



Thames Valley LGBT+ Police Network

Newsletter

Issue Number 3

November 2017

World Aids Day



Pride Season 2017

Trans Awareness



Stonewall

Stonewall



Working with Hampshire Police



Hate Crime





1 DECEMBER
WORLD
AIDS
DAY

Join Thames Valley LGBT+
Police Network in their
support of **World AIDS day**
on 1st December 2017

We have a limited stock of red ribbons for officers and staff working on 1st December 2017 to wear.

To get your free red ribbon please email LGBT@thamesvalley.pnn.police.uk giving your name and station and one will be sent out for you to wear at work on 1st December 2017.

(First come first serve basis)

Pride Season 2017



Birmingham Pride 2017



Oxford Pride 2017



Manchester Pride 2017



Email: LGBT@thamesvalley.pnn.police.uk



@TVPLGBT



@TVPLGBT



Reading Pride 2017





Trans Awareness



Thames Valley Police are currently going through a review of our Trans policy. This is not only for staff and officers but also for the way that officers and detention staff deal with trans people when they are brought into custody. A working group, including PS Steph Welsh and Kam Benawra, has been set up along with the National LGBT Police Network. A tool kit is being developed along with a training package so that we are more aware and can confidently deal with every member of our diverse society.

The Thames Valley LGBT+ Police Network executive committee now also has a trans liaison officer, Kam. She has only recently joined us on the committee so we would like everyone to give her a great big warm welcome. She joined us on the open day at Sulhamstead and also on several pride events. Kam has kindly shared her story with us which you can read below.

Hi, I am PCSO Kam Benawra based at Iver Police Station. I have been a PCSO for 10 years now. Since my teenage years I have been dealing with my Gender Identity and my Gender Dysphoria. From an early age I knew there was something wrong with the way I felt about my body and didn't feel right with who I was. I struggled for many years with myself and denying who I was.



In the early days it was really hard dealing with the Gender Dysphoria and life. I have also paid a very heavy price for being Transgender from a personal point of view.

Things started to change when I started going out in the Trans community and speaking to people who were like me and going through the same kind of thing. I wasn't the only one!

The turning point was when I attended the Sparkle Transgender festival in 2016. This was the first time I met Trans Police Officers and Police staff. I spoke to them on their stand and I was a different person after that festival.

This was when I started to think that it maybe possible to transition in the Police Service. I thought very hard about coming out because coming out at work with the role I do was a huge decision. My Gender Dysphoria started getting very bad and this was when I thought I need to say something as I was very unhappy.

So in March this year I came out to my Sergeant and it was such a relief telling someone at work! Since then things have been great becoming a full time Trans woman, living my life everyday as the girl I have always wanted to be. I am a patient at the Gender Clinic and the changes through the hormone treatment have been amazing! I have changed so much and have blossomed into a beautiful girl!

As well as the physical changes there is also the admin side of Transitioning, getting my new driving licence and passport with my new Gender felt great! Lots of other admin had to be done too and now it feels great having Miss as a title in front of my name!

Being Transgender, there is always one battle after another, always more challenges to overcome. Being a Trans women of colour also comes with its own set of challenges as I have found out with family. However I am living the best days of my life now. I am very happy with the way things have gone and the changes with my Transition.

From a work point of view, things have gone well and my colleagues have been supportive.

A message to anyone who maybe in a similar situation who is experiencing Gender Dysphoria, is that always talk to someone and don't isolate yourself. I found by talking to other Trans people really helped. You will know when the time is right to come out. Be true to yourself. Follow your heart. It won't always be an easy journey but you will feel so liberated once you are your true self. Be beautiful because you are!

Thank you to all those that have supported me!
Kam x





Officers from Thames Valley Police attended a Stonewall 999 leadership course. The first of its kind in the UK and hopefully a course that will run across the country with other forces. Officers and staff from Thames Valley Police, Hampshire Constabulary, Merseyside Police, London Fire Brigade, Hampshire Fire and Rescue, Hampshire County Council and Hertfordshire Constabulary attended. The course was a great opportunity to learn more about being LGBT in the workplace, what we can do to improve the workplace for everyone, and the service we give to our LGBT victims, as well as learning more about straight allies. PS Steph Welsh and PC Lee Butler attended from Thames Valley and look forward to bringing everything that they learnt back to the force. This leads nicely into the next article where we are looking to collaborate a lot more with surrounding emergency services.

GAY.
LET'S GET THE
MEANING STRAIGHT.

