

OUT



IN THE
WORKPLACE

Foreword

There are an incredible variety of jobs available in the public sector, local government, the police, further education and in our voluntary and community sector. These sectors, like the private sector, need diverse workforces and places of work that encourage us all to be ourselves, promoting a safe and enjoyable working environment.

This document profiles lesbian, gay, bisexual and transgender staff as well as their straight colleagues from a multitude of professions, sharing their experiences of working for employers who champion diversity, acknowledging the benefits a diverse workforce brings to any organisation or business.



Marvin Rees - Mayor of Bristol

“I am proud to be leading a city as diverse as Bristol and to represent an organisation that values inclusion and respect of colleagues. We all have a responsibility to treat others with fairness and to foster working environments that are safe and enjoyable. Employers should champion equality and challenge homophobia. They should work in partnership with their employees to build workplaces that welcome the LGBT+ community. Together we can make sure that Bristol is a place where we stand together with communities and share a message of inclusion, love and respect.”

Deanna Mason

Crime Reduction Team Apprentice

Bristol City Council



I am an Apprentice within the council and hiding the fact that I was gay was a tremendous challenge when referring to my partner as a he instead of a she and telling my

team was a massive step for me, I am now an “Out” member of the team and feel so much happier within my team! I wasn’t judged, no one’s opinion changed about me! I had nothing to worry about!

Steve Clampin

Senior Allotments Officer

Bristol City Council



For me being out at work is being myself and part of who I am as an LGBT person. Knowing that my employer is supportive of all equalities issues is important as I know that if there are any issues I have the support of management and colleagues. I would always encourage others to be ‘out’ at work, it makes life much easier in the long run to be yourself.

Amy Mosley

Housing Officer

Bristol City Council

For me it has always been important to be 'out' at work. It can be daunting coming out to new colleagues or in a new workplace but personally my experience has been nothing but positive. I feel that my open attitude has allowed colleagues to talk to me about topics that perhaps they had been afraid to broach with others and it has allowed some myths to be busted!

I would definitely encourage people to get involved with their LGBT staff network- or set one up if there isn't one already. Being involved at Bristol City Council has allowed me to network far wider than my day job would have ever allowed and has brought me valuable new skills and knowledge.



Paul Conway

Chair of Friends of Rainbow- The LGBT Straight Ally Network

Bristol City Council

I fully support the Rainbow Group. I feel passionate that everybody should be able to express themselves openly, both in work and social environments. It's good to be part of an organisation that recognises LGBT issues as important.





Avon & Somerset Police LGBT liaison team

The Avon & Somerset police LGBT liaison team is made up of volunteers who offer an enhanced service to our community. We are here to provide a trustworthy and sympathetic response and work closely with our partners to offer the best solutions, whatever the issue.

Follow us on #ASPolice LGBT or email lgbtliaison@avonandsomerset.police.uk

FACT

Q: How are LGB & T people discriminated against?

A: Heteronormativity is the cultural bias in favour of opposite-sex relationships and against same-sex relationships. Heteronormativity means that heterosexual relationships are viewed as normal and lesbian, gay and bisexual relationships as not normal. This view can manifest as **heterosexism** – Prejudice against individuals and groups who display non heterosexual behaviours or identities which can lead to homophobia.



Martin Spellacey

Citizen Engagement Officer & Rainbow Co-Chair
Bristol City Council

What exactly is a LGBT+ Role model and what are they supposed to do?

A question I've asked myself many times since I started chairing the LGBT+ Network group for Bristol City Council. Recently I attended a role model workshop and I've realised that there are as many different types of role model as there are people. But anyone who identifies as LGBT+ and who displays aspirational behaviour is well on the way. Now, if I hear any inappropriate comments in the workplace I use the UHT method to challenge them by saying something like "I **Understand** that you didn't mean to be offensive, **However**, that language is stigmatising **Therefore**, please refrain from using it".



Alison Scott

**Estates Manager -
Rainbow Ally**
Bristol City Council

I'm a manager in Estates and feel it is very important for LGBT people to feel safe to be out at work. I have attended events as an ally of Rainbow and would encourage others to do so. It's really important to support all colleagues. I feel that it is important for managers to lead by example and demonstrate in a practical way that they are committed to LGBT equality because if someone is deciding to come out then knowing that they have a supportive manager could be the thing that makes all the difference.



