

Workplace Equality Index Application

Created: 10/07/2019 • Last updated: 10/07/2019

Community Engagement: Part 1

Section 8: Community Engagement

This section comprises of 4 questions and examines the outreach activity of the organisation. The questions scrutinise how the organisation demonstrates its commitment to the wider community and the positive impact it has. This section is worth 10% of your total score.

Below each question you can see guidance on content and evidence. At any point, you may save and exit the form using the buttons at the bottom of the page.

8.1 In the past year, has the organisation utilised its social media accounts and online presence to demonstrate its commitment to LGBT equality?

GUIDANCE: The social media accounts here should be the ones with the widest reach. This question examines how you demonstrate to the largest possible audience that your organisation is committed to LGBT equality. The two social media posts uploaded (for example tweets), should be across a year and not concentrated on one event. The evidence can be an LGBT employee network group being re-posted by an account with bigger reach.

Yes.

Describe the activity:

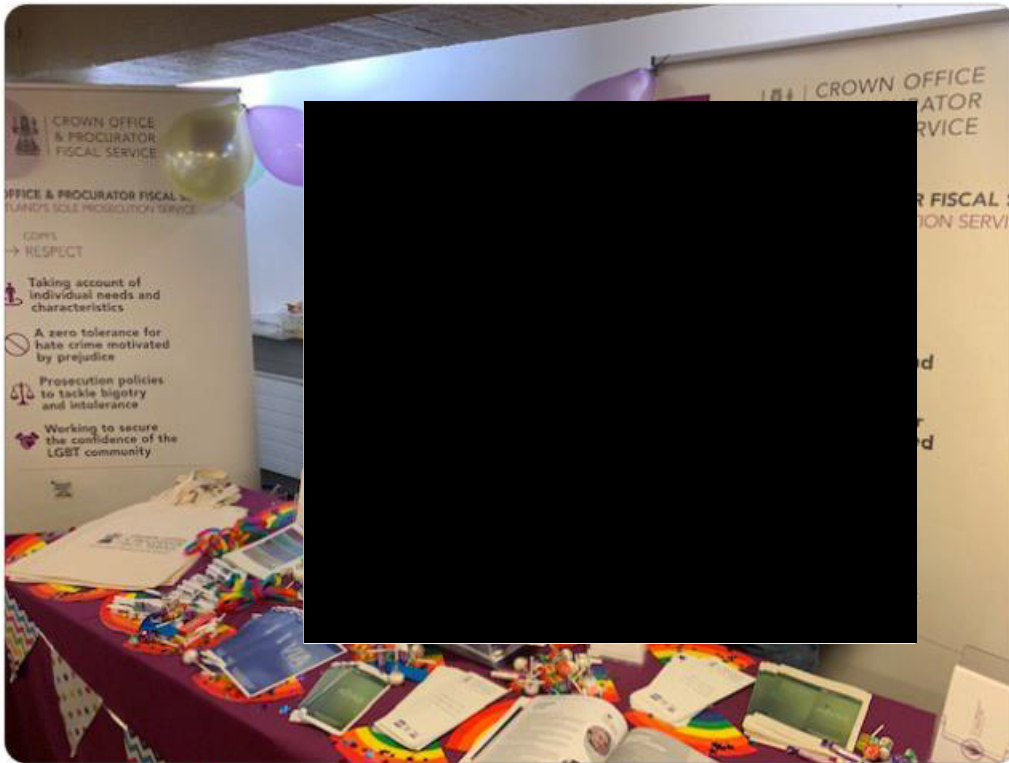
From September 2018 - September 2019 we have issued a number of official tweets from the @COPFS Twitter account, which currently has 7,228 followers. Subjects range from Hate Crime and the publication of Hate Crime figures, attendance at Pride events, promotion of Pride in Justice events, success associated with the Stonewall Workplace Equality Index. In addition to this, we have also publicised our attendance at events such as the Centre for Youth & Criminal Justice LGBT event, and hosting events to support LGBT+ staff at work and raise awareness of LGBT+ issues such as the [REDACTED] project and the work of the [REDACTED] charity.

