



Derbyshire
LGBT+
Role Models

With Thanks To...



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Ruth Hunt,
Chief Executive,
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Ian Robson,
Chief Executive,
Derbyshire LGBT+



As Europe’s largest lesbian, gay, bi and trans (LGBT) charity, we know that people perform better when they can be themselves. That’s why we created Diversity Champions, the leading employers’ programme for ensuring all LGBT+ staff are accepted without exception in the workplace. We currently work with over 750 organisations, all of whom share our core belief in the power of a workplace that is truly equal. Through them we’re helping create inclusive and accepting environments for almost a quarter of the UK workforce.

The reason employers, such as our partners in Derbyshire, work with us is because they understand that their LGBT+ staff are more efficient, confident, creative and motivated when they feel able to be open about their sexual orientation and their gender identity. At Stonewall we know exactly how important role models are to our sense of self, our happiness and our wellbeing. Young people tell us how much better they feel when they know other LGBT+ people. Staff in big and small workplaces alike say they can imagine being successful when they observe people like them succeeding. Communities assisted by public services feel more assured when their own identities are reflected in those delivering services.

We’re pleased that organisations across Derbyshire are working collaboratively and have taken inspiration from our role models guidance to produce this important publication. The contributions that these LGBT+ role models and allies make are significant: they provide visibility within all areas of the community, have a positive influence on the people around them and pave the way for others to feel able to be themselves too. The work they do is critical, now and for the years to come, in ensuring that everyone in society is free to live their life, accepted without exception.

Discrimination against LGBT+ people is still a huge issue in the UK today, even though we have fought hard for equality. One of the biggest ways to fight prejudice is to educate and normalise being LGBT+. It is important that people see positive images of LGBT+ people in all parts of society, from a bus driver to a member of parliament.

Derbyshire LGBT+ believes that providing positive and safe environments for LGBT+ staff and volunteers, allows those people to shine and contribute fully to an organisation’s success. It also acts as a beacon to other LGBT+ people that they too can achieve success. This is especially important for our young people, or people who have suffered homophobia or transphobia.

Derbyshire LGBT+ have worked with thousands of organisations across Derbyshire since its formation 35 years ago. Derbyshire LGBT+ provides ideas supporting and training to create positive working environments for LGBT+ people and fighting discrimination.

LGBT+ role models should be seen as a valuable resource for organisations, to support them in ensuring that their goods and services are accessible to other LGBT+ people.

We support this brilliant booklet, which we hope inspires LGBT+ people to see the future as a place you can achieve anything and be accepted in all parts of your life as an LGBT+ person.

Nell Stockton

Deputy Unit Manager, North East Derbyshire Day Service

Nell has worked for Derbyshire County Council (DCC) in a variety of roles since 1979 and is passionate about trans inclusion.

Growing up, Nell always knew that she was different but didn't have a name for that difference. Nell says: "I was aware that my difference was something to do with my gender, as I have a sister who I related to very well. As I moved through school I became more aware of what my difference was. A major conflict was when my voice broke and I started growing facial hair. I didn't have any knowledge of anyone else who was trans – I just had the feeling that transitioning was an impossible dream. I decided that I had to bury that side of me and so I lived a conventional life."

Nell's conventional life involved her working in a variety of roles for DCC, including instructor, day service worker for people with learning difficulties and co-ordinator of learning programmes across all Day Services. Nell reflects on this time: "I did my job, one I loved, but the need to be my true self was always there".

Nell is candid about the time when she started her transition: "it was a challenging time for me, but I was well supported at work by senior management and HR. We created a six week plan for my transition and information was cascaded out to services in a planned way which I was involved in".

Nell also reflects about the importance of staff networks and says: "I joined the LGBT network, and because the network had 'T' on the end, it felt like there was somewhere I could go for advice and help. The group was really great and helped and supported me through my transition."

"My life since transitioning is so much better. My confidence has grown - in fact I would say it has transformed. I am a different person. I have changed from a shy, quiet person to one full of confidence and life."

"Things are going well in my current work role and, although there are sometimes individual clients and members of the public that are rude, staff and managers challenge negative behaviour. As I work with people with learning disabilities, as well as their families and carers, trans employees are not always part of their daily consciousness – but things are improving. We just need more role models!"

When asked about the future for trans inclusion, Nell is optimistic: "Escaping from the constraints of the gender we are assigned at birth may seem an impossible dream. Shut out the voices of those who question who you are, listen to the positive advice of others and learn from them, but remember that the journey to being yourself is unique to you".



“My life since transitioning is so much better...”