Cheryl Morgan

Presenter

Ujima radio

One of the most important things for any member of a minority group is to be seen doing many different things, not just those things for which your group is recognised.

This helps people to view you as an ordinary member of society, and not as an outsider.

Consequently I feel very lucky to have been able to work with Ujima Radio on a show that focuses on women's issues rather than on LGBT issues. We have done some Trans segments on Women's Outlook, but the vast majority of material I have presented has been much wider ranging. Given how hostile some feminist spaces are to trans women, I am delighted to have been able to help present a show with a firm feminist agenda.

My thanks to my Producer, Paulette North; to my colleagues on the show; and to the Ujima management for giving me this opportunity.



Joanna Seward

Executive Administrator

University of West England

Prior to starting my current job at UWE I hadn't really been officially 'out' in a workplace but as I have been involved with the group Bivisible Bristol (a support group for Bisexuals) I had the confidence to come forward and get involved with the E&D unit and the LGBT and Allies networks: I can say it has been an extremely positive experience for me and people at work have been keen to ensure I am informed of lots of events to be involved in!



Tim Nicholls

Housing Officer

Bristol City Council

Whilst I would not want to be singularly defined by being gay, my sexuality is a fundamental part of my life. I feel that being out in the work place is essential in allowing me to have an open and honest relationship with my colleagues and feel relaxed in freely talking about/sharing many aspects of my life.

I find the working environment in Bristol City Council both diverse and inclusive. I have worked in the Customer Service Centre for the last 3 years and I am now a Housing Officer in the Estate Management Service. Both the organisation as a whole and work colleagues have been accepting and supportive. I feel fortunate that being out at work really has been no big deal for me.



Ria Anderson

Project Worker

1625 Independent People

I think it's great that people are out in the workplace. Everyone should be proud of who they are. A person should never be judged by their sexual preference any more than their religion or the colour of their skin. In fact we are employed to do a job because we are capable, experienced and have the ability to do the job well. I try and accept people for who they are and hope everyone does the same for me.



FACT

Q: How many lesbian, gay and bisexual people are there?

A: The Government and Stonewall, the gay rights charity uses the figure of 5-7% of the population. However, there is no hard data on the number of lesbians, gay men and bisexuals in the UK as no national census has ever asked people to define their sexuality. Using the 5-7% estimate, there are likely to be at least 22,000 LGBT people in Bristol.

Tim Borrett

Public Relations Service Manager

Bristol City Council

"I'm bisexual."

"Good for you. Where's that report I wanted?"
So went my grand 'coming out at work' moment.

Like anything there are pros and cons. In my experience, the plus side is that people are very accepting and you feel better for being open with them. On the down side, it does **nothing** to get you out of a report deadline. In my role relationships are vital. They have to be built on honesty, trust and respect; so being honest about myself has always been part of it.

Sexuality isn't the be-all and end-all for me, but I am grateful that the public sector has been welcoming and progressive; not in terms of treating me differently but because it treats me equally.



Richard Quick
Primary School Teacher
Bristol

I have been openly gay since training to be a teacher ten years ago. I have, so far, never encountered any prejudice or barriers in my job role. The support from my colleagues within the various schools where I have worked has always been exceptional. I feel very proud to be an openly gay teacher and feel that being honest about my sexuality in the workplace has been extremely positive and empowering.



Liane Bradbrook
National Office Lead
Environment Agency

My role in the Environment Agency involves knowledge management, communications and infographics - basically I like ideas, creative thinking, visual communications and I help our environmental scientists to share their knowledge about our environment and how we manage it.



I get to apply those skills not only to facilitate and share knowledge about the environment but also for our LGBT Network as I lead on our communications. I'm the LGBT Network Lead for our Head Office in Bristol so I'm also responsible for organising our stand at Pride here, making connections with other public sector LGBT networks in Bristol, as well as supporting our LGBT staff and keeping our network, and network friends actively involved in our Bristol office. I love that we have a workplace that enables and encourages us to be who we are.

