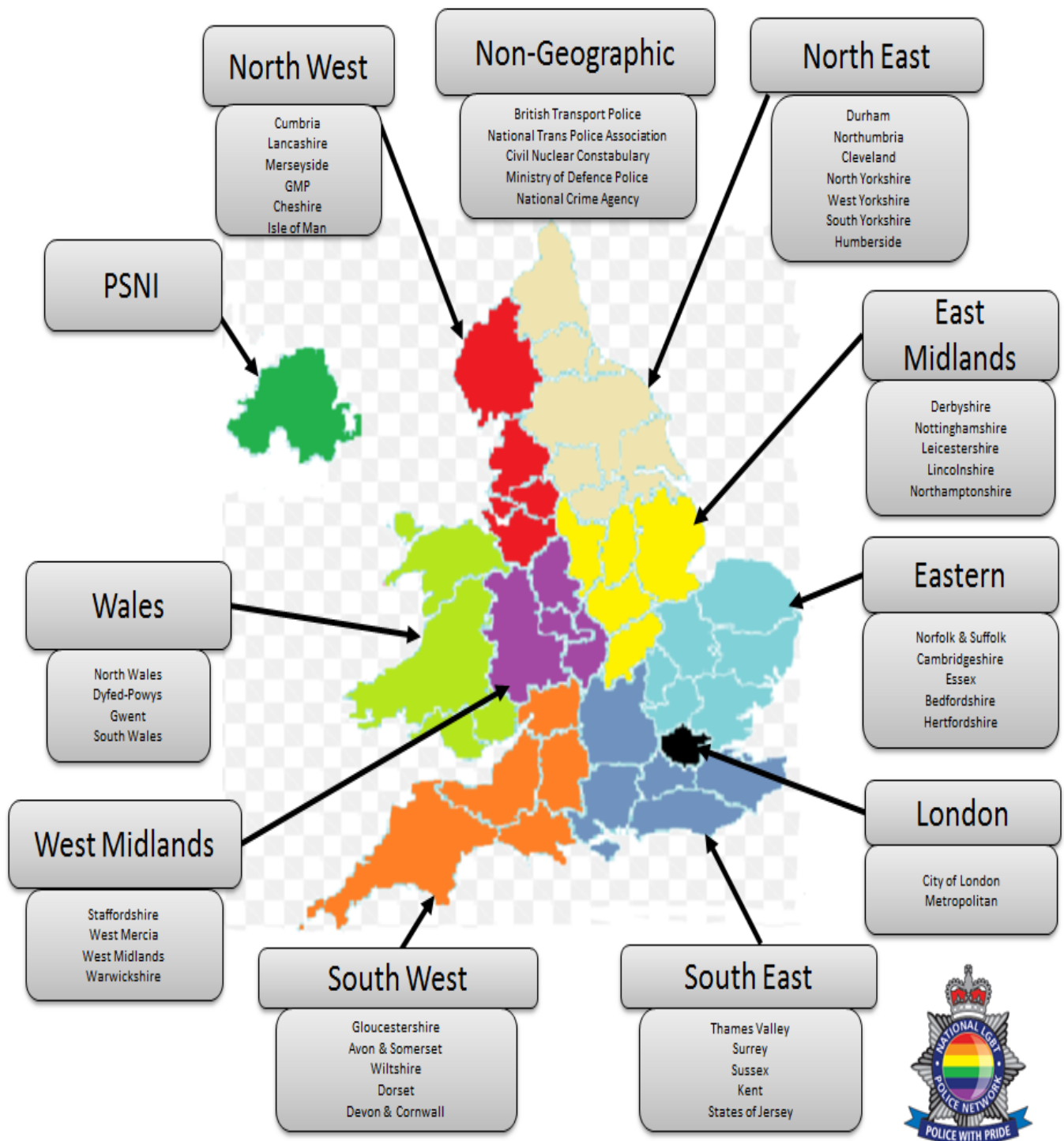
Police Service of Northern Ireland



Superintendent Pat Foy became the first recipient of the Julie Barnes-Frank award for significant contribution to LGBT+ policing.

