Proud in COPFS
Part of the COPFS Respect Network

Business Plan for period 2014/2015

Proud in COPFS - part of the Respect Network
**Purpose and background of Proud in COPFS**

Created in October 2010 and formally launched in February 2011, *Proud in COPFS* is our internal network group for lesbian, gay, bisexual and transgender colleagues within the Crown Office and Procurator Fiscal Service.

We have two key focuses for this period – People and Education. Our activities for 2014/2015 are based around each of these.

Proud in COPFS is here to support everyone on the service – once you have read over the plan if there is anything you would like to be involved in, please e-mail _LGBTNetwork to note your interest.

**Stakeholders**

Catherine Dyer, Crown Agent and Chief Executive  
Ruth McQuaid, Procurator Fiscal for ICP & COPFS Victims and Equality Champion  
Janice Irvine, Director of Human Resources  
Stonewall Scotland

**Values**

Our core values of Being Professional and Showing Respect are at the forefront of all activities associated with the staff network group.

**People**

Our actions surrounding *People* include:

- Continuing to raise awareness of our network at Inductions.
- Communicating information to staff through e-mail, PF Eye and Federation Equality Networks.
- Listening and acting on concerns raised by network members and other interested parties.
- Promoting achievements of our people in internal publications.
- Signposting people to appropriate organisation for further advice, guidance and support.
- Continuing to promote our Friends of Proud initiative.
- Respecting the privacy and confidentiality of those who contact our network group.
- Maintaining the standard set by Stonewall No Bystanders Campaign.
**Education**

Our actions surrounding *Education* include:

- Continuing to roll our Reverse Mentoring programme.
- We will raise awareness of LGB&T Awareness on Civil Service Learning.
- Maintaining reading materials on the Proud in COPFS Intranet site.
- Sharing our good practice with other established network groups and equality ambassadors.
- Hosting *Proud in COPFS – day for line managers* and *Proud in COPFS – day for front facing staff*.
- Promoting LGBT History Month, IDAHO and Bisexual Awareness Day with staff.
- Working closely with Stonewall Scotland to heighten awareness of LGBT issues but also to pick up and act on new emerging trends.
- Providing regular input to the COPFS Respect Newsletter and other internal publications about the work of Proud in COPFS.
- Producing a guide on the use of inclusive language in the workplace.