

Equal Opportunities & Diversity

Birmingham LGBT believes that the diversity of lesbian, gay, bisexual and transgendered communities and organisations is a strength. We seek to be proactive in challenging discrimination, to utilise diversity within and beyond LGBT communities, and to strive to deliver equitable outcomes in its work

Equal Opportunities Statement of Intent

- Birmingham LGBT recognises that lesbians, gay men, bisexual women and men and transgender people are discriminated against as a result of their race, gender, sexuality, age, physical or learning abilities, mental health status, immigration status, class, religion and cultural or ethnic origins.
- We recognise that discrimination can be direct (e.g. offensive language, actual or threatened violence, policies or practices which explicitly disadvantage one group with respect to another, use of offensive imagery such as posters, badges etc) or indirect (e.g. policies or practices which in effect, if not intent, disadvantage one group with respect to another) and can occur at personal, organisational and institutional levels.
- Birmingham LGBT strongly believes that such discrimination is wrong and is wholly committed to ensuring that its policies and practices provide equal opportunities for all in its roles as a service provider and an employer, and aims to act as a model of good practice.
- On appointment Birmingham LGBT will confidentially discuss any accessibility requirements an employee may have.