Andy Sudbury

Police Constable, Derbyshire Constabulary

Andy joined Derbyshire Constabulary in 2003 and has been stationed in the City Centre ever since. He has been the chair of the Derbyshire Constabulary LGBT+ Support Network since 2010.

Andy joined Derbyshire Constabulary in December 2003, firstly completing Training School and then getting his first posting to Peartree. Andy reflects on this time by saying: “the initial ten weeks were hard work: I was young and naïve, wasn’t used to police work and I didn’t get on well with my shift”.

It was apparent around this time that Andy’s work was beginning to be affected due to the complex feelings he was having about his personal life. Andy says: “I decided that I couldn’t keep up with the lie I was living, professionally and personally. After telling my girlfriend, family and friends, and fielding numerous questions at work asking if I was alright, I summoned up the courage to tell a room full of people “I am gay”.

“From that moment on, I was given a number of opportunities: I was moved to Cotton Lane Station as I felt that there was an underlying homophobia in some members of staff that meant that I couldn’t be myself and I was put in touch with staff from the LGBT Network, who I had previously contacted through one of the confidential helpline phones. There was no formal network for LGBT+ staff, but it was better than nothing. I was able to talk with another gay person and my life at work started to get better”.

Work dramatically improved for Andy, and at Cotton Lane he was never treated any differently. Andy met his best female friend who is also gay and on some occasions there were more gay officers on shift than straight. Andy says: “I really felt at home and could be myself.

“Since then, I have spent the rest of my time at Cotton Lane, doing a five year stint on the Safer Neighbourhood Team, and going back on a Reactive Shift. I have never had any problems with being an out gay man at work, and I have found that I have been able to have better relationships with my work colleagues and the public if I am open about who I am. I also joined the Derbyshire Gay Police Association in 2006, becoming Coordinator in 2010, and I have helped plan and take part in Pride events within Derbyshire.

“I am not going to say that being out has been the easiest of paths, as people still have negative views towards LGBT+ people, but I am in a position where I am able to challenge people’s views and educate.

Andy’s advice for coming out is simple. “Coming out gets easier each time you do it, or it has done for me. Some people make an issue out of it and I don’t keep that kind of person in my life, but for me, it was the best decision I have ever made. My biggest piece of advice would always be: be yourself – be happy”.

“I really felt at home and could be myself...”

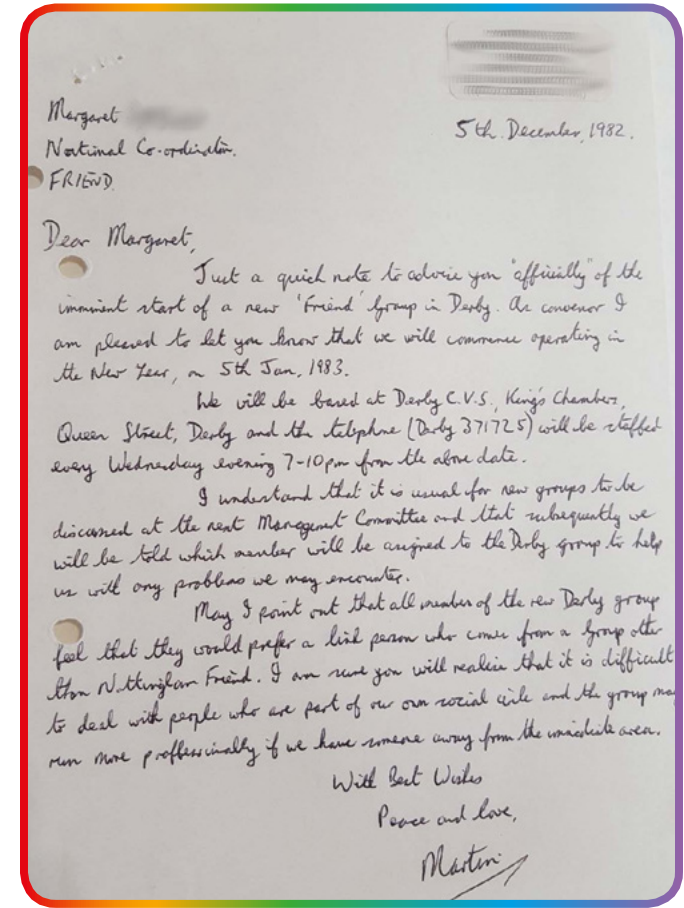


Derbyshire LGBT+ celebrates 35 years of service



Derbyshire LGBT+ is the countywide support and advocacy service for LGBT+ people, their supporters and allies.

Derbyshire LGBT+ now is a very different organisation to when it first began on 5th January 1983 as Derby Friend. The organisation was officially launched and affiliated with the National Friend network on 30th January 1983, as a support and information service run by volunteers for gay and bisexual men in the wake of the HIV/AIDS epidemic.



