



How to Join the LGBT+ Network

You do not need to be LGBT+ to join.

lgbt@kent.pnn.police.uk



@gpakent



Proud Allies



Kent Police LGBT+ Network

What do we do?

- Group Meetings
- Divisional Reps
- Grievance Advice
- Advice to Managers
- Coming Out issues
- Terminology Help
- Family Support
- Social Network
- Charity Fundraising
- Recruitment Events
- Family Liaison Officers
- Hate Crime Enquiries

Who Can Join?

- Police Officers
- Police Staff
- PCSOs
- Special Constabulary
- Volunteers



● Support staff

We assist all staff including those who may be LGBT+ and staff with LGBT+ children, partners or friends who may need some guidance. We also provide guidance for managers.

● Increase Community Relations

Being in the community and showing that LGBT+ staff and officers can build bridges. Assisting with Critical Incidents or Crime Investigations. Recruiting staff to the organisation from the LGBT+ Communities in Kent

● Change the Organisation

Working with Kent Police to influence policy and practice has benefits for all, not just LGBT+ staff

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What we Do

Provide a visible and supportive network who can provide reassurance, guidance, mentoring and advice to both visible and non-visible, officers, staff, their families and the organisation.

Help deliver a first class service to our visible and non-visible communities by offering community profiling, customer & community relations, tactical advice, guidance and reassurance so that we police with dignity, respect and understanding.

Times have changed , we have moved on from a less inclusive culture when we needed a small covert group to provide support to each other because of the need to survive, we now have a much more inclusive organisation and so the work of the LGBT+ Network has changed.

We are a member of the
National LGBT Police Network



The Network came into existence in early 2000 when a group of about 30 employees came together to discuss issues regarding their sexuality and lives within Kent Police.

It was decided by the people present to form a support group to enable existing and new employees to have a point of contact should they have difficulty in the workplace, or just required the camaraderie of like minded people.

We need people who are comfortable to be visible, having increased visibility demonstrates we have confidence in our organisation.

Visibility also allows us to help others, it means we can offer a range of tactical advisors e.g. an FLO when the case is sensitive around same sex partners or a crime motivated by hate based on sexual orientation.



Aims of Kent LGBT+ Network



What are the Aims of the Kent Police LGBT+ Network?

To offer advice and support to all Kent Police staff and LGBT+ employees.

To work towards equal opportunities for LGBT+ Kent Police employees

To work towards better relations between the police service and the LGBT+ community within Kent

The network is open to and supports any member of staff regardless of gender identify or sexual orientation provided you agree with the aims

POLICE WITH PRIDE

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