Simon Nelson

Equalities and Community Cohesion Officer
Bristol City Council

For me being out at work is crucial - it's important as a black man to ensure that the stereotypes of gay and black people are challenged and that the myths surrounding race and sexuality can be openly discussed and explored. My role brings me into contact with diverse people from members of all communities working towards even greater understanding of diversity and inclusion. Ensuring that mine and other organisations realise the potential and the benefits of a diverse workforce to our city, one that is inclusive and that equally celebrates the lives of LGB and T people – regardless of our differing journeys.



Annabel Parfit

Project Manager
Bristol City Council

Coming out isn't something that ever stops. Just when you think you've told everyone, someone new pops up at work with assumptions that my partner is male. I find the less of a deal I make of it, the less of a reaction I get. It's almost an anti-climax when people just nod and the world doesn't end because I've told them I have a girlfriend.



Rosie Wildman

Events Officer

University of Bristol

My role at the University involves organising recruitment events such as undergraduate open days and campus tours. I also am part of the staff LGBT network.

Having those first conversations with colleagues when you 'out' yourself can be hard, but I found that if I dropped my partners name into the initial conversations (without knowing what the reaction would be), most of the time my colleagues did not show surprise, prejudice or even felt it was important.



Shout OUT

Bristol Community Radio Show

Shout Out is Bristol's LGBT community radio show. It's recorded at Bristol Community FM and broadcasts on several local stations and online. The programme covers a range of LGBT issues both fun and serious, including news and what's on from the local community and beyond. For the last two years we have also broadcast live all day from Bristol Pride.

Shout Out is run entirely by LGBT volunteers who have been trained in radio skills at BCFM.

Shout out is on BCFM 93.2 fm every Thursday at 7pm. You can find out more ways to listen at www.shoutoutradio.lgbt



Nicholas Cooper

University of Bristol Library Services

University of Bristol



I experienced biphobia in a previous job, but there's a more supportive environment at UoB. I can be out to my library colleagues with no anxiety, which helps me feel confident at work. UoB has an active LGBT society and I've received lots of encouragement when inviting colleagues to Bi Visibility Day events. Bi was included on the equalities monitoring form too – a good start for any job!

Berkeley Wilde

Director

Diversity Trust

I came out in the 1980's when we lived in a very different landscape. As a young gay man I dealt with both homophobia from Section 28 and the moral panics around HIV and AIDS. I had people refusing to share a drinking cup with me at work.

It is great that we live in a different landscape now, we have achieved equality in law and protection in the workplace. There is still a lot of work to be done to tackle homophobia, biphobia and transphobia in schools. I would urge anyone not yet out to come out, be proud.



FACT

Q: How does sexual orientation relate to transgender people?

A: A transgender person is somebody who identifies as a gender which is different to the gender with which they were born. Transgender people can be gay, straight, bisexual or asexual - sexual orientation is not dependent on gender identity.

Transgender people are protected under the protected characteristic of gender reassignment, NOT sexual orientation.

James Pritchard

Incident Management Technical Officer

Environment Agency

I work as part of our National Incident Room. I respond to events ranging from pollution incidents to wide spread flooding where our role is to minimise the impacts and provide warnings to people at risk. Working in incident management you can instantly see how your work helps to protect people and the environment.



I joined the Environment Agency roughly a year after leaving university and have therefore never felt the need to hide who I am. There can sometimes be those awkward few minutes when you have to correct someone who has assumed you're straight but other than that I have never felt it has been an issue. I feel confident being out at work.

Michelle Graham- McMorrow

Youth & Community Worker

Bristol City Council

Hello I am a BCC youth and community worker for LGBT+ young people. Part of my job spec is to be positively identified as LGBT and this has never been difficult. In my work place I have felt comfortable and supported being LGBT+ and even received a special bouquet from the team when I got married this year. It is so important to have validation and acceptance which has always happened in this organisation.



Andrea Dell

**Service Manager - Policy, Scrutiny,
Research and Executive Support**
Bristol City Council

As an individual and as a manager I feel proud to be a Friend of the Rainbow Network (Bristol City Council's straight allies group). I think it is vital that public services are champions of diversity, equality and cohesion and I feel proud to work for an organisation that actively tries to instil these values in everything it does. As a service manager I feel that it is important to act as a role model to my team and to all staff to show that supporting and celebrating our diverse workforce is something that we can do every day.



