

Equal Opportunities and Diversity

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

Equal Opportunities Statement of Intent

Birmingham LGBT recognises that lesbians, gay men, bisexual men and women and transgender people are discriminated against as a result of their race, gender, sexuality, age, physical or learning disabilities, 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 a Romany or Irish Traveller background, and people with a lived experience of migration. We particularly welcome applicants from these 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, and offensive imagery) 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 international 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 it aims to act as a model of good practice.

On appointment, Birmingham LGBT will confidentially discuss any accessibility requirements an employee may have.