Since January 2019, we have issued 139 Tweets about our National School Speaking competition which focuses on equality and inclusion topics, including LGBT+ issues. The final took place in May and, up to August 2019, this series of tweets had received 1,024,434 impressions or 'hits'.



COPFS @COPFS · Jun 22

@copfs and @sctscourtstribs at #EdinburghPride with support from [REDACTED]



The first screenshot shows [REDACTED], along with [REDACTED] (COPFS Mental Health Ambassador), [REDACTED] from SCTS and [REDACTED], who dropped by to say hello, at the COPFS / SCTS shared stall at Edinburgh Pride on 22 June 2019. (SCTS = Scottish Courts and Tribunals Service, MSP = Member of the Scottish Parliament)

Total Impressions 7008

Total engagements 280

Engagement rate 10.4% (average is between 1 and 4)

Likes 16

Link clicks 8
Retweets 5



COPFS
@COPFS

Follow

Thanks to @Scotscourtstribes for hosting the 1st #PrideinJustice network event last night in Glasgow. Great to have both public and private

sector organisations supporting us

ChildReporter @LawScot

@policescotland @scottishprisons

@judgeAppts @AndersonStrathern

@BurnessPaullLLP



12:26 pm - 5 Dec 2018

7 Retweets 16 Likes



1 7 16

The second screen shot refers to COPFS attendance at the first Pride in Justice network event on 5 Dec 2018.

Impressions 5049

Total engagements 60

Likes 16

Retweets 7

Upload a screenshot of social media activity:



2019 06 22 Edinburgh
Pride tweet.jpg

Upload a screenshot of social media activity:



8.2 Which of the following outreach activities has the organisation taken part in the last year? Tick all that apply.

Tick all that apply

GUIDANCE: Sponsored or supported can include in-kind gifts and donations, for example providing a meeting room for a group, and doesn't have to be directly financial (i.e. giving money). The support of a campaign to tackle homophobia, biphobia and transphobia needs to be externally facing and not an internal awareness raising event.

- A. Sponsored or supported LGB community group/s
- B. Sponsored or supported trans community group/s
- C. Sponsored or supported LGB community event/s
- D. Sponsored or supported trans community events
- E. Supported campaign/s to tackle hate crime or homophobic, biphobic and transphobic bullying

Describe each option selected:

<p>A. Sponsored or supported LGB community group/s</p>	<p>On 25 June 2019, COPFS hosted an information session at Edinburgh Procurator Fiscal office run by [REDACTED] (partnership between LGBT Health, Scottish Government and NHS Lothian). The focus was on male domestic and sexual abuse, historical childhood sexual abuse and 'too intoxicated to consent' abuse. [REDACTED] provide support for gay and bisexual male complainers.</p> <p>COPFS has sponsored LGBT Youth Scotland. Proceeds from the 'Bi Your Side' awareness raising campaign and bake sale held in Kilmarnock Procurator Fiscals Office on 27 August 2019 were donated to LGBT Youth Scotland.</p>
<p>B. Sponsored or supported trans community group/s</p>	<p>On 21 May 2019, COPFS attended an event organised by LGBT Youth Scotland and hosted by [REDACTED] to raise awareness of transgender victims of domestic abuse and what support services are available to them.</p> <p>COPFS has sponsored the [REDACTED] charity. Proceeds from an awareness raising cake and chat session, held in Hamilton Procurator Fiscals Office on 30 August 2019, were donated to [REDACTED]</p>

C. Sponsored or supported LGB community event/s

The organisation has supported pride festivals in Edinburgh, East Lothian and Glasgow. This support has taken the form of purchasing spaces within the community fairs at these events, and thereafter attending the community fairs in order to raise awareness of the role of COPFS, our internal policies re LGBT+ staff and our external attitude to LGBT+ matters, most particularly the rigorous prosecution of hate crime motivated by prejudice in relation to sexual orientation and transgender identity. These events also helped COPFS recruit staff as many questions were asked about jobs with COPFS. Most importantly, our presence at these community fairs is a visible demonstration of our commitment to tackling the issues that the LGBT+ population of Scotland face today in relation to access to justice.