Derby Friend held its first AGM in 1984 and we gained our first home within the CVS at King Street, in Derby, in the same year.

In 1989, we took part in the World AIDS Day Procession. We also widened our remit to include gay, lesbian and bi women, and friends and families, by affiliating with FFLAG.

1992 saw us move to premises on Osmaston Road and we received funding to employ a sexual health outreach worker soon after. In 1996, Choices Youth Group held their first meeting with us, and in 1998 we employed our first contracted staff.

1999 saw us moving to new premises on Ford Street, and become a company limited by guarantee. We moved to premises in Friary Street in 2000 and began developing and delivering LGBT+ Awareness training to professionals, companies and businesses.

Our very first website (remember that?!) was launched in 2002, and on 30th June 2003 we changed our name from Derby Friend to Derbyshire Friend.



2005 was a big year for us: LGBT Awareness Day was held at the Market Place in Derby, which was an early forerunner to Derbyshire Pride, and we formally recognised and incorporated trans work into our remit, with the launch of the 'T Junction' social support group.

2006 and 2007 saw us developing accredited training packages, and in 2009 we launched the Derby and East Midlands LGBT Network, which met regularly at our centre for the next four years.



We held our first LGBT conference in 2011, had our 30th anniversary celebrations in 2013, and moved to our current premises in Bramble Street in 2015. We sadly suffered funding cuts in late 2015, resulting in a total loss of all county and city council funding.

We changed our name again in January 2016 to Derbyshire LGBT+ to reflect our changing remit.



We now have eight paid staff members, five of which are part time, and a team of amazing volunteers who run our social support groups, help us run stands and attend events, do sexual health outreach, support people in crisis and help us raise awareness of wider LGBT+ issues. As well as our social support groups, we have our Youth Services, open door drop ins, and have just launched a new hypnotherapy service for LGBT+ people based at our centre.

Our remit has evolved since we started in 1983, some things have continued on since that time, such as our sexual health outreach work. We now not only do outreach events around the county, but also offer free safer sex packs by post and online support.

In 2018 we are celebrating 35 years of supporting and advocating on behalf of LGBT+ people and their allies in Derbyshire.

The next few years look to be some of our most challenging as we look at starting new services and developing existing ones in response to the evolving needs of our diverse communities. We now support and advocate on behalf of LGBT+ people across Derby and Derbyshire, host social support groups at our centre and online and have centre drop-ins twice a week. We can also provide bespoke training to individuals and organisations and we will continue to push for equality and advocate on LGBT issues affecting people across our county.

We hope that you will continue to support and stand with us in the future.

Benjamin Rychwalski-Lindley

Police Constable, Derbyshire Constabulary

Ben has worked for the Police for 11 years, starting at West Yorkshire, before moving to Northamptonshire and Derbyshire. His posts have included response officer and dog handler and he works tirelessly to raise awareness of trans issues.

Ben joined West Yorkshire Police in 1996 before he transferred to Northamptonshire Police in 2002, joining the dog section with his malinois general duties dog, Luke, and his specialist drugs/ weapons/cash recovery dog, Rolly. During this period of time Ben identified as a gay female but always felt that there was something different about him. Ben says: “I often felt awkward in social situations. Then, in my early 30s, I watched a documentary on television about trans people and it was like the curtains had been pulled back on a very sunny window!”

After this, Ben made enquiries with his GP and was referred to a private gender specialist. Ben was referred for gender-specific therapy and then began his hormone treatment whilst embarking on his journey along the clinical pathway.

When thinking back on this period, Ben says: “I felt particularly anxious about speaking to my family, friends and work colleagues, mainly as I was worried about what they would think of me. I remember going to speak with my dad about what was happening and he was very upset: I guess for him he was losing his daughter and gaining a son. He questioned what he had done ‘wrong’.

“I would describe my experience as being born in completely the wrong ‘suitcase’. My inward did not match my outward and I was trapped in the wrong body. Once I realised that I could do something about it, there was no turning back”.

Ben found that it was easier to tell his friends, most of whom were part of the LGB family. He chose a date to share with work colleagues and found that people just wanted to support him and not say the ‘wrong thing’. Regarding this, Ben says: “I am happy to talk about things given the right environment. I appreciate that not everyone has met someone who is trans and there will therefore be questions. My work family really went along the transition journey with me and I found this to be a very positive experience.

“I now work for Derbyshire Constabulary and work hard to be visible and raise awareness of trans issues. I do this as I want to provide help and guidance to staff, be a point of contact for officers and support staff and raise awareness, which in turn will help when those colleagues deal with members of the public who may identify as trans or have related issues.

