

Safe at Home, Safe at Work.

The impact of Domestic Abuse in the
workplace through the LGBTQIA+ lens

Wednesday 24th July 2024

9:15am - 1pm

LRA Head Office

The Gasworks, Belfast



Welcome

Celebrating Belfast Pride 2024, the Labour Relations Agency is delighted to host this Panel Discussion 'Safe at Home, Safe at Work – the impact of domestic abuse in the workplace through an LGBTQIA+ lens' promoting the importance of having a diverse and inclusive working environment for all.

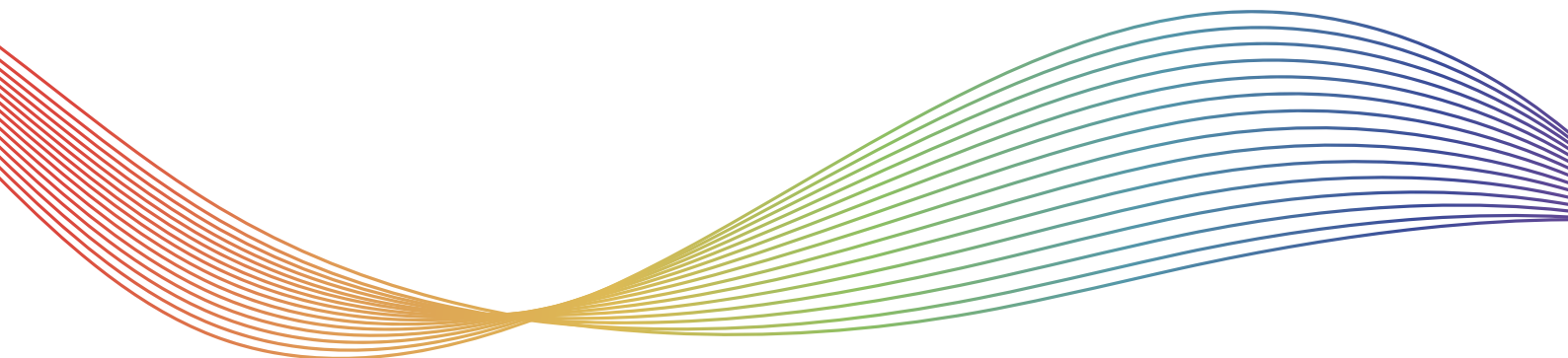
We believe it is important to embrace all aspects of diversity in the workplace, but Pride gives us the opportunity to focus on the issues that many in the LGBTQIA+ community face in work, to hear the voice of lived experiences, and to encourage employers to promote a harmonious and welcoming environment where all staff can be their true authentic selves. Our panel of experts will share their ideas and experiences and will highlight the value of inclusivity for organisations and their staff.



Don Leeson
Chief Executive, LRA



Patrick Quigley
Chair, LGBTQIA+ and
Allies Staff Network, LRA



Programme

9:15	Registration and Networking with light refreshments
9.45	Opening Address by Lord Mayor, Councillor Micky Murray
10:00	Panel Discussion (including Q&A)
12:00	Networking Opportunity

Panel Discussion



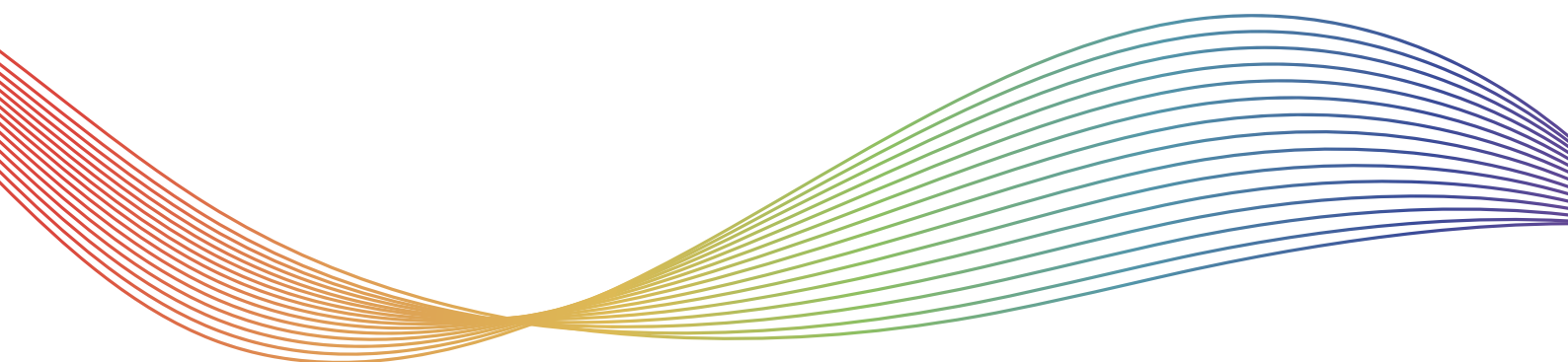
Chair

Jude Copeland, Cleaver Fulton Rankin

Jude is a solicitor advocate with over 11 years' experience in legal tech, litigation, regulatory investigations and public inquiries. Jude has acted for public authorities, inquiries and businesses including global and listed companies and SMEs.

Jude is a frequent speaker on diversity and inclusion, in particular in relation to LGBTQIA+ rights and history. He has spoken on radio, podcasts/digital media and in person for BBC Northern Ireland, public bodies, businesses and charitable/grassroots organisations.

Jude is a trusted adviser to a number of local pride groups and sector organisations and is Chair of the Portrush for Mark Ashton Campaign. Jude was a founding trustee of White Ribbon NI, a campaign to end gender-based violence and currently serves as a trustee of PIPS Suicide Prevention Ireland. Jude was part of the Law Society of Northern Ireland's first equality and diversity survey of the solicitor profession and currently serves on the Future of the Profession Committee.