Awarded for her work in developing PSNI's network and facilitating participation in Belfast Pride in 2017 a landmark achievement for the network and the force. The award was presented at the end of the National Conference by ACC Julie Cooke. Receiving highly commended awards were Barry Boffy from British Transport Police and Nick Greenwood from Hampshire Police

Regional Structure



Regional Updates

Non – Geographic Forces & Agencies

Ministry of Defence Police, British Transport Police, Civil Nuclear Constabulary, National Crime Agency

Ministry of Defence Police – Phil Jacques

In January 2018, the Ministry of Defence Police was placed 204th out of 439 organisations taking part in the Stonewall Workplace Equality Index 2018. This was an improvement of 43 places on the previous year. On the 31st January, the Chief Constable and senior officers raised the force rainbow flag to celebrate LGBT history month. On the 16th & 17th February Inspector Jimmy Carr attended the PSNI LGBT network event in Belfast to celebrate LGBT history month. During 2018 as well as doing announcements and communications on LGBT history month the force also did announcements regarding IDAHOBIT, the Julie Barnes-Frank awards, Bi-Visibility day and Trans day of remembrance.

On Friday 16th February Sgt Dale Muir and Sgt Deborah Carr of MDP Clyde attended the Scottish Gay Police Association event in Glasgow where the association was rebranded and re-launched as the LGBTI association. The force has made links with the LGBT network at Aldermaston and within DSTL and attended the MoD LGBT network Sh..OUT committee meeting in November. Members marched at London pride and Reading Pride this year.

The force has improved its LGBT monitoring processes on applications, promotions and exits and on questions in the MDP annual staff survey. The MDP diversity and inclusion strategy for 2018-2023 has been written with focus on recruiting, retaining and developing officers from underrepresented groups including LGBT+. The force LGBT+ structure has been reconfigured, the force now has an ACC as force LGBT champion, a Chief Superintendent as lead LGBT ambassador, a Superintendent as LGBT ambassador as well as LGBT allies supported by the diversity and inclusion team. The Force is looking to take part in the WEI 2020 and has devised a 16 month Stonewall action plan. We are currently looking at setting up an LGBT network for the force.

British Transport Police – Dave Rams

British Transport Police have now rebranded their internal support network from "link" to the LGBT+ support network. This is to make the network more recognisable to simplify the message and to embrace the new logo in line with other national support networks.

Over the past year the LGBT support network has been supported by our two senior sponsors DCC Adrian Hanstock and Supt Sue Peters. The network has a fully trained committee and links in to regular national meetings and localised regional meetings. The network has achieved a number of successful initiatives within force such as the launch of the rainbow epaulettes. The appetite for a strong committee allows us to support our members across the country. Added to the committee is a transgender rep role, and bi sexual rep role to ensure these voices are heard by the committee and visible to our membership. Current co-chairs are Kat Billingham and Dave Rams. The constitution, strategy and other internal documents are being refreshed to work in tandem with the new diversity and inclusion strategy.

The network committee link into various equality forums for the divisions as well as supporting a number of key pride events across the country. BTP also has a monthly hate crime day of action which allows us to further engage on a national basis with members of the LGBT community.



Civil Nuclear Constabulary – Martin Macleod & Adam Blacker-Oakes

Throughout financial year 2017-18 the CNC has been developing Equality Support Groups which have been created to provide social, moral and professional support to employees with protected characteristics as recognised under the Equality Act 2010. Both Griffins Pride (support group for sexual orientation) and Transform (support group for gender re-assignment) are involved. The programme of work for these support groups has been broken down into 3 phases:

Phase 1: First year (April 2017 to April 2018) Education, Learning and Development phase

Phase 2: Second year (April 2018 to April 2019) Evaluation and Implementation phase

Phase 3: Third year (April 2019 to April 2020) Challenging behaviours and celebrating good practice

The CNC is currently finalising its Trans gender policy and a Transition at work action plan.

The CNC is also developing inclusive practice delivery plans for all departments across the organisation including a generic one for our OPU's which will be endorsed and supported by an ACC.

We received senior support for the involvement of CNC officers and staff in a number of Pride events across the country.

National Crime Agency – Anita Hillman

NCA received the results of its Stonewall workplace equality index submission and has dropped out of the top 100. Work is now being done to review practices in order to make a stronger submission next year.

In February the SONAR network received a Diversity and Inclusion award presented by Director General Lynne Owens.

Director Nikki Holland hosted a Trans awareness event for all officers and staff.

