



Recognising and professionalising the role of LGBT Liaison Officers

Lesbian, Gay, Bisexual and Transgendered (LGBT) Liaison Officer

Role Profile

Investigation

- Liaison officers are first and foremost hate crime investigators. They are a fundamental part of homophobic (HO) and transphobic (HT) hate crime investigations – that doesn't mean they take the lead role in all HO/HT motivated crimes and/or incidents.
- To assist and advise units (e.g. CSUs) in proactive/reactive operations that involve or impact on LGBT people
- To act as a resource for Hate Crime investigators with regards to liaison with victims, witnesses (who identify as LGBT) and referrals to appropriate support agencies.

Liaison both internally and externally

- To actively develop links with local borough based LGBT groups and venues
- To assist the setting up of LGBT forums
- To provide advice, guidance and information to internal and external agencies
- To encourage and facilitate LGBT representations on borough IAG's , Consultative Groups etc.
- To aid linked community stakeholder awareness with local LGBT contact organisations.
- To ensure the list is kept up-to-date and relevant, and is immediately accessible to MPS staff, LGBT People and community service assets e.g. voluntary agencies.

Promoting awareness of LGBT matters

- To promote the role of the LGBT LO internally and externally
- To raise the profile of their role (at stations) across their borough to ensure that police officers and police staff are conversant with their roles and the service available e.g. refer suitable Incidents
- To develop an understanding of general LGBT matters with colleagues and the diversity which exists amongst LGBT people
- Highlighting LGBT matters for consideration in developing local crime and disorder strategy and boroughs strategic plans e.g. hate crime strategy.
- To have monitoring systems in place that raise awareness of LGBT crimes/incidents within the borough – including sharing PIB statistics with community partners.

To increase the trust and confidence of LGBT People

- To develop initiatives to encourage the reporting of LGBT crime/incidents
- To facilitate effective two way communication between LGBT people and the MPS (including BOCU command teams and investigating officers. LGBT L.O.s are not FLOs unless otherwise trained to perform this role – they could however be co-deployed or otherwise act as an advisor to the FLO).

Continuity

- To ensure that the LO keeps a record of all work conducted on the borough in a format that is accessible to all colleagues and for those who are taking on the role as LGBT LO.