Panellists



Bronagh Malcomson, Women's Aid

Bronagh Malcomson is the Centre of Training Excellence Co-ordinator at Women's Aid Federation Northern Ireland, the regional body for the eight local Women's Aid services in NI. Women's Aid provides specialist support services for women, children and young people affected by domestic abuse.

Bronagh facilitates and delivers training and support on a wide range of topics relating to Domestic Abuse, both internally to the eight local Women's Aid groups and externally to agencies and organisations across NI. Bronagh is dedicated to spreading awareness of Domestic Abuse and helping to create a society where all victims and survivors of domestic abuse feel safe.

Bronagh holds a Masters in Forensic Psychology and has a background working in Children's Services and the Justice Sector. Bronagh is a Mum to three small children and enjoys spending time outside of work with her family and friends.



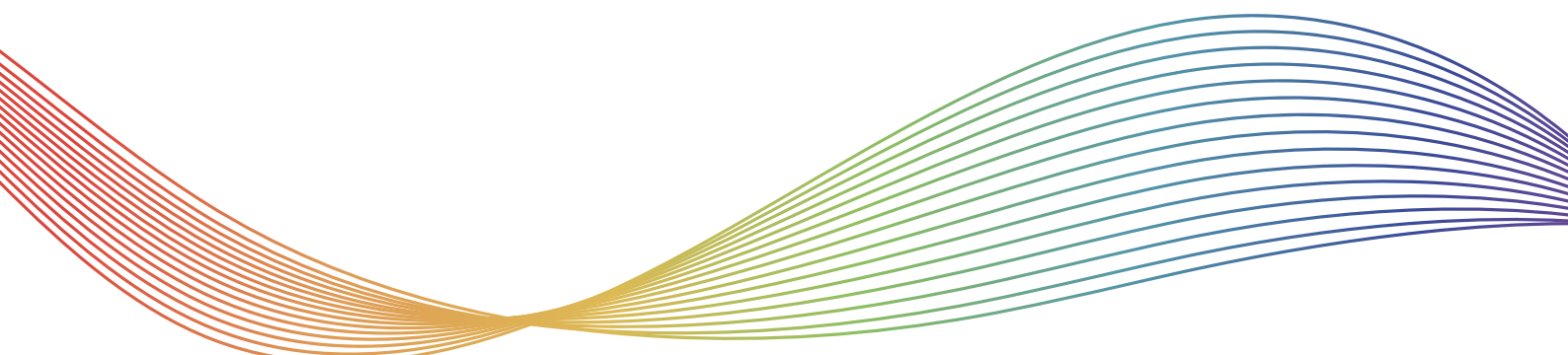
Cara McCann, HEReNI

Cara is from West Belfast and has a degree in Sociology and a Master's degree in Gender Studies. Cara has many years' experience in the community development field and has also taught Sociology, Social Policy and Gender studies at Queens University. Cara is mum of a son, lives in Belfast with her wife, dog and cat. In her spare time, she loves to play guitar, harp, sing and read.



Clare Corkey, Men's Advisory Project

Clare Corkey is a counsellor and coordinator with the Men's Advisory Project (MAP NI), a charity supporting male victims of abuse across Northern Ireland, for over 25 years. The charity provides specialist services, including counselling, one-to-one support, information and referral services for all men experiencing domestic and sexual abuse and those facing the complicated emotions of being a survivor. MAP NI also provide education and awareness raising sessions and conference speaking to highlight the services available to male victims of domestic abuse.



Panellists



Clare Moore, Irish Congress of Trade Unions

Clare is the Equality Officer with the Irish Congress of Trade Unions, the trade union federation across the island of Ireland representing the interests of some 800,000 members, 200,000 of whom live and work in Northern Ireland.

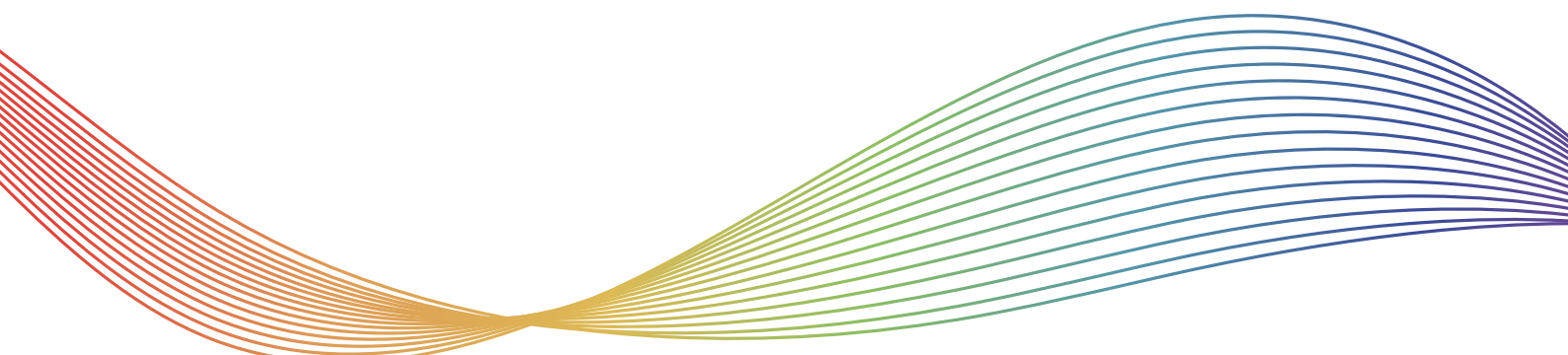
Along with the LRA, Clare co-authored the Safe at Work, Safe at Home guidance which advises employers, trade unions and employees on