

Clients, Customers and Service Users 4

Section 10: Additional work

This section is your opportunity to tell us about any additional work the organisation has carried out over the past year. This section is worth 1% of your total score.

10.1 Has the organisation done Yes
any further work in the past year
to improve the working
environment for LGBT staff?

GUIDANCE: The activity detailed here
should not have been mentioned
anywhere else in the submission.

Describe the activity and impact:

COPFS has recently taken the lead in the formulation of a new Criminal Justice Network 'Pride in Justice' which is focusing on providing cross-justice support for LGBT staff in our workforces. Some of our partners do not have specific LGBT staff networks and while we have opened our doors to encourage such staff members to participate with our network we realised that there was a need to better engage with the agencies directly to encourage them to place a greater focus on the working environment for their LGBT staff. Whilst very much in its infancy, we engaged representatives from the Scottish Courts and Tribunals Service, Scottish Children's Reporting Agency and Police Scotland to name a few. Our aim is to promote best practice and COPFS hosted an event in Glasgow in August 2018 where we began to share best practice and encourage new innovative approaches with attendees. We highlighted the benefits of our network and the initiatives they had created including reverse mentoring. Longer term we are looking to promote better shared networking, best practice across agencies and share materials around role models etc. It is anticipated that the branding 'Pride in Justice' which has a new corporate logo will be an umbrella partnership including well established internal network groups, which will still exist to deal with their own internal matters. A further meeting will be hosted by COPFS in October 2018 at Glasgow with [REDACTED], Procurator Fiscal for the West of Scotland and Equality Champion & [REDACTED], Senior Business Manager taking the lead on this. COPFS are committed to leading this new network to ensure that all LGBT employees and service users have a positive experience.

At our recent Equality Conference, we provided our Friends of Proud with a new item for their desks – a pride flag. These were purchased to provide a further indicator to our LGBT colleagues as to who their friends are within their office. This new initiative has been embraced across our Service and feedback from staff has been positive. Feedback from our network members has equally been very positive with one stating 'the introduction of the new flags sends out a further strong message to our workforce that COPFS is committed to the inclusion of its LGBT staff and that our heterosexual colleagues actively support its network and will not tolerate bullying or harassment on the grounds of gender identity or sexual orientation' This has not replaced our lanyard initiative. A number of senior colleagues have now got these flags and have these placed on their workstations.

Finally, [REDACTED] and [REDACTED] recently featured in a Stonewall publication " Standing up for LGBT inclusion " -a guide for senior champions. [REDACTED] were directly quoted in this publication with [REDACTED] encouraging senior leads to support and encourage LGBT staff networks and [REDACTED] encouraging the provision of visible support and giving LGBT staff a voice and a platform within their organisation. These public quotes were hugely encouraging to our LGBT staff.

Optional Awards

Individual awards

The following awards will be given to outstanding individuals and a network group who have contributed significantly to LGBT equality, both within their workplace and the wider community.

The nominations are longlisted by the Membership Programmes team and then shortlisted and awarded by an internal Stonewall panel.

Award winners are profiled in Stonewall's Top 100 Employers publication.

Please ensure you have the person's permission to share their details before completing and submitting the nominations.

Role Models of the Year

If you would like to nominate an individual(s) for one or more of the role model awards, please select from the below options and tell us about the great work they've done over the past year.

Guidance: You should tell us how the individuals have contributed significantly to LGBT equality in both your workplace and the wider community.

Please note that we use the below terms as umbrella terms for many different identities (See the [Stonewall glossary](#)).

You should ensure the nominated individual is comfortable being identified with the specific term selected. For example, if someone is pansexual, making sure they're comfortable receiving the award and being profiled as Bi Role Model of the Year.

We will work with them to explore their identity fully within their profile in the Top 100 Employers publication.

No Responses Selected

Ally of the Year

If you would like to nominate an individual for the ally award, please tell us about the great work they've done over the past year.

Guidance: You should tell us how the individual has contributed significantly to LGBT equality in both your workplace and the wider community.

Please note this category can also include allies within the LGBT community. For example, a lesbian woman who has shown fantastic allyship to the trans community.

(No response)

Senior Champion of the Year

If you would like to nominate an individual for the senior champion award, please tell us about the great work they've done over the past year.

Guidance: You should tell us how the individual has contributed significantly to LGBT equality in both your workplace and the wider community.

Please note the senior champion does not need to identify as LGBT.

(No response)

Employee Network Group of the Year

If you would like to nominate your organisation's network group, please tell us about the great work it's carried out over the past year.

Guidance: You should tell us how the network group has contributed significantly to LGBT equality in both your workplace and the wider community.

Please note you may reference work which has already been documented in the LGBT Employee Network Group section.

(No response)

Bi Inclusive Workplace of the Year

If you would like to nominate your workplace for the Bi Inclusive Workplace of the Year award, please tell us about the great work you've done over the past year.

Guidance: this is an opportunity to demonstrate that your organisation is leading the way as a bi inclusive workplace.

Please note you may reference work which has already been documented.

(No response)