

Section Ten

10.1

Answer YES

We introduced a staff pledge flag at our annual staff equality conference on 20th August 2019 upon which delegates including senior managers were encouraged to make a personal pledge to improve LGBT equality for their colleagues . A Trans flag was chosen and staff wrote their pledges on the flag which was thereafter photographed, enlarged, and sent to every office manager to display in communal areas of their office to celebrate the end of our Equality Month campaign. By 6th September 2019 the flag was visibly on show in every office . This made the pledges visible to LGBT staff across the entire organisation and encourages the staff who made the commitment to keep their pledge. Feedback of impact was sought from members of our Proud in COPFS network and from our Friends of Proud Allies network. One Proud member said " When I saw the flag in our tearoom in Glasgow I felt so encouraged by the visible commitment being made by my colleagues to promote LGBT equality". Another said " It was so uplifting to see the flag in my office at Kilmarnock. It meant so much to me that colleagues were willing to make a visible commitment to improving my working life". One of our Allies said " I was really pleased to be able to do something constructive to help my colleagues. My pledge was to be mindful of pronouns and seeing my pledge on display in every office I visit reminds me of the promise I made. I hope it helps our Trans and non-binary staff feel more comfortable in their working environment".