Police Service of Northern Ireland / Regional Rep – Pat Foy & Paul Bloomer

2018 has been another incredible year for our network. It has been one of consolidation of continuing to push forward with our annual plan. We have seen great success this year with being in receipt of numerous awards many of which were voted for by the public. We won a 'Visit Belfast' Ambassador award from Belfast city council for our work positively representing Belfast on a National and International level. At the GNI magazine awards our network received an award for LGBT friendly facilitator. We also received three awards at Belfast Pride this year for best parade entry, best village entry and Best pride moment. It was a real honour to be nominated and voted for by the public especially for best pride moment.

Our network took part in all three Pride festivals across Northern Ireland, interacting with the public and members of the LGBT+ community gave us the opportunity to hear the positive stories about how the increased visible support of the Police Service for the LGBT community had empowered our community here, members of the public telling us they were proud of their Police service and to "keep up the good work". It was inspiring to have representatives of the Royal Mail come forward and tell us that their Pride themed Rainbow Lorries being used throughout Northern Ireland was a result of the Police leading the way with our pride themed vehicle. We were also approached by Translink the public transport provider for NI for advice and support on setting up their own LGBT Network. It's humbling for us that the activity of our network is helping to drive forward LGBT inclusion in Northern Ireland.



Wales / Regional Rep - Vicky Knight-Little, South Wales Police

All Welsh forces have been meeting and planning the Cardiff 2019 Conference. The theme and topic have been decided and speakers are being organised. Conference bookings will open in the New Year for LGBT networks and Invitations will soon be sent to departmental leads in business areas relevant to conference topics.

SWP LGBT Network has amended the Constitution to switch to Co-Chairs to reflect the National LGBT Networks' model. The SWP LGBT Network is developing a 5 year plan and now attends the Representative Workforce project meetings. Diversity monitoring has been agreed to be implemented 6 monthly in force.

Swansea Pride & Pride Cymru were successes this year. Swansea Pride is starting out and we hope it continues next year. The police contingent in Pride Cymru grows each year.

SWP will continue to meet Pride organisers to plan for 2019.

See you all in Cardiff



North East / Regional Rep – Amy Tapping, Northumbria Police

The Networks of the North East forces continue to grow from strength to strength, with our region proudly leading the development of the Bi-Inclusion group.

It was great to see the hard work and dedication from Northumbria officers being recognised this year with a number of accolades and achievements, including Chief Inspector Steve Hails being amongst the 100 LGBT+ public sector senior role models in the OUTstanding role models annual report. Northumbria being recognised as one of the top inclusive employers at the Inclusive employer's awards and the Northumbria Network being the only police nominee in the public sector category at the Pink News awards.

Northumbria were also invited to speak at the first Fire service LGBT conference which was held in Sunderland.

North Yorkshire's network participated in York Pride in June, with some great community engagement, the event is a really family friendly event and their participation was warmly received on social media.

West Yorkshire continue to proactively include the LGBT+ community within their positive action recruitment work, with some strong imagery and engagement with the LGBT+ communities of West Yorkshire. The network participated in Pride events at Wakefield, Hebden Bridge for Happy Valley Pride and at Leeds Pride where they were joined by their Chief Constable Dee Collins.



London / Regional Rep, Dan Ivey

Much of the Met LGBT Network focus has again been working closely with the Police Federation on matters concerning welfare support. We continue to provide services to the membership from our Committee member for Welfare who is an experienced PC. He has a day job as an operational dog handler and alongside this is hugely experienced in sensitively and respectfully challenging matters where appropriate in regards to fairness, equality and grievances affecting our LGBT members. We aim to improve organisational learning whilst reducing the necessity, number and frequency of employment tribunals impacting LGBT officers and staff by helping resolve grievances as early as possible, using the expertise and leverage of the Network, making early interventions with first and second line managers.

The Met have hosted a number of themed educational and topical evening events at New Scotland Yard, inviting key public and private sector partners, creating an environment where fascinating issues impacting on LGBT communities can be discussed and debated. Events have included talks by author and historian Stephen Bourne on “Fighting Proud” – the untold story of the gay men who served in two world wars. Stephen also gave an overview of the experiences in 1925 of PC Harry Daley, the Met’s first openly gay officer. The Met also hosted Clare Lydon at Scotland Yard – Clare is an openly gay, London-based writer of contemporary lesbian romance and was able to give members a fascinating insight around self-publishing and contemporary fiction in a London setting. Each of the events was followed by a social event whereby members were able to build informal networks, strengthening our relationship with key partners from across the City.

