


Pride Month: A time to review DEI

25 June 2025  Laura Dukes and Claire Rosney

June is Pride Month, a time many businesses and organisations choose to celebrate the LGBTQ+ community and reflect on the progress made towards equality, as well as the ongoing challenges.

Recognising that understanding and upholding the employment law rights of LGBTQ+ employees is a legal requirement and, for the community, a crucial part of fostering an inclusive and supportive environment.

Behind this, of course, is the [Equality Act 2010](#) which protects employees from discrimination based on the protected characteristics of sexual orientation and gender reassignment.

It prohibits employers from treating an employee less favourably because of their LGBTQ+ status in terms of hiring, promotion, training, and conditions of employment. It also protects employees from harassment such as offensive comments.

Challenges

Despite the legal protection of the Equality Act 2010, LGBTQ+ employees, along with other employees with protected characteristics, such as, their religious belief, nationality or skin colour, can still face unique challenges and discrimination in the workplace.

Opportunities

The end of Pride Month, therefore, provides an excellent time, for employers to reflect on and review all that they are doing to actively support their LGBTQ+ employees as well as all of their employees throughout the year. Some key ways to achieve this include:

1. Fostering an inclusive workplace

Encouraging a culture of mutual respect and inclusion where all employees feel safe and instances of discrimination and harassment are appropriately dealt with. It is the responsibility of all employees to uphold these behaviours.

2. Providing training and education

Conducting training sessions that promote awareness and inclusion for all and educating employees about the importance of diversity and inclusion, and how to address unconscious biases. This helps in creating a more welcoming environment for everyone.

3. Creating employee networks

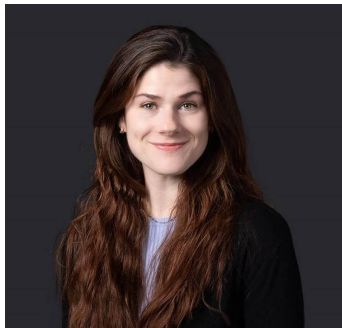
Networks can offer a safe space for staff with similar issues and views such as LGBTQ+ staff to voice their concerns, share their experiences, and connect with allies. They can also play a crucial role in advising the employer on issues in and out of the workplace to help shape inclusive corporate policies.

Conclusion

By taking these steps, employers can demonstrate their commitment to equality and inclusion, making the workplace a better environment for all employees including the LGBTQ+ community. These steps help to nurture an environment that values diversity, equity and inclusion

and allows employees to feel supported within their organisation all year round.

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