“It is so important for people to feel confident in themselves in the workplace – work is after all an extension of self – we are able to feel happier and give more when we are truly aligned with our own self and sense of purpose. We are all individuals and we represent communities of individuals.

“In the words of Chrissie Wellington, Ironman world champion, ‘I run to feel complete, to feel alive, to feel happy and to feel free. I run to visit beautiful places, to overcome my fears and to remind myself – and others – that our limits may not be where we think they are’”.



“It is so important for people to feel confident in themselves in the workplace...”

Lucy Bastock

E-Rostering Officer, Derbyshire Community Health Services (DCHS)
NHS Foundation Trust

Lucy joined DCHS on a temporary basis in 2008 due to relocating to the area. After enjoying the diversity of roles and opportunities within the organisation she applied for a permanent role when one became available.

Lucy has worked for DCHS for 9 years and currently works in e-rostering, which requires training and education skills, computer programming, problem solving and report writing, which she feels plays to her strengths. Lucy says: “when I started this job in 2013 I was ready for a new challenge and the unpredictability of each day – meeting staff from across the organisation and starting out in a new job with no one’s shoes to fill – was really exciting”.

Lucy first came out at work by telling some colleagues that had become close friends. There was some planning involved in this decision and Lucy recalls: “I waited for a time when they were both together as I wanted them to know at the same time, and started with ‘there’s something I wanted to let you know...’

“I initially came out in this way as I felt that being gay was an important part of who I was and I didn’t want it to feel like I was hiding anything. I’d spent months plucking up the courage to say something, not certain what the reaction would be, and then when I did, the first response from my friend was ‘I’ve known for years’. I have had no negative reactions - colleagues often just ask questions about partners as anyone would”.

Lucy feels that coming out in the workplace has helped her personally and professionally. “I feel that since I’ve come out I’ve been able to be completely open and honest about myself, as I am no longer carrying a secret around with me. This has allowed me to perform to the best of my ability and has given me opportunities such as being an active members of the Trust’s LGBT network”.

Reflecting on her own experience, Lucy says: “I would advise others to come out when the time feels right. Try not to predict how people will react as that is up to them. You will always expect the worst, but I was pleasantly surprised by the actual outcome. I didn’t have a plan of how to come out as sometimes I don’t feel that it is necessary. There might be a natural conversation lead-in, so take the opportunity if it arises. There are lots of online groups that you can look at, where people are happy to share experiences. Alternatively, look out for details of network groups in your workplace, as they can be a good source of support”.

“Since I’ve come out I’ve been able to be completely open and honest about myself...”



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Top Tips to create LGBT+ inclusive workplace

When people are looking for their dream job, there are various things that can impact on their decision, ranging from location to potential opportunities for development. If the person in question also has to consider coming out as LGBT+ in this new job, it can add a new dimension to their worries.

There are however, a number of things that employers can implement to make things better for current and potential future employees.

The first thing that should be considered is that an organisation clearly states their **COMMITMENT TO EQUALITY AND DIVERSITY** and what steps they are undertaking to improve workplace equality. The organisation may also consider establishing an **LGBT+ STAFF SUPPORT NETWORK**. Organisations across Britain increasingly recognise the importance of employee support networks and their role in supporting employees. With this, and any other types of diversity and inclusion initiatives, it is vital to get support from your **SENIOR MEMBERS** of staff. By championing and visibly advocating LGBT+ equality in the workplace they promote a positive working environment.

Organisations need to ensure that the language of their **POLICIES**, such as parental leave, adoption leave or compassionate leave, are LGBT+ inclusive and cover same-sex partnership.

The **TRANS COMMUNITY** should also be included, potentially by introducing transitioning at work policy and guidance, recognising non-binary and other gender identities or having inclusive facilities. Similarly, **BI VISIBILITY** in the workplace is an important factor, and organisations should strive to train staff on bi issues and increase bi representation in LGBT+ networks and the number of bi role models.

The **DEMOGRAPHICS** of an organisation can also show their priorities, as clear data on the numbers of under-represented groups demonstrates that they are ensuring that there are no barriers for employees. Similarly, an organisations use of **SOCIAL MEDIA** to celebrate events such as IDAHoBiT or Trans or Bi Day of Visibility, shows their commitment and celebration of diversity.