The Network Committee were able to assist the Met in submitting evidence for the Stonewall Workplace Equality Index 2019. This included facilitating much evidence around what the Met are doing well in respect of the LGBT agenda and perhaps most importantly where there were opportunities to make improvements. It will be interesting to see how far the Met have come, with the help and support of the Network, when we receive the WEI score in early 2019.

A large part of the work for the London region has been in assisting in the professional and personal development of LGBT officers and staff – bridging the gap which exists in positive action initiatives where events have been arranged specifically for gender and ethnicity but not for LGBT. Evening workshops have been facilitated by senior officers and allies within the committee for Constable to Sergeant promotion assessments, Sergeant to Inspector assessments and the National College of Policing fast track Constable to Inspector scheme.

Finally, London Pride 2018 was a roaring success – we opened up invitations to UK police forces and law enforcement agencies and received overwhelming support from all over the U.K, including from Lynne Owens – Director General at the National Crime Agency and the Met’s Deputy Commissioner Sir Craig Mackey. Officers, staff and Cadets also took part in a London Pride campaign featuring officers and staff in digital and still press campaigns across the London Transport Network.



North West / Regional Rep – Lee Broadstock, Greater Manchester Police

It has been another busy year for us in the North West region and we are proud that we have the highest ranking police force in the Stonewall WEI within our region.

So congratulations to Cheshire Police on another strong performance in the WEI this year achieving 7th place. Cheshire continues to ensure that LGBT is fully included within their positive action recruitment, promotion and retention programmes. Cheshire are working towards establishing a LGBT+ mentor network and revamping the LGBT+ liaison officer role working with our Victim Support service, Cheshire Cares.

Continuing in alphabetical order Cumbria's network continues to grow after launching last year and now host Cumbria Pride in Carlisle.

Greater Manchester Police (GMP) saw their largest contingent in their main pride event at Manchester Pride with over 300 participants from 22 forces and agencies. GMP also host 10 more pride events within force along with Sparkle, the national Trans pride festival. GMP have been invited to be on Andy Burnham's (Greater Manchester Metro Mayor) LGBT working group, looking to improve the lives of all LGBT+ people in Greater Manchester, the first group of its kind in the country. And GMP are working with their force museum on a permanent LGBT exhibition, the GMP museum is one of the top 10 TripAdvisor rated tourist attractions in Manchester!

Lancashire Police hosted the second citizens in policing conference in February along with hosting the NTPA's AGM.

Merseyside police are very proud of their work with their LGBT communities and they continue to be a very visible and welcome contingent at Liverpool pride, where chief constable Andy Cooke QPM led them with pride.

Merseyside police have seen their work with Mermaids flourish, they attend their monthly sessions and recently attended their Christmas party, this working relationship has led to an opportunity for all their staff to receive free training on gender variance. This will only serve to assist the organisation when dealing with Transphobic hate crime, Trans witnesses to crimes and when people go missing from home who are Trans. The network has had an increase in contacts around gender identity relating to Trans family members so again this professional relationship is vital.

The LGBT+ network has gone from strength to strength and has increased its membership including representation from the special constabulary and volunteers, a lot of this stems from inputs to student officers and new starters.

Two of the executive sit on the national Bi/Queer inclusion group. The network are very proud of their work in making the B in LGBT+ more visible.

Merseyside's Chair and of course the National Co-Chair, received recognition from HM the Queen this year with a QPM for outstanding services to LGBT+ communities.

And finally our neighbours and colleagues from North Wales who for the first time hosted and participated in LFest (The UK's only national festival for lesbians & allies) which was held in Llandudno over the weekend of 13-16 July 2018. North Wales Police have appointed a Positive Action Officer on a 2 year posting - although the priorities for this role do not include LGBT, informal discussions have taken place between the network and the appointee to ensure some positive LGBT action is included in the role.