Matthew Evans

Commercial Strategy
Ministry Of Defence

Coming into a big organisation for me as a gay man was a daunting thought, but I wanted to be true to myself, by remaining honest and open. Being gay, is a small part of who I am and by trying to keep it hidden I was making it a bigger issue than it turned out to be. Fortunately the MOD LGBT forum is there to provide advice, guidance and support. A year on and I have met some really inspiring people and I find myself offering support and guidance, something that I wouldn't believe a year ago.



FACT

Q: What is transphobia?

A: Transphobia is intolerance of gender diversity and is based around the idea that there are only two sexes – male or female that you have from birth and that people who fit gender stereotypes (by sounding, looking or behaving like men and women are 'supposed to') are somehow superior to those that do not.

Jocelyn Dawson-Wood

Equalities Officer

Avon Fire & Rescue

Being openly gay and working as an Equalities Officer I am ideally placed to promote diversity in the workplace. However when I first started working here 20 years ago I did not have the confidence to come out and the environment at that time did nothing to encourage it. Thankfully things are very different now and initiatives such as this booklet have helped to achieve that.



FACT

It is estimated that around 7% of the UK population identifies as lesbian gay or bisexual.

There are an estimated 65,000 to 300,000 trans people in the UK.

Until 1999 openly gay men and lesbians were banned from serving in the armed forces.

In 1993 the World Health Organisation removed homosexuality from its official list of mental illnesses.

Almost four million people (13% of the national workforce) have witnessed verbal homophobic bullying in the workplace and over one million people (4% of the national workforce) have witnessed physical homophobic bullying at work.



Mark Small

Bristol Records office

Bristol City Council

Hello, my name's Mark and I've been out at work since I started. Working in the archives at Bristol Record Office has given me great opportunities to get involved in partnership projects with LGBT+ community organisations who want to research their own heritage in Bristol such as Freedom Youth and OutStories.

My colleagues have supported me in this work by allowing me time to attend meetings, and building on the growing collections of LGBT+ related collections of documents held at the Record Office.

FACT

Q: What is a Straight or Rainbow Ally?

A: *"Straight ally' is a term used to describe heterosexual people who believe that lesbian, gay and bisexual people should experience full equality in the workplace. Good straight allies recognise that gay people can perform better if they can be themselves and straight allies use their role within an organisation to create a culture where this can happen." Stonewall resource Straight Allies.*

Dr Nigel Jones

Consultant Physician

North Bristol NHS Trust

Being able to be who and what I am is essential for my wellbeing and self-esteem. I have been an out in the workplace doctor in Bristol since 1997. I am now the LGB&T Equality and Diversity Champion for North Bristol NHS Trust and I am proud to represent this organisation. I have always felt that the NHS is not overtly homophobic but it has not always been the best at tackling homophobic behaviour.



This is constantly changing and improving. Visibility and integration are key to breaking down the historical prejudices that were the norm as I was growing up.

Sarah Boyd

Assistant Director Technology Governance

UWE Bristol

I think it is important for students and staff to be able to be themselves at work. It's good for them, the teams they work with and the University. I am proud to be an LGBT ally and to promote diversity in the workplace and in Bristol.



