

“ PPP ”

People for Proper Policing in North Wales

Gay History Month Assistant Chief Constable's Blog

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When I joined the police Service nearly 28 years ago **gay officers were invisible** and where they were known there was a real risk that their lives would be made miserable, hence officers and staff had to hide their identities, causing great distress. Although the Service could be described as a family it was not always functional; times have moved on and whilst things are far from perfect it is inspiring to see how many officers are now confident in their own sexuality and identity and trust their colleagues to support them.

February is Gay History Month and I was delighted to have the opportunity today to join colleagues in raising the **Gay Police Association flag** outside North Wales Police Headquarters, to mark the launch of this celebration. Earlier this month the **Stonewall work place equality index** assessed North Wales Police as being the 50th best employer in the UK and the second in Wales for supporting lesbian, gay and bi-sexual staff. We are proud of this but there is more to do. I hope that we can use Gay History Month as a catalyst for raising the profile of the GPA and more widely to highlight how we can create a more inclusive workforce and be more welcoming to all minority groups inside and outside the Police Service.

Please follow the web-link below to a page which contains a list of '**Ten Things To Do To Be An Ally**' (Click on 'Cymraeg' in the top left corner for the Welsh translation):

<http://www.north-wales.police.uk/nwvp2/en/gd.asp?Link=diversity/diversitySex.asp?tmpID=6&smpID=14&t3ID=47>

The PPP comments ... We are only concerned about OUR Police officers ability and dedication in doing the job that we expect them to do. Their sexuality is private and really of no interest to us. We are pleased that NWPF officers careers are not blighted by ignorant prejudice and obviously the ACC's career has progressed irrespective of his sexuality. Equally we expect that TRUE EQUALITY of OPPORTUNITY applies in NWPF irrespective of sex, sexuality, age, race, religion or nationality and only effort and ability is rewarded. We cannot see the purpose or advantage or even the need for group associations which highlight differences which we should all, including ACC Shannon, find insignificant. They are inherently divisive and therefore contradictory. NWP have recently invited applicants to join the force stating that preference will be given to “ **disadvantaged groups” including **welsh speakers**. Can we now conclude that heterosexual white males and females are no longer being considered on equal terms.**