East Midlands / Regional Rep – Andy Sudbury, Derbyshire Police

There has been a lot of good work carried out within the East Midlands Region over the last 12 months, Leicestershire has been working on a project to change the gender identity questions currently asked on Pronto and Use of Force and due to be asked in Niche. There has also been a working group set up with Uni of Leicester, DMU, Leicester County Council, Leicestershire Fire and Rescue Service and the LGBT+ centre to set up a local LGBT+ charter mark scheme for organisations to carry out peer to peer reviews of organisations around LGBT+ inclusion. This will act as a replacement for Stonewall for some and an addition for others.

There are a number of East Midlands officers and staff involved in the National Bi/Queer inclusion group. ACC Debenham from Leicestershire has put out a message of support for this and has embraced the flying of the bi flag on Bi visibility day at the end of Sept, which Derbyshire also do.

To mark LGBT+ History Month, history was made on 27th February when over 150 people from a number of Derbyshire organisations attended a conference launch event to celebrate the production of a Derbyshire Role Models Booklet. Working collaboratively alongside Derbyshire Fire & Rescue Service, Derbyshire County Council, Derbyshire NHS Community Health Services, the University of Derby, Derbyshire LGBT+, and the Office of the Police and Crime Commissioner for Derbyshire, we successfully produced and launched this important publication. The role models, who were from each of the different organisations, have provided visibility and have already had a positive influence on the people around them to pave the way for others to feel able to be themselves.

Lincolnshire have worked with their local NHS Foundation to support a multi-agency conference at Lincoln Show Ground, with speakers from various different organisations with objectives to support and better engage with our LGBT+ communities and to share good practice. The National LGBT Police Network were invited to speak at the event about the work that we are doing locally and nationally.

West Midlands / Regional Rep – Mark Willis, West Midlands Police

In West Midlands Police it has been another successful year for us, with another great Pride at Birmingham supported by our Chief Constable Dave Thompson. We continue to provide LGBT awareness sessions to new student officers and raise awareness of LGBT hate crime at awareness events across the force area. In the autumn we held our AGM and we elected a new chair, Mark Willis who replaces the outgoing chair Gary Stack. Gary has done an amazing job in his term as chair, proudly receiving the British Empire medal for his work.

South West / Regional Rep – Helen Riddell, Avon & Somerset Police

The South West forces meet regularly to share best practice and we supported one another at a number of Pride events across the region including Gloucester, Bristol, Weston-Super-Mare, Bournemouth, Plymouth, Exeter, Swindon, Totnes and Trans Pride South West which was held in November.



South East / Regional Rep – Mark Evans, Sussex Police

Kent

We have undertaken role model inputs to all Kent Police Cadets.

Control room staff have had one hour LGBT+ TERMINOLOGY lessons as an ongoing program to improve first contact. An LGBT history month display was at the Kent Police College throughout the month and our annual ball was attended by over 140 people and raised £1200 for the police dependants trust. Chief Officers wore their rainbow epaulettes to mark history month and the pride flag was flown at HQ. We conducted a table top Trans exercise to see if our policies and procedures were appropriate and to address the issues raised by the National Trans Police Association to NPCC. We are working with fire and ambulance for a more collaborative approach to community liaison in Kent. The Network have co-ordinated attendance at Canterbury, Faversham and Margate Pride this year so far.

The Network has approval to progress and Allies programme. Emphasis has been placed on increasing the profile of the Network to Special Constabulary Colleagues and this has increased the membership considerably and we have had SC colleagues at Pride events. We continue to fly Pride, Trans and Bi flags on key dates.

We are working with our other five staff groups investigating progression and retention of staff. We also have permanent positions on the Force's Culture Board, Ethics & Fairness Committee and Diversity and Inclusion Board. Our new intake of Kent Police Cadets will all be receiving a network input on role models, bullying and positive LGBT+ contributions. Our new Network Chair is Supt Amanda Tillotson.

Thames Valley Police

We held our first LGBT+ Network conference which on October 17th. Our Network have also done a considerable amount of work to increase our LAGLOs in the Force. Recruitment will be in September for more posts. Joint work is taking place with Hampshire colleagues with regard to training.

We have defined roles for each member of the executive committee, with specific strands of work being allocated and progressed. The network has recently sent out a survey to our membership to get a current picture of what our members want, and following the results of this we are committed to developing some of the suggestions made around social events, as well as identifying a Bi-Sexual lead or critical friend to support the network.

