

Proud in COPFS

Part of the COPFS Respect Network

Background Information and Network Activities



Background Information

Proud in COPFS – our network for LGBT colleagues was formed in October 2010 and was formally launched early 2011.

We are here to listen, support and advise all colleagues within the Crown Office and Procurator Fiscal Service about matters relating to the

As we are located in over 49 offices, we have adopted a virtual approach to our network. We utilise online forums, newsletters and our intranet site to communicate information to all colleagues. In addition to this, we have a dedicated e-mail inbox which colleagues can message to either join the group or to receive information and guidance.

Network Activities

In the last few years, we have launched three successful initiatives within the Crown Office and Procurator Fiscal Service.

In January 2013, we launched our Straight Ally Programme *Friends of Proud in COPFS*. Our aim here was to seek support from a variety of different colleagues in different offices across Scotland to support LGB&T staff members in our offices. The Lord Advocate Frank Mulholland QC and Catherine Dyer, Crown Agent and Chief Executive were amongst our senior members of staff supporting this programme. As at August 2014, we have 87 colleagues signed up to support our network and LGBT colleagues.

Mid 2013 saw the creation of our new Reverse Mentoring Programme. Initially aimed at Senior Managers within COPFS, network group members took them on a journey on what it is like being LGB and working within the Crown Office and Procurator Fiscal Service. We cover the topics below in our discussions:

- Coming out
- Attitudes, assumptions and stereotypes
- Bisexual People at Work
- Transgender Awareness
- Language
- Performance and Productivity

Recently, Proud in COPFS hosted a workplace conference for line managers within Crown Office and Procurator Fiscal Service. We wanted to share the learning from the mentoring programme with a wider audience. We had a series of internal and external speakers at the event which was supported by 8 breakout sessions.