The event in Edinburgh was attended by [REDACTED], Proud network lead, [REDACTED], Mental Health Ambassador, [REDACTED], Race Ambassador, [REDACTED] and [REDACTED], both Deputy Crown Agents and active supporters of COPFS Allies programme.

The event in Glasgow was attended by [REDACTED], Trans equality ambassador, [REDACTED], LGB Ambassador, [REDACTED], all members of the Friends of Proud in COPFS network, and [REDACTED] from [REDACTED], one of our key suppliers.

The event in East Lothian was attended by [REDACTED], LGB Ambassador and [REDACTED], Mental Health Ambassador.

D. Sponsored or supported trans community events

On 19 February 2019, [REDACTED] represented COPFS at a workshop and round table discussion, organised by the Scottish Transgender Alliance, on trans women in custody. The remit was to discuss the current situation in the Scottish justice system for trans women, create a space for justice organisations and third sector groups supporting women to discuss any challenges and concerns they have.

The outcome was to produce a set of recommendations for changes to process, regulation and legislation that will protect the rights of trans women who are in custody or in prison without any unintended negative consequences for any woman's dignity, safety or wellbeing.

Attendees included Police Scotland, Scottish Prison Service, Engender, Scottish Women's Aid and Rape Crisis Scotland.

E. Supported campaign/s to tackle hate crime or homophobic, biphobic and transphobic bullying

On 1st December 2018, COPFS organised an event focusing on LGBT+ victims of domestic violence as part of **16 Days of Action** against gender based violence in Edinburgh. [REDACTED], Procurator Fiscal for Domestic Abuse, gave the keynote address and her speech covered domestic abuse in same sex couples as well as prejudice and violence directed at lesbian, transgender and bisexual women. [REDACTED] from the Scottish Transgender Alliance also spoke at the event.

Community Engagement: Part 2

8.3 In the past year, have you collaborated with other organisations in your region or sector on an initiative to promote LGBT equality in the wider community?

GUIDANCE: The initiative can be a one-off or on-going project.

Yes

Complete the following:

Name the organisation/s you collaborated with:	<p>The creation of a cross justice sector LGBT+ network group called Pride in Justice. The common bond is working in the justice sector.</p> <p>(14) Organisations involved so far:</p> <p>COPFS, Police Scotland, Scottish Courts and Tribunals Service, The Law Society, Scottish Legal Aid Board, Scottish Children’s Reporter Administration, Scottish Prison Service, The Judicial Appointments Board, [REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED].</p>
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Describe the collaboration or initiative:

It should be important to any profession or work sector that people from all backgrounds are able to achieve their full potential and succeed to the highest levels of achievement. If a person cannot be their whole self at work, this may well affect their morale, performance and, potentially, their mental health. It could ultimately lead to a person feeling unable to continue working for an employer and word spreading that a particular company is not LGBT+ friendly, which could also have an effect on the reputation of that company and the services it provides.

COPFS was very conscious that not all of the public sector organisations working in the Scottish justice system had the luxury of having its own LGBT+ staff network group. As a consequence, in October 2018, we contacted the equality leads in the criminal justice sector organisations to gauge how much interest there would be in setting up a wider support network. There was huge interest.

There was particular interest from the Law Society, which is the professional and regulatory body for over 12,000 solicitors working in Scotland. They were just about to publish their 4th *Profile of the Profession (December 2018)*, which made for sober reading about how many solicitors felt uncomfortable about declaring or even mentioning their sexuality at work.