**SOME
PEOPLE
ARE GAY.
GET
OVER
IT!**

www.stonewall.org.uk



**SOME PEOPLE ARE TRANS.
GET OVER IT!**



www.stonewall.org.uk/trans



Thames Valley Police, as you all know, now works very closely with Hampshire Constabulary and many of our units now collaborate together. This is no different for the LGBT+ Police Network. We work very closely with the Hampshire Constabulary LGBT support group, known as their resource group. They have given us some great ideas on how we can proceed forward into the future, just one of them being a rework in the way that we manage and recruit LAGLO+'s. Thames Valley currently has around 15 active LAGLO+'s, however Hampshire operate with around 100+. This is leading to Thames Valley Police recruiting more LAGLO+'s in the very near future, so if you're not already a LAGLO+, and you are interested in becoming one, or you know anyone who might be then please watch this space and get your application form in as soon as the positions are advertised. The job description and posts will be advertised very soon and the LGBT+ Police network will be taking over the way the LAGLO+'s are managed across the force taking an initial lead from Insp Sarah Cooke who is assisting the Network in this process along with other senior leaders across the force and from Hampshire before handing over to us.

Sadly Hate Crime is still an issue within the UK and since the UK's vote to leave the EU hate crime has increased. There are 20 homophobic hate crimes occurring every single day in the UK, and of these around only 20% are reported to the police. LAGLO+'s and the Thames Valley LGBT+ Police Network hope to change this, not only by education to help reduce these hate crimes, but also by ensuring that any hate crimes that do occur are reported to the police and taken seriously. Our attendance at events such as pride; TVP Open day and other events across the country and our counties is helping but more needs to be done to help educate the public and increase reporting. If you take a report of a hate crime please consult with a LAGLO+.

We are here for you, so if you have any ideas of what you would like us to do for you, or any services you think that we should or could be able to provide please contact us and let us know. Likewise, if you have any ideas for any social functions, whether this be a day out, a night away somewhere or a few drinks or a meal, then please feel free to let us know and we will arrange and communicate it.

We meet every few months to discuss our plans and agenda, these meetings are purposely held at various locations across the force. You are welcome to come along and attend these meetings to discuss any matters with us.

We are happy for anyone and everyone to get involved and come up with ideas for things that we can do or help with, so please contact us and let us know your ideas. We are keen to keep up and improve our public appearances as they went extremely well this year, and this is also a fantastic opportunity to raise awareness of the LAGLO+ role within TVP. These are officers with an awareness of LGBT+ issues and it is important that the public are aware that we have this specialist role, and we can only do that by communication and meeting with them directly at events across the Thames Valley, that are also local to our force and nationally.



@TVLGBT



LGBT@thamesvalley.pnn.police.uk



Dates for

Thames Valley

LGBT+

Police Network

2018

Birmingham Pride – 26th - 28th May 2018

Oxford Pride – 2nd June 2018

World Pride (New York City, USA) - TBC

London Pride – 7th July 2018

Portsmouth Pride – TBC

National UK Pride – Edinburgh – 16th June 2018

Brighton Pride – 4th August 2018

Manchester Pride – 24th – 27th August 2018

Reading Pride – 1st September 2018

Milton Keynes Pride - TBC

LGBT History Month – February 2018

IDAHOT – 17th May 2018

Celebrate Bisexuality Day – 23rd September 2018

National Coming out day – 11th October 2018

Asexuality Awareness week – 20th October 2018

Intersex Awareness Day – 26th October 2018

Transgender Day of Remembrance – 20th November 2018

World AIDS Day – 1st December 2018

TVLGBT+ Police Network will not be representing at all of the pride events

Executive Committee

- **Chair** – PS5515 Steph Welsh
 - Stephanie.Welsh@thamesvalley.pnn.police.uk
- **Deputy Chair/Welfare** – PC1506 Joy Westlake
 - Joy.Westlake@thamesvalley.pnn.police.uk
- **Social Officer/Treasurer** – PC7328 Lee Butler
 - Lee.Butler2@thamesvalley.pnn.police.uk
- **Welfare Officer & Treasurer** – PS5515 Steph Welsh
 - Stephanie.Welsh@thamesvalley.pnn.police.uk
- **Communications Officer** – PCSO 6751 Danielle Dutoit
 - Danielle.Dutoit@thamesvalley.pnn.police.uk
- **Specials Liaison Officer** – SC9047 Mike Walsh
 - Mike.flash@live.co.uk
- **Secretary** – Claire Chavagnon
 - Claire.Chavagnon@thamesvalley.pnn.police.uk
- **Trans Liaison Officer** – PCSO Kam Benawra
 - Kamal.Benawra@thamesvalley.pnn.police.uk
- **Chair of SCAS LGBT Network** – Kirsten Willis
 - Kirsten.Willis@scas.nhs.uk

Feel free to contact any of us above or use our main email

LGBT@thamesvalley.pnn.police.uk