

## Our aims:

**P**rovide confidential support and assistance to members and provide leadership, support and expertise on LGBTI+ issues

**R**ecognise and address the barriers to inclusion and increase opportunities to participate

**I**dentify, provide and share opportunities for social networking, internally and externally

**D**evisе ways to strategically influence policies and practices, drive up standards of best practice and promote excellence in LGBTI+ equality and inclusion

**E**stablish links and work collaboratively with internal and external networks & stakeholders



## Our values:

We believe in inclusion & lead by example. Full membership & participation in the network is open to all staff regardless of whether or not they identify with a minority sexual orientation and/or gender identity.

# Safe Space!!!

We encourage & support the creation of safe spaces for LGBTI+ people in our workplaces. Furthermore PiPP is a safe space for all staff to share knowledge, ask questions & develop understanding.

## What can you do to support PiPP?

- Share this leaflet with someone you know
- Ensure you've put your diversity info on SOP
- Introduce yourself to your area & local lead to see how you can support them
- Display our posters around your workplace
- Attend or organise events and share the learning with your teams
- If you have any ideas that meet the aims of the network, please share them


## Membership

PiPP is open to ALL staff with an interest in sexual orientation and gender identity issues, those seeking support help or advice, anyone wishing to increase their understanding or those wanting to be actively involved in the network. It's free to join & here's some of the benefits:

- Added to our mailing list to receive updates, newsletters & event invites
- Invites to events such as the joint networks AGM, learning days, awareness session & prides
- Confidential support & advice
- Ability to take on active roles such as local lead & stand for area lead
- Have good practice noticed by our PiPP recognition scheme

## Find out more, contact us at...

 [PiPP\\_HMPPS@justice.gov.uk](mailto:PiPP_HMPPS@justice.gov.uk)

 PiPP (closed group)

 @HMPPS\_PiPP



**PiPP**  
Pride in Prison  
and Probation

*Supporting LGBTI+ staff and allies working in:  
prison, probation and youth custody settings*

**PRIDE** in who we are

~

**PRIDE** in what we do



## Who are PiPP?

PiPP launched in 2016 and is a network is made up of hundreds of LGBTI+ staff & allies, volunteering our own time to advance LGBTI+ inclusion in our workplaces.

PiPP is led by a national lead, supported by a national executive committee made up of area leads for prisons and probation across each region. Within regions the area leads are supported by local leads who are the local point of contact for the network in their workplace.

If you don't know who your area or local lead is, please contact us at [PiPP\\_HMPPS@justice.gov.uk](mailto:PiPP_HMPPS@justice.gov.uk) to find out & get in touch with them.

## What does PiPP do?

We...

- Produce and send out newsletters, articles and informative posters about LGBTI+ awareness days
- Support workplaces to establish events such as pride events inside prisons
- Run awareness sessions to educate about LGBTI+ issues and help develop understanding of them
- Speak at events sharing our personal experiences and stories
- Celebrate best practice and share practical tips and advice for improving LGBTI+ inclusion work
- Signpost to local LGBTI+ support organisations and contacts
- Attend well-being days, staff inductions and other events to speak to staff about the networks and what we can offer
- Provides opportunities for members to meet and socialise
- And so much more!

Thanks to our incredible members & leads we've made a massive difference. Here's some of these achievements...



### Stonewall Workplace Equality Index

Increased index rankings & highly commended network status 3 year running. Ally of the year 2018 = Andy H, PiPP local lead

PiPP's work in 2017 helped skyrocket the MoJ 101 places up the Stonewall Workplace Equality Index to 13<sup>th</sup> in the Top 100 employers 2018. The network was awarded highly commended status for scoring top points against the employee networks benchmark & Andy H was named Ally of the year for his work setting up LGBTI+ service user forums & delivering his talk about why its important to be an ally to thousands of staff & service users across the country. The organisation rose to 12<sup>th</sup> in 2019 & 5<sup>th</sup> in 2020 and PiPP were again highly commended for both years.

### Trans Inclusion Work

Our work was noticed by the Butler Trust who award excellence in correctional work. Nic T, PiPP lead, led on this and received commendation for it from St James' Palace



PiPP have worked tirelessly to improve Trans inclusion by; consulting on policy which enabled Trans people to be located in prisons reflecting their gender, raising awareness of Trans Day of Visibility (TDoV) & Trans Day of Remembrance (TDoR), developing positive relations with Trans organisations, supporting Trans Pride Leeds, producing toolkits & training for staff working with Trans people and producing support materials for managers of Trans staff. This work has been cited as best practice.



### Pride Events

PiPP were named best public sector entry at Manchester Pride 2018 for embracing the theme with art made by service users

We know how much prides mean to LGBTI+ people because they provide a safe place to be themselves & meet the community around them. This is why we find ways of bringing pride to service users, such as holding prides inside and helping develop them develop connections with prides on the outside via showcasing their artwork supporting local pride events.



Every year the amount of workplaces flying their flags and creating displays for LGBT History Month & International Day Against Homophobia, Biphobia, Intersexism & Transphobia (IDAHOBIT) has been rising.



And we've created and launched a workshop which is helping staff develop confidence to recognise & challenge inappropriate workplace banter.

We're also proud of our fundraising for LGBTI+ organisations, which has seen money raised for; The Rainbow Project, Michael Causer Foundation, TransLeeds & World Aids Day.