

2015 Update

Over the past 12 months your LGBT Network has...

- Supported a number of you through welfare and discipline matters
- Directly supported victims of hate crime to enable investigators to achieve the best possible evidence and secure convictions at court
- Delivered LGBT Awareness to 536 existing officers and staff, and to all of the new recruits in Cohort 3 and 4.
- Carried out hate crime surveys with LGBT communities across the West Midlands to inform the force around barriers and perceptions of policing
- Entered a very strong submission in to the Stonewall Workplace Equality Index for 2016
- Become a founding member of the National LGBT Police Network, hosting a conference of all 43 forces in March with the National Police Chiefs Council (Formerly ACPO)
- Been recognised by Stonewall as a star performing network group and presented best practice at their National Workplace conference
- Successfully launched an LGBT Allies scheme
- Delivered a professional development day jointly with the Disability & Carers Network at Tally Ho!
- Visited every LPU across the force and engaged with communities at your events to promote the positive contributions LGBT people make to policing every day
- Submitted evidence to both the NPCC and Government to table reform of current hate crime legislation
- Took part in all 4 pride events across the force area
- Provided advice to the IPCC on their new discrimination guidelines
- Held recruitment events to support PC recruitment



It's been a busy year, as you can see! And whilst we've achieved so much, there's still lots to do.

We've also welcomed three new faces to the committee – Mr John Reeves, PCSO Tina Faulkner and PC Sam Jennings.

2016 will be even busier, and we're already looking for volunteers to help with events like Birmingham Pride and LGBT History month in February.

Please get in touch if you're interested in helping or taking part in any events. In the meantime I wish you a very merry Christmas, and a happy new year!

Gary Stack, Chair

- ✓ We are the largest LGBT police staff association in the country.
- ✓ We provide support, guidance and assistance to staff and officers.
- ✓ We work with communities to increase trust and confidence in policing and promote the reporting of hate crime and domestic abuse.
- ✓ Membership is free and open to everyone.