As part of their survey of 3000 solicitors, 11% of LGBT+ respondents said that they would not be comfortable being out at work at all. A further 22% of LGBT+ respondents noted that they would not be comfortable being out with all people at their workplace.

Armed with evidence of a clear demand for a wider justice network, COPFS organised an initial round table event on 5 November 2018 at the Scottish Prosecution College, Glasgow. Representatives from all of the public sector partners attended and we considered a role and remit for the new network.

We decided that the new network would primarily be a social endeavour – initially connecting staff from all of the different public sector organisations, to share best practice on staff policies, ensure inclusive recruitment practices and promoting a more inclusive atmosphere and culture within their organisations.

Given the results of the Law Society's recent survey, they were keen that the new network be opened up to the private sector also. It was therefore agreed that we cast as wide a net as possible for the network and the common bond would be "any member of staff working in the Scottish Legal sector." This therefore includes all solicitors but also any person employed by a law firm or any public body working in either civil or criminal justice.

Describe the impact of the collaboration or initiative:

Max 500 words

So far, there have been two network events – one organised by the Scottish Courts and Tribunals Service on 4 December 2018 at Glasgow Sheriff Court and another event organised by COPFS at The Grange Club, Edinburgh on 30 August 2019.

An earlier event was planned for June 2019 but this was postponed to August 2019.

The first event attracted staff from 10 different organisations - both the public sector and private law firms. Contact details were exchanged with the intention of sharing best practice and hopefully making new connections. Feedback from participants suggested that there was an appetite for more social events, perhaps with a keynote speaker on a particular topic related to the experiences of LGBT+ staff working in a legal setting.

The second event was less well supported, possibly reflecting that a Friday evening is less popular than an event in the late afternoon. Nevertheless, those who attended enjoyed the event and the talk which focused on the importance of friends and allies at work.

A third event is planned for January 2020.

Evidence from emails shared between participating organisations suggests that networking and connections are being made between firms and organisations outwith the organised events. This can only serve to enhance the feelings of support and camaraderie between LGBT+ staff across the Scottish justice landscape.

It is hoped, by COPFS staff, that LGBT+ staff interested in the network will begin to arrange their own events and networking opportunities with less reliance on formal events being organised by equality leads within the public organisations.

8.4 Has your organisation done Yes
any further work in the past year
to promote LGBT equality in the
wider community?

GUIDANCE: Activity here should be additional to anything already mentioned in the submission.

Describe the activity and impact:

COPFS regularly welcomes legal delegations from across the world who wish to visit Scotland in order to learn more about the Scottish legal system and to share best practice in the prosecution of crime, which often does not confine itself to national borders. One such delegation, [REDACTED], visited COPFS for a one day visit in June 2019.

The day included speakers from Police Scotland, Scottish Government, the Scottish Children's Reporter Administration and specialists from within COPFS. The [REDACTED] delegates spoke about the work of [REDACTED] on Juvenile Delinquency and Youth Crime.

Part of the programme covered during this visit included our approach to hate crime and our robust prosecution policy in relation to hate crime. We provided details of the five hate crime aggravations that exist in Scot's law, including specific aggravations that cover prejudice in relation to sexual orientation and transgender identity.

We also shared our guidance on the prosecution of accused persons who are transgender, a unique piece of guidance in Europe and equally, nothing like this exists in [REDACTED].

It was clear from the presentations that prosecutors around the world face many of the same issues as we do in Scotland. Sharing knowledge and tactics, as this visit allowed, helps equip prosecution services across the world with the skills and abilities they need to administer justice effectively.

COPFS welcomes these opportunities to discuss and share best practice on the prosecution of hate crime in other jurisdictions and also to promote engagement between the state prosecutor and LGBT+ communities in order to build bridges and trust between both. In this way, COPFS is working to share best practice by promoting the rigorous prosecution of hate crime both within Scotland and internationally.

