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AI-generated content may be incorrect.**

**Equal Opportunities and Diversity Statement**

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

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 abilities, learning abilities, mental health status, immigration status, class, religion and cultural or ethnic origins.

We recognise the importance and advantages of diverse workplaces and communities, and we acknowledge under-representation in our workforce of Black, Asian and Global Majority people; people from Romany or Irish Traveller backgrounds, and people with lived experience of migration. We particularly welcome applicants from those backgrounds, identities and lived experiences.

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.