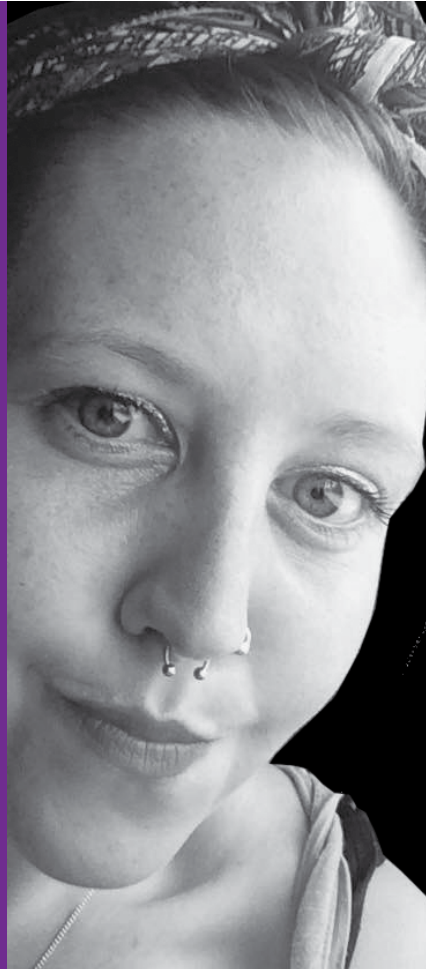


Matthew Areskog

Patient and Public
Empowerment Lead
Bristol City Council

I have worked for Bristol Community Health for over two years now and have been out at work since day one. One of my main roles in the organisation is to make sure we provide inclusive services. It's really important to me that we understand the health needs and

experiences of the LGBT community. It's great to be part of an organisation that is working hard to increase its diversity, I feel really proud of that. I hope that even more people will feel comfortable to be out at work across the city, let's celebrate who we are.



Kate Grant

Forensic Social Worker
Avon & Wiltshire Mental
Health Partnership

It is important for me to be a visible 'out' person in the workplace as I feel that openness about my sexuality helps to break down stigma and the invisibility of Queer women in public spaces. My sexuality is a crucial part of myself and not something I feel I should have to hide at work or in other areas of my life. My commitment to my role as a social worker is one to challenge all forms of oppression and to advocate for others. I am hopeful that my openness as a member of the LGBTQ! community helps others to feel safe and supported at work and everywhere else.

Stephen Beet

Head of Service - Adult Care & Support
Bristol City Council



When I joined BCC 16 years ago I was very private about my sexuality and nervous to be out in the workplace. Gradually the world has changed around me and nowadays I am relaxed and open about who I am and it just doesn't feel like an issue. As a senior manager I try to act as a positive role model so that other staff feel safe to be open about their lives at work. I know that in some places people do still experience discrimination at work so it's still really important that we tackle this and ensure everyone is safe.

Jane Taylor

Head of Service Employment, Skills & Learning
Bristol City Council



Being out and proud at work is important to me and life is so much easier when you can just be yourself. My own team was fantastic when I first came out – confetti everywhere when I got hitched! Now it's lovely meeting other out LGBT colleagues, as well as colleagues who have LGBT family members and friends, and those who are just friends! Life as a singleton, in a couple, looking for love, breaking up, caring for others or living with bereavement – life presents us with so many challenges and delights – whoever we are!

Tracy Willis

CIO & IT Director, IT Services
UWE Bristol

As an LGBT ally for almost 30 year's diversity, inclusivity and equality have personal meaning for me. I remember when it was very difficult to be 'out' in the workplace and being an ally often meant being ridiculed too. Today as Chief Information Officer & IT Director at UWE Bristol I'm pleased to be part of a university striving to create an environment where everyone studies or works free from harassment, bullying and intolerance. I'm honoured to be UWE Bristol's senior LGBT diversity champion and as an ally I'm here to make a positive difference in or outside of work.



Jessica Driscoll

Citizen Advisor
Bristol City Council

I've always been open about my sexuality and it's given me the confidence to be part of The Rainbow Group. I'm completely myself in the workplace and I feel it's very important to challenge the stereotypes that surround being a lesbian woman. I've not encountered any prejudices whilst working at Bristol City Council and

I'm overjoyed that I can talk about my Wife openly.



Sgt Helen Riddell
Avon & Somerset Police



It's important to me to be part of an organisation that values Inclusivity and Diversity and supports colleagues to be all that they can be. As one of the LGBT Liaison Officers for the constabulary I strive to demonstrate our commitment to my community and show that we are a welcoming service that wants to attract the best people to work with us.

Ewa Zdebelah
Social Worker
Bristol City Council



I'm bisexual. Coming out is never a one off process and I probably came out to some of you just now! Being out in my team feels safe and my immediate managers are supportive of any issues I may experience. Coming out always comes with massive anxiety to me especially that I identified myself as lesbian before.

I'm also a migrant and I have a disability. While I find most of BCC inclusive, I am aware that it is important that we continuously support and educate ourselves, our colleagues, and communities about the challenges that people with protected characteristics face.