Sussex

We recently canvassed our membership regarding those members who were comfortable being visible in the 'to' field rather than the current process of blind copying all emails. This was well received with over half of our membership happy to be identified to other network members, allowing individuals to identify other LGBT employees within the organisation. Our main focus was Brighton pride which was on the first weekend of August. Internally the LGBT+ network has seen several new members join the committee and have begun to work with other staff networks within the organisation to create a harmonised approach, delivering a uniformed approach.



Surrey

The force celebrated IDAHOBiT in May with several members of staff taking to the streets of Surrey and engaging with the community, rainbow laces, pens and even cakes were seen across the town centres. The force had an excellent representation at Brighton pride, parading with colleagues from Sussex and other forces and were led by Surrey's ACC Kemp. Special Constable Bird attended the second LGBT National Citizens in Policing Conference on 25th February 2018 as a representative for Surrey Police for those who volunteer in policing and identify as LGBT+.

LGBT+ LO had their training in March 2018. 16 officers attended. Training included an input from Corporate Comms and how they can assist the scheme. The Force Chaplain gave a brilliant input on LGBT+ and Faith. Current good work was discussed, IDAHOBiT arranged for the force and action plans created to develop the scheme including projects for officers.

All Police Probationers receive a training input from the LGBT+ LOs in relation to the LO scheme and the LGBT+ Staff Network to ensure that all staff and victims of LGBT+ hate crime/incidents are provided with the support required.

Hampshire

Soon to have our Collaborated HR system updated with demographic changes so that Staff can self-identify. Pushing for this to come with a Stonewall type "Whats it got to do with you" type campaign for people to engage with monitoring. RMS upgrade from our antiquated version will help some process change this autumn with force identification of LGB&T victims of serious sexual offending and better identification of Bisexual and Transgender victims of DA. PSD work around LGB&T inclusion. LAGLO and service delivery – IOW and UK Pride was a success. LAGLO car used with signwriting of local landmarks coloured in by LGB&T groups. PCSO Nick Greenwood, got his award at the National conference in Scotland and continues to lead the DA work in force with AD232L – LAGLO enhanced risk assessment to generate more representation at MARAC for LGB&T.

Eastern / Regional Rep – Richard Burton, Suffolk Police

Across the East there is a drive to imbed LGBT liaison officers within each Organisation. Hertfordshire currently have 25, Beds have 15-20 and Suffolk have 10. Cambridgeshire are planning to run a liaison officer recruitment and training day. Essex are also intending to recruit liaison officers in the near future.

Herts chair Steve Allison has led changes to take place with internal HR policies (maternity, paternity leave) to reflect gender neutral terminology – changing 'female' to 'individual'. I have asked that as a region we all look to adopt the same process.

Herts identified that PNC markers 'female impersonator' were recorded in error as the persons involved were in fact transgender. This has been changed and I have requested that all East networks enquire with their own PNC departments to check this is not replicated.

Beds, Cambs and Herts now have a policy in place to issue gender neutral patrol caps to officers.

Suffolk and Herts secured a one day LGBT specific hate crime training day which was delivered by the charity, GALOP UK, who work primarily for the met however were funded to deliver to 6 police organisations.

The Essex Police network is now chaired by Joe Whitehead who was previously a member of N+S network. Joe has formed a committee and is working with Chief officers to further develop the network from the ground up. The region are supporting him with this.

Bi visibility day was promoted within the East. Cambs held a photo event with selfie frame and flew the rainbow flag. Emma Seddon leads the region for Bi visibility. During Norfolk and Suffolk's AGM, the first Bi-lead, PC Aliysha Pearson from Norfolk Police, was elected; the first in our network history.



National Trans Police Association



Our AGM was held on 24th February at Lancashire's HQ. Thank you to Ian Ashton from Lancashire Police for helping to accommodate members staying overnight and providing the venue for this event.

The members present at the AGM voted to keep the current executive NTPA members.

Bee Baily, Gloucestershire and Al Smith, West Midlands are the current Co-Chairs.

Al Smith has spoken with Jonathan Gupta, from Staffordshire Police, who is part of the NPCC Vetting group regarding removing perceived barriers for Trans individuals applying for vetted positions, and a lack of guidance for those that are associated to Trans individuals in terms of disclosure. Jonathan agreed there was no legal power to compel disclosure of one's own or another person's gender history if in possession of a GRC.

