

Police Scotland most friendly employers for LGBT workers.



Equality charity Stonewall Scotland has recognised Police Scotland as one of the country's most friendly employers for Lesbian, Gay, Bisexual and Transgender (LGBT) workers.

The force has been awarded "Most Improved Employer" in recognition of its leap into Stonewall's Top 100 UK Workplace Equality Index, moving to 83rd in the list of UK employers, up from 119th place in 2015 (the first year the force was entered in the list).

Deputy Chief Constable Neil Richardson, Director of People and Development John Gillies, and Chief Inspector Gill Boulton collected the award last night (Thursday 25 February 2016) in Edinburgh.

The 2016 list comprises of more than 400 organisations – the highest in the Index's 12 year history – and Police Scotland's improved ranking highlights its reputation as an employer of choice for the LGBT community.

In 2015, the Force held its first professional development events for LGBTI Allies, and has continued to promote the No Bystanders campaign throughout the Force. A named officer has been appointed to ensure maximum efforts are made to improve workplace equality as Police Scotland continues to work closely with its diversity staff associations, including the Scottish Police Transgender Network and the Gay Police Scotland Association.

Police Scotland Chief Constable Phil Gormley said: "Police Scotland places a high priority on our ongoing commitment to being a top employer for everyone. I am therefore absolutely

delighted with not only our improved rating but also the news that the Force is the most improved employer in Scotland. We value having a diverse workforce to represent the diverse communities we serve.

“Police Scotland first entered the Workplace Equality Index to continue to improve the workplace culture for employees. It is therefore extremely encouraging our efforts have yielded such improvements in just one year. However, we know there is still work to be done and we are committed to driving this agenda forward and making further progress in the wider context of staff wellbeing.”

Colin Macfarlane, Director of Stonewall Scotland said: “Police Scotland continues to demonstrate a real commitment to improving the workplace culture for LGBT people and recognise that there is much still to do. We look forward to continuing our partnership with them in coming years.

“Our award winners represent the organisations who are doing the most to further equality for their staff and who are making a difference to their workplaces every day. Our vision is of a Scotland where lesbian, gay, bisexual and transgender people can realise every ounce of their potential. We’re very proud of our award winners and employers featured in the Top 100: they are helping make that vision a reality.