Adam Derrick

Business Support Assistant & Co Chair of Young Employees Voice - Bristol City Council

Equality and diversity is something I feel very strong about. Alongside my ABS role, I Co-Chair of the Young Employee Voice and work with all the staff led groups to promote equality and diversity. I am honoured to be a straight ally and will continue to support full equality for LGBTQ+ people. The work the Rainbow Group does is inspirational; if you're concerned about coming 'out' please do not hesitate to ask for their advice and support.



Henry Poultney

LGBT+ Youth Work and Development
Off the Record – Bristol

Off the Record Bristol is a youth emotional wellbeing and mental health charity. I am employed as a Project Worker for Freedom Youth - Bristol's gender and sexuality LGBTQ+ service for those between the ages of 13-25.

Working alongside young people who are passionate about creating a world where being LGBTQ+ is celebrated, as a part of an organisation which inspires change and campaigns for equality is important to me. Being an out transgender man means I have the opportunity to create conversations and develop change whilst being supported and encouraged to do so by my employer.



Suzy Robinson

Corporate Business Solutions | Aviva UK Life

As the Bristol Lead for Aviva Pride I'm very keen to support my LGBT colleagues in their journeys around gender and sexuality. Without Aviva Pride I would not have had the courage to come out as bisexual in the workplace – once I joined the group I found my colleagues to be hugely supportive. They were mortified that I'd ever felt the need to be closeted! I'm very straight-passing and work with lots of different people, so I have almost daily opportunities to come out, and it's easier every time. I feel so much more relaxed and comfortable as a result.

FACT

Q: What about people who are Bisexual?

A: Bisexuality generally refers to having attraction to more than one gender. It is a broad term which may include the following groups and more: people who see themselves as attracted to both men and women, people who are mostly attracted to one gender but recognise this is not exclusive, people who experience their sexual identities as fluid and changeable over time and people who see their attraction as regardless of gender.



Barra Mac Ruairi

Strategic Director Place

Bristol City Council

I am delighted to mentor the Bristol City Council's LGBT+ staff-led group. I believe strongly in the importance of the LGBT+ community being represented and visible within the workplace and that is why I wanted to become a straight ally of the Rainbow Network. I hope to continue working with the group. LGBT+ people should of course be heard, welcomed and respected at work and throughout our city and as a senior leader in the organisation it is my honour to set an example to other staff and demonstrate that it is all of our responsibility to ensure that everyone is able to bring their whole selves to work.



Aled Osborne

Senior Citizen Service Advisor and Rainbow co-chair

Bristol City Council

I have worked for the Council for 16 months and from day 1 have been out in work. I have received nothing but support from my line managers and senior management. The significance of this support is invaluable as without it I could not be as productive as I am to the organisation but also the effects to my own well-being would be noticed. I would fully encourage people to be out in work and to also get involved with their LGBT staff network or to set one up if there isn't one.



Chris Davis

Avon and Somerset Constabulary

My name is Chris; I'm a member of Police Staff for Avon and Somerset Constabulary working in the Control Room as a Dispatcher. Alongside my day to day role I'm part of our Forces LGBT+ Liaison Team. The role includes attending local LGBT+ events, education, supporting victims and offering reassurance to members of staff internally that our Force is both diverse and inclusive.

FACT

Q: Who is protected under the protected characteristic of sexual orientation?

A: Under the Equality Act 2010 it is against the law to discriminate against anyone because of a protected characteristic. One of these characteristics is sexual orientation, which protects lesbian, gay, bisexual and heterosexual people from harassment and discrimination.



Suzanne Doyle

Executive Manager, Bristol SU Co-Chair of the University of Bristol LGBT+ Staff Group

Bristol SU is a fantastic student led organisation to work for. This year we won SU of the Year at the National Centre for Diversity Awards, based on all the work we do around Equality and Diversity. Bristol SU also has Investors in Diversity accreditation. This is a real testament to the work and support our student leaders, the Chief Exec and staff team give to LGBT+ students and staff.

Being out at work is really important to me. I want to make sure there are role models who can show other gay people that coming out at work is ok; you can be gay and still progress in your career and if you suffer discrimination at work there are organisations and groups there to help. I am one of the Co-Chairs of the University of Bristol Staff LGBT+ Group and work with the University and Bristol SU to ensure policies and practices support the LGBT+ Community. We worked together to support Pride this year which felt fantastic.



FACT

Q: Can people have more than one protected characteristic?

A: *“Yes. For Example this means that someone may identify as a gay man and disabled or as a black woman and a lesbian and a person of faith. This is called having intersectional identities or intersectionality and can lead to multi-faceted discrimination. Eg- A person may experience homophobia from individuals in their faith community and faith based discrimination from the LGBT+ community. This could lead to isolation, depression and other issues. It’s important that when we think about being inclusive we are aware of this. Why not take some time to examine your own assumptions about sexuality, faith, race, gender and disability with this in mind?”*

John Readman

Strategic Director - People
Bristol City Council

As a strategic leader at Bristol City Council I feel it is very important for me to be Out at work. I want LGBT+ staff to know that their sexual orientation is not a barrier to success here and they are supported to bring their whole selves to work. I have always believed in striving to ensure equal rights and opportunities for all in order to be an authentic leader.

I have always been out at work during my career and have been fortunate enough to have colleagues and managers in many different roles that cared about me; the person and the quality of my work. I would hesitate to consider myself a role model but I have always tried to challenge the assumptions that people make that mean one has to “come out”. Real equality will happen when no-one in any workplace assumes a heteronormative starting point.



David Goodrum

Senior Operational Excellence
Capita Insurance & Benefits Services

I am fortunate that in my role that I get to work with our clients across the country. One of our company values is that “We are approachable, embrace diversity and respect one another” and I have never felt the need to hide my sexual orientation with my immediate colleagues or with our clients. Earlier this year our first LGBT group was launched in Cheltenham and I am proud to be the group lead. I am sure this will be the first of many! I work closely with a client LGBT group in Bristol where Capita staff are warmly welcomed.



Dom Fairlie

Contracts & Project Manager

MOD (DE&S – Defence Equipment and Support)



I've worked in Government for almost 14 years now in a number of roles that have meant I have been very much front facing with colleagues in my own and other departments. Initially, when I first joined I was a little sceptical about being out in the workplace,

but I couldn't have been more wrong. I have never needed to come

out to my immediate colleagues as it has never been an issue. No one has ever shown me hostility, instead I have been shown equal respect and appreciation as any other person would have and this has really helped me to feel that I am accepted for who I am. I am now a member of the DE&S' Pride network, representing other LGBT staff within the department.

Barry Scrase

Personal Budgets Development Manager and Co Chair of the Disabled Employees Group |Ally

I am passionate about all equalities issues, including the rights of LGBT staff to be open in the workplace or anywhere else. It is essential that we all support our LGBT colleagues to feel comfortable about being out in the workplace, and that we celebrate it as a sign of our open support. People should be measured by what they contribute, rather than their in-built characteristics.



Contacts list for included organisations

Bristol City Council Rainbow LGBT Network/ Friends of the Rainbow Network

rainbow@bristol.gov.uk

LGBT+ Youth and Community Worker

michelle.mcmorrow@bristol.gov.uk

UWE

lgbt@uwe.ac.uk

Police

lgbtliasion@avonandsomerset.police.uk

Fire Service

equalities@avonfire.gov.uk

Environment Agency

lgbtnetwork@environment-agency.gov.uk

Ministry of Defence

@MODLGBT

University of Bristol

staff-lgbtx-committee@bristol.ac.uk

Community contacts

Bivisible Bristol

bivisiblebristol@yahoo.co.uk

BS3 LGBT

bs3lgbt@gmail.com

Freedom Youth

www.facebook.com/freedomyouthlgbtq

Indigo

www.indigonetwork.co.uk

LGBT Bristol

www.lgbtbristol.org.uk

LGBT Health Forum

www.lgbthealthforumbristol.co.uk

Members

www.members-bristol.co.uk

Out Stories Bristol

www.outstoriesbristol.org.uk

SARI Bristol Hate Crime Services

www.sariweb.org.uk

Trans Bristol

www.transbristol.wordpress.com

Pride Bristol

www.lgbtbristol.org.uk/trans



If you would like this information in another language, Braille, audio tape, large print, easy English, BSL video or CD rom or plain text please contact **0117 922 3300**.