It was suggested:

Short term - make it explicit on any vetting documentation that those with concerns relating to the disclosure of protected information contact their local Vetting section directly.

Medium term - the issue of needing to disclose protected information for the purposes of vetting is included in future letters sent out with a GRC. The need to disclose previous names is included in the current letter in relation to completing DBS checks. The legal power to request previous names for the DBS process stems from Part V of the Police Act 1997 and Safeguarding Vulnerable Groups Act 2006 however, it relates specifically the DBS process not vetting in general.

Long term - the GRA should be amended to include vetting as an exception under S.22 disclosures. This is to establish the principle of privacy rather than secrecy, in order to prevent those joining the Police Service (and other law enforcement agencies) that are not suitable while also removing any perceived barrier for Trans individuals to apply and serve.





Al Smith has provided feedback on the NPCC's proposed workforce representation plan, circulated on behalf of Chief Constable Ian Hopkins, that it was exclusively focused on BME. While it's understood the national priority is on BME, it was felt that there was a missed opportunity to demonstrate an inclusive approach to all protected characteristics in the document, for example by providing inclusive language and examples – particularly for non-visible individuals, such as those who are disabled or LGB&T. This is in accordance with the College of Policing's own observation in its June 2016 interim report on Valuing difference and inclusion, *"We need to move from a narrow definition of diversity based on BME and gender to one that looks at wider characteristics as set in the Equality act 2010 such as LGBT and disability"*

Interestingly, the College's own diversity monitoring form does not monitor gender identity as separate from sex. Its monitoring question asks: Sex /Gender Identity and offers options male / female. Thus, Gender Reassignment as a protected characteristic is not specifically monitored and neither is the broader aspect of gender identity which includes non-binary identities.

Various local forces and the National LGBT network marked Trans day of Visibility (31st March) and Trans day of Remembrance (20th November) on social media.

The NTPA now have a page on the National networks website, our thanks to peter Rigby from Staffordshire for developing this page on the site.

An online Trans equality questionnaire of 10 questions was circulated to the network members' benchmarking points of contact. This is to baseline the provision of Trans equality some 8+ years after the Equality act was introduced and before circulation of the Trans guidance developed with Stonewall. Only 7 out of a possible 43 forces and agencies have responded to date.

We participated in the initial meeting of the Home Office's Gender Identities working Group, brought together to respond to the judicial review for the introduction of 'X' passports and other impending court cases brought under the HRA.

NTPA are consulting with members on preferred outcomes of potential merge with the national LGBT Network.



Trans Toolkit

The National Network & Police Superintendents' Association have worked with Stonewall, Surrey Police and its Police & Crime Commissioner, David Munro on a new initiative to support those who manage trans staff and officers, or those who wish to transition. For a person speaking up about their identity with the employer is a huge step requiring a lot of courage: according to the Stonewall's LGBT in Britain report 2017, half of transgender people (51%) have hidden their identity at work for fear of discrimination.

The guidance is designed to help people who are unfamiliar with the subject to understand the process of transitioning and what steps need to be made in order to ensure a positive experience at work; it will ensure that all managers and those who wish to transition to find the answers to questions such as:

What do I say to the person informing me they are going to transition? What do I need to think about?

What if I don't know the answer? What language should I use?

What do I need to think about afterwards? Where can I find support?

What does the law say? What can I expect and who can I speak to?

What if I need time off? What if I don't want to stay in my current role, or can't?

The guidance has been provided to all forces via Chiefs net and is available via the National Networks website and POLKA

<https://www.lgbtpolice.uk/resources>



Citizens in Policing

Following the first citizens in policing conference hosted by Norfolk Police in 2017 Lancashire Police hosted the second conference at their Hutton HQ in February, attended by special constables and citizens in policing from across the country, the event had inputs from ACC Julie Cooke the NPCC LGBT portfolio lead, inspirational speaker Gamal Turawa, ACC Jo Edwards from Lancashire Police and from National Special Constabulary lead, Chief Officer Darren Taylor from Norfolk Police and National Co-Chair Tracy O'Hara



European Conference – Paris

The 2018 Conference was held in Paris hosted by Fflag, with representation from every region of England & Wales. the conference ended with officers and staff marching at Paris Pride. The next conference will be held in Greece in 2020



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