Finally, having **ALLIES** in your organisation, people who actively support LGBT+ equality, can provide vital support. Whether it's for advice or confidentiality, having someone to talk to can make a world of difference. Allies can come from all levels of an organisation and from all backgrounds and walks of life. It's your time! **BE PROACTIVE!**



Terry McDermott
Chief Fire Officer/Chief Executive
Derbyshire Fire & Rescue Service

“As an Ally I want to promote an organisational culture that allows people to feel comfortable to ‘come out’ if they feel ready and where they are supported by everyone when they do”



Angela Glithero
Assistant Director
Economy Transport & Environment
Derbyshire County Council

“As an Ally I pledge to give my support, speak to people who can help to get good ideas off the ground and demonstrate my commitment by being a champion of the cause”



Dr Paula Holt
Pro Vice Chancellor
Dean of College of Health & Social Care

“As an LGBT+ Ally I am committed to promoting equality and an environment of inclusiveness across our University. Everyone should feel accepted and comfortable with who they are, and so I pledge to listen, watch, challenge and make a difference where I can to support people to be the best that they can be – proud, confident, respected and wholly included”



Claire Wright
Deputy Chief Executive
Derbyshire Healthcare NHS Foundation Trust

“As a Trust, we are committed to being an inclusive organisation in every respect and it’s really important to me that everyone knows that I am passionate about being an Ally for the LGBT+ community: It gives me a chance to make a real positive difference to people’s lives, which is what we are all about as an organisation”



Peter Goodman
Chief Constable
Derbyshire Constabulary

“The importance of Allies cannot be underestimated. We are all here to try and make a difference and I want our organisation to be a place where we celebrate everyone’s differences. Allies play a huge part in stopping discrimination and supporting all our workforce and I for one want to be a part of that”



Hardyal Dhindsa
Police and Crime Commissioner

“I’m honoured to be an LGBT+ Ally and will use my influence locally and nationally to promote a culture whereby people can truly be themselves without fear of judgement, discrimination or hatred. It is the responsibility of every individual, employer and public body to embrace this difference and treasure the values of respect and tolerance and I offer my wholehearted support to this cause”



Professor Kathryn Mitchell
Vice-Chancellor & Chief Executive
The University of Derby

“I am proud to be an LGBT+ Ally and through my leadership role, I will continue to create an environment which addresses the challenges that LGBT+ staff and students face by celebrating diversity and promoting a culture of inclusivity, safety and social mobility throughout the organisation”



Amanda Rawlings
Director of People and Organisational Effectiveness
Derbyshire Community Health Service
NHS Foundation Trust

“As an Ally I am passionate and driven to remove barriers, stigma and provide opportunities so that LGBT+ colleagues and service receivers get the best experience from working and interacting with our trust”

David Peet

Chief Executive, Police Crime Commissioner (PCC)

David has worked as a senior officer within the worlds of Police Authorities and Police and Crime Commissioners for almost 10 years. He is passionate about the role he plays as a visible LGBT+ role model.

David started working for the PCC in 2013, but before this he worked in a variety of roles, including sexual health outreach worker and working with men in a prison setting who had been the victim of sexual abuse or rape. When reflecting on his career history, David says: “To be honest I think that my CV always ‘outs’ me, before I have even got through the door to be interviewed!”

David has always remained discrete about his personal life and says: “what I get up to in my private life is exactly that – private”. At work, David has never particularly been either ‘out’ or ‘in’, and when there have been occasions when people have seen his wedding ring and asked about his wife and if he has children David replies: “my wife is a man and the kids are cats!”

David is happy to acknowledge that he has been lucky to have worked in a variety of senior roles, which may have modified homophobic views that others may have harboured. David reflects: “In the past I have worked with gay and bi men who have not been so lucky, who have had to hide that aspect of their lives. I try never to take for granted the acceptance I have been lucky enough to feel in my career”.

When asked about frustrations regarding LGBT+ issues, David admits that he gets annoyed when he hears people saying that the equalisation of the age of consent and the introduction of gay marriage means that everything is ‘sorted’ for the gay community. “It clearly isn’t. LGBT+ young people are still more likely to attempt or commit suicide than their straight peers and some people still think that it is acceptable to express homophobic views. There is still work to be done”.

David does however talk passionately about his pride to work for the PCC and with organisations like Derbyshire Constabulary. David says: “I am proud to work with organisations who are genuinely committed to equality and diversity in the broadest of terms. Last year, I emailed the Chief Constable to express the joy I felt when I came into work and saw a rainbow flag flying next to the Force’s flag.

“But with pride comes a responsibility. I may not have been chosen to be seen as a role model, but apparently I am and I take that very seriously. I hope that those I work with know that if they ever need to talk about issues of sexuality my door is always open, and remember, however hard it feel right now... it gets better!”

“I try never to take for granted the acceptance I have been lucky enough to feel in my career...”



Rachel Salmon

Prevention & Inclusion Assistant, Derbyshire Fire & Rescue Service (DFRS)

Rachel joined DFRS in January 2017 as an Administration Assistant, before being temporarily seconded to the Inclusion Team in November. Rachel is heavily involved with network groups throughout the organisation and is passionate about inclusion and equality.

After Rachel finished her History degree in 2013, her Dad was diagnosed with mesothelioma, meaning that she worked part time and cared for him for two years. After her Dad passed away she started a job at a local school, but with few opportunities to progress she decided to move on after a year. Looking back on this time, Rachel says: "I was successful at interview with DFRS and the rest, as they say, is history. I was quite naïve about the work that the Fire Service did before I joined, and it's been a learning curve, but one that I've thoroughly enjoyed and am thankful for. I've always been drawn to working with inclusion and equality and my passion for this has continued to grow during my time at DFRS".

Rachel says that when people first meet her she can seem quite shy and reserved and so whispers about her sexuality in her previous employment did not help her to flourish in the workplace, particularly when she was not yet 'out'. Rachel says: "I would avoid questions about my weekend or personal life and became withdrawn from my colleagues. I officially came out at my previous job as I wanted to be open and honest with the people I worked with. I also recognised I was working with young people who may be struggling with their sexuality and wanted them to realise firstly, that there are other LGBT+ people, but also that it is not a negative thing.

"Since starting at DFRS I have always used my girlfriend's name and described her as 'my girlfriend' rather than 'my partner', so I never really 'came out' in this job, I just always was 'out'.

I think that this has helped me to build my confidence at work and so rather than overcoming boundaries, it has actually helped me and given me opportunities to work on things such as the LGBT+ Role Models project".

Rachel feels that from her experience, the best advice that she can give anyone is to be themselves and to do right by that. "I wasn't mentally or emotionally ready to come out until I was 22 and I was in turmoil about it for years before that. Luckily, my friends were all amazing and I felt so supported by them, and that helped to reduce some of the negative reactions that I got. The reality is that coming out won't always be comfortable or easy and some people may not react well, but I can personally say that it was the turning point in my life to allow me to finally be myself.

"I had, and still have, an amazing network of friends and I have been blessed with their unwavering support and guidance. I have also utilised support networks in the workplace, to speak to others in a similar situation.

"Nobody can tell you when the right time to come out is: that is something you have to decide. Be patient with yourself and those around you and try to allow it to be an empowering and positive decision. As John Lennon said 'you don't need anyone to tell you who or what you are. You are what you are!'"

"Coming out was the turning point in my life to allow me to finally be myself..."



Leonie Holt

Firefighter, Derbyshire Fire & Rescue Service (DFRS)

Leonie joined DFRS in September 2016 and has been stationed throughout the County since then. She was drawn to working in a job that involved working as part of a team, whilst also being physically and mentally challenging.

When thinking back on her time with DFRS, Leonie says that she has learnt a lot and has found firefighting to be a stable but interesting job that can be extremely rewarding. Leonie enjoys engaging with local communities on a day to day basis.

When talking about the combination of her professional and personal life, Leonie says: “when I first meet people I can seem quite distant and closed: not because I am worried about what they will think of me, but because I like to get a ‘feel’ for people and situations before opening up. This hasn’t been different in jobs I have been in, so I haven’t ever ‘come out’ in the work place, I have just always been open about my relationships. I don’t think many, if any, heterosexual people feel like their sexuality is a large part of their identity and neither do I: it doesn’t define me.

“The positives about being open at work for me are that I can just relax and be myself (not necessarily a positive thing for everybody else!). I have nothing to hide and it has never really crossed my mind to be anything other than open. This also means that I can fully concentrate on my job. If you are hiding part of yourself then you are always focusing slightly on that. Like Mystique in the X-Men films, until you fully accept yourself then you will keep using a lot of energy trying to keep things hidden. You can’t be your true self until you can be fully open and honest”.

Leonie has never had a negative reaction in the workplace to being gay, but outside of work there have been occasions when people have had issues with it. Leonie questions why it bothers others, but sees it as their problem, not her own. Regarding this, she says: “I feel lucky that I am quite confident and don’t worry too much about what other people think of me”.

Leonie’s advice for being out and staying true to yourself is: “just remember it’s not possible to be universally liked, so if you try to please everybody you’ll just stress yourself out and get down about things. It might look like other people are always having a great time and never worry about anything, but you only see the highlight reel of their life. Everybody has struggles and insecurities, you just have to try not to focus on them too much.

“The people who accept you and support you are the only ones that matter. Don’t allow some random narrow minded person at work or in the street to have a negative effect on your day”.

“The positives about being open at work for me are that I can just relax and be myself...”





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We are committed to being a fair and supportive employer. Equality and diversity is at the heart of everything we do. It's about respecting and treating everyone fairly. Employment opportunities and apprenticeships are open to everyone, regardless of background and identity.

We also work to ensure our services are available to everyone. This is reflected in our celebrations of LGBT History Month in libraries, challenging hate crime and supporting IDAHOT. Services such as adoption and fostering, community safety and Derbyshire Records Office attend Pride events to promote visibility and demonstrate inclusivity.

“The staff at the Derbyshire Record Office have been so patient & helpful. A testament to their commitment to being a truly inclusive service”



Derbyshire Community
Health Services
NHS Foundation Trust

Inclusion

at Derbyshire Community Health Services

NHS Foundation Trust



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The University of Derby is committed to providing an environment which seeks to encourage an open and diverse community. As a learning organisation we provide an environment where people can address and debate differences and constantly reflect on practices.

We strive to advance equality of opportunity and foster good relations between people. Our values and behaviours respect the rights and dignity of all people whatever their background and by consistently living our values, we attempt to eliminate those things which seek to undermine anyone involved in the activities of our University.

We aspire to be recognised as an organisation that leads the way in publicly promoting the value of diversity. It is our belief that these different experiences make our University a better place to work and study.

Over 90% of staff respondents in our most recent staff engagement survey said they had good working relations with their colleagues. We have a thriving number of equality and diversity sub-groups. The LGBT+ Allies group is a key member of Derbyshire LGBT Network and strives to address the challenges of being human through inclusion and equality.



Help us to mind our own business



A quick guide on equality monitoring

Why should you fill in those funny box things at the end of forms?

What's with all the questions?

It may seem like wherever you go people want to know your business. Your age, gender, sexuality, race, religion, whether you're disabled and so on. Ever wondered where all the information goes?

Well, it goes to help make things better and to make sure that as a white/black/older/young/married/single/straight/gay/man/woman or if you have a disability, you are being properly catered for.



Is Big Brother watching you?

No, funny as that may seem. This information tells us where to direct our focus and to ensure we're getting the best out of our most important resource – you!

We can't change things without your help. This information will influence organisational people policies and practices. Your personal information is about you, but the rest is statistics, and in fact most of the time we don't even know it's you. It's used for example to produce equality reports – as a public sector organisation we are required to annually publish data about our workforce profile and how it reflects the community we serve.



Help us support you!

It's natural to feel protective of your details, and people may worry about giving information in case it should fall into the wrong hands. Don't. Access to your personal data is restricted to only certain people within your organisation and they are governed by strict confidentiality and data protection rules.

Sarah Barley-McMullen

Programme Lead and Senior Lecturer
The University of Derby (UoD)

Sarah joined the UoD in 2006 as she was looking for career development in the Higher Education Sector. After 15 years of practice experience in working with Young People and Communities, she was appointed as Senior Lecturer and is now a Programme Leader.

Sarah began to come out in the workplace as soon as she arrived at the UoD. This came from a personal need and professional responsibility to be open and honest in her working environment with colleagues, and sometimes students. Sarah says: “whenever situations arose I was open about who I was and the life values I held as a gay woman. Most reactions were really good, some reactions however were patronising and ignorant and this did impact on how safe I felt at times”.

Sarah talks about some of the struggles that she has faced as a gay woman and reflects: “my experience means that I have to ‘come out’ most days, and despite the negative reactions that I have received, I am getting braver and stronger. It can be exhausting listening to other people’s unconscious bias and small mindedness in their reactions to who I am, however, my positive experiences at the UoD have reinforced my opinion that this is a good and safe place to work and study. Being out at work means that I can be myself completely and be a role model to staff and students. I can also bring strong levels of empathy and compassion when others are facing identity challenges in their lives”.


Sarah currently acts as Co-Chair of the LGBT+ALLIES Staff Network, which has enabled her to work with colleagues throughout the University, to address the challenges of inclusion at work together.

Talking about this role, Sarah says: “being Co-Chair of the Staff Network has also enabled me to feel even more assured in standing up for equity, and inclusion in lectures, meetings and relationships with colleagues and students. It has allowed me to contribute to challenging language, processes and structures that have been based on a lack of knowledge and experience. Finally it has also enabled me to feel more confident; I respect myself a lot more for my honesty”.

When asked about her advice for others, Sarah says: “the best advice I could give when coming out is to test the water with individuals you feel close to and trust. Accept the fact that you will probably spend your life ‘coming out’ and sometimes it will be harder and more painful than others. Invest in people who will shelter and strengthen you through these times, and surround yourself with those who will help you feel safe.”

Sarah goes on to say, “the greatest challenge in your journey will be to remain fair, tolerant and kind in your responses to ignorance and hatred. I’ve dealt with this by having some good ‘one-liners’ up my sleeve for any negative comments that I have faced.

“Finally, but most importantly, be kind, but be fierce in the way you challenge other people, and in all things – be the change you want to see in the world”.

A portrait of Sarah Barley-McMullen, a woman with short blonde hair and black-rimmed glasses, smiling. She is wearing a dark jacket over a white and brown striped shirt. The background is plain white.

“Being out at work means that I can be myself completely and be a role model to staff and students...”

Andy Bloor

Senior Lecturer - ITE and SEND, The University of Derby (UoD)

Andy joined the UoD in January 2017, as he had decided to move back to the area to be closer to his family. He was initially attracted to his current role as he was doing a similar job at his previous institution.

When reflecting on his decision to move back to Derby at the start of last year, Andy says: “every time I come away from Derby, it’s with a smile on my face”. Consequently, when the UoD offered him the chance to expand on some of the areas he was wanting to explore professionally, it seemed perfect.

When deciding when and how to come out at work, Andy chose to do so between jobs. Andy says: “as a teacher in the 1990s, the atmosphere in schools still wasn’t welcoming to a gay teacher, so when I transitioned into Local Authority work it became a natural point to come out. There was no declaration as such, I simply started using male pronouns when discussing partners and home life and left it ‘out there’. I’m an open person and it would have seemed odd not to be out.

“Whilst I can’t imagine any circumstance where I would be ‘in’ again in the UK, I have had to be more circumspect when working abroad in countries where it may cause difficulties. I’d like to think that being an out gay man has enabled me to be a role model to other students, especially teacher education students, but I wouldn’t like to assume that”.

Andy feels that being out at work has given him opportunities and he has had the chance to engage with organisations like the outstanding ‘Educate and Celebrate’ and educate his students about LGBT+ issues with the children they will work with.

Andy has simple advice for those who are thinking about coming out: “do it! It’s like breathing out. For the most part you’ll find that either friends or family guessed already, or if they didn’t, they have no problem with it. Not being out doesn’t change your sexuality and if you do get an adverse reaction to coming out, you have to ask yourself if that person deserves a place in your life. I hope we have a day when coming out isn’t necessary but is simply accepted as an aspect of a person’s life, but until that day – until we have little to no prejudice – coming out is a vital part of affirming your identity and pinning your colours to the mast; saying ‘Yes: this is me... you have a problem with that?’

“We owe it to those who made the same affirmation (and indeed in some countries still do) only to face loss of liberty and even life. We have a duty to stand tall and say ‘This is me. This isn’t a preference- it’s an in-built part of who I am.”



“I hope we have a day when coming out isn’t necessary but is simply accepted as an aspect of a person’s life...”



Derbyshire
Fire & Rescue Service
Making Derbyshire Safer

Could you BeExtraordinary?

Derbyshire Fire & Rescue Service prides itself on the high standard of service it provides to the people of Derbyshire. There are many diverse career opportunities with each role having an important part to play in meeting the vision of Making Derbyshire Safer.

From a varied role of a Wholetime or On-Call Firefighter responding to incidents and engaging in community safety initiatives, to the Command and Control team receiving emergency calls, through to professional support roles, such as Data Management, Human Resources, ICT, Community Safety and Administration amongst others, there are opportunities for you to consider.

Derbyshire Fire & Rescue Service welcomes applications from all members of our community. Our aim is to reflect the diversity of the communities we serve.

Could this be YOU?



Follow us on Twitter



Like us on Facebook



Follow us on Instagram

Visit our website for more information about our extraordinary and rewarding roles

www.derbys-fire.gov.uk

Proud to wear all the colours of the rainbow – we're not just black and white.

Derby County Football Club and Derby County Community Trust are part of Stonewall's campaign 'MAKE SPORT EVERYONE'S GAME' to show that they are proud to support the LGBT+ community, throughout the organisation and the communities that they serve.

National research reveals that homophobic language is still regularly heard at live sporting events. 72% of football fans have heard anti-LGBT+ remarks at live games in the past five years.

Despite this, the majority of people support LGBT+ people in sport according to the research, with nearly two thirds (59%) saying more should be done to make LGBT+ people feel accepted.

Stonewall, the leading charity for LGBT+ equality, is calling on supporters, players and governing bodies to visibly show their support for LGBT+ people in sport.

Derby are one of dozens of football clubs backing the campaign, which has been endorsed by the Premier League, the English Football League and the Football Association.

Come out for LGBT+ people in sport. #RainbowLaces



DERBY COUNTY
Community Trust

COME OUT FOR LGBT.



This booklet has been produced by support networks from the below organisations

