

**Award Categories**

Learn. Connect. Serve



An award for an individual, team, group or network initiating and leading action to remove barriers and improve the working experience and engagement levels of Lesbian, Gay, Bisexual, Transgender, Intersex employees; or demonstrating excellence in the delivery of services to LGBT+ people.

**Criteria for #5: *Championing Social Mobility Award***

- Acts as a role model or ally in championing LGBT+ issues
- Creates an inclusive culture by challenging sexual orientation or gender identity
- Inequalities/barriers/bias in the application of people management policies, for example inclusive recruitment, talent development, performance management, career development and promotion etc. or in customer service delivery
- Takes steps to eliminate or reduce incidents of bullying, harassment or discrimination against LGBT+ employees or service users
- Leads positive actions or interventions to enable talented LGBT+ employees to realize their full potential
- Applies evidence and customer insight to tackle issues effectively to improve service user experience
- Can demonstrate positive outcomes arising from their interventions for individuals and the organization, and can demonstrate the potential for scaling up or demonstrating initiatives for other parts of a company/organization

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