

**TYNE AND WEAR FIRE AND RESCUE AUTHORITY**

**Item No. 7**

**HUMAN RESOURCES COMMITTEE: 14 JULY 2014**

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**SUBJECT: LGBT NORTH EAST AWARDS 2014**

**JOINT REPORT OF THE CHIEF FIRE OFFICER, THE CLERK TO THE AUTHORITY, THE  
FINANCE OFFICER AND THE PERSONNEL ADVISOR TO THE AUTHORITY**

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## **1. PURPOSE OF REPORT**

- 1.1 The purpose of this report is to inform Members of the results of the 2014 LGBT North East Awards.

## **2. BACKGROUND**

- 2.1 In 2014 LGBT North East launched the first LGBT North East Awards designed to recognise and reward those organisations and individuals who go the extra mile in making a real difference to the lives of lesbian, gay, bisexual and transgender people in the North East. The Authority hosted the awards ceremony at Service Headquarters on Friday 28<sup>th</sup> February.
- 2.2 Members have consistently demonstrated the Authority's commitment to achieving equality of opportunity and removing discrimination or prejudice on any grounds including sexual orientation and this is evident through their involvement and support for awards such as these.
- 2.3 Chairman Councillor Tom Wright, Councillor Joanne Bell, Area Manager Alan Robson and members of the Authority's LGBT Network attended the awards alongside around 90 guests from a range of organisations across the region. This included representatives from Gentoo, South Tyneside Homes, Newcastle City Council, Northumbria Probation Trust.
- 2.4 There were eight different awards presented on the evening:
- Building Inclusive Workplaces Award
  - Enhancing Communities Award
  - Transgender Inclusion Award
  - LGB and Trans Inclusive Arts and Media Award
  - Creating Safer Learning Environments Award
  - The Steve Paske Award for Inclusive Health and Social Care
  - Improving LGB & Trans Visibility in Sport Award
  - Ally of the Year Award

### **3. AWARD SPONSORS**

- 3.1 As well as hosting the awards the Authority also sponsored the LGBT Enhancing Communities Award. The Authority was delighted to present this award to Northern Pride Choir. This innovative project has had great success since it was founded in March 2011 with a broad appeal, reaching out to LGBT people and straight allies by involving local communities and families.

### **4. AWARD NOMINEES**

- 4.1 The Authority was nominated for the Building Inclusive Workplaces category for its excellent work around promoting LGBT equality and inclusivity, its achievement in the Stonewall Workplace Equality Index and the strong leadership messages and commitment from senior leaders including our Stonewall Diversity Champion, Assistant Chief Fire Officer John Baines. Nominations were also made for Watch Manager Karen Soady and Fire Fighter James McKane for this award for their dedicated and proactive approach to driving the LGBT agenda and as active role models within the Service.
- 4.2 In addition Community Engagement Manager Shaun Kelly was nominated for Ally of the Year Award. As Chair of the LGBT Network Shaun continues to demonstrate his commitment to promoting LGBT equality within the organisation and to LGBT communities across the region.

### **5. AWARD WINNER**

- 5.1 The Chief Fire Officer is delighted to report that the Authority won the Building Inclusive Workplaces Award and was presented with a prestigious handmade glass award. Please see nomination form Appendix A for further details.

### **6. FINANCIAL IMPLICATIONS**

- 6.1 There are financial implications in relation to hosting the awards and provision was met within existing budget headings to support this event.

### **7. EQUALITY IMPLICATIONS**

- 7.1 Taking part in the LGBT North East Awards demonstrates that the Authority is clearly committed to LGBT equality and inclusion.

### **8. HEALTH AND SAFETY IMPLICATIONS**

- 8.1 There are no health and safety implications in respect of this report.

### **9. RECOMMENDATIONS**

- 9.1 The Authority is recommended to:
- a) Note the content of this report;
  - b) Receive further reports as appropriate.