



Freedom of Information Request 783/20

Response Date: 5th November 2020

- 1) Does your organisation allow staff to use their pronouns in their email signature?
- 2) If not, would you consider allowing staff to use their pronouns in their email address?
- 3) What support is available for your LGBT+ staff?

RESPONSE

Question 1

Yes, South Wales Police allow staff to use pronouns in their email signature.

Question 2

Not applicable.

Question 3

South Wales Police (SWP) have inclusive policies which support LGBT+ staff.

SWP have an LGBT+ Network which can offer local and nationally support with members who have a large spectrum of experience. SWP have policies in place for people transitioning in the organisation, adoption and maternity / paternity policies which have been reviewed so that they do not negatively impact on LGBT+ staff, and the network is reviewing all policies to make sure that they are gender neutral. In addition, LGBT+ Network has a welfare Single Point of Contact (SPOC) and regional representatives are able to support and help with any issues. They have supported staff who may be subject to under performance at work, homophobic language being used in a particular division, break down in relationships, issues in coming out, transitioning, and Pregnancy and Maternity support and queries. In addition they can signpost to SWP internal Health and Wellbeing services to access support such as counselling services.

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Any correspondence received in Welsh will be answered in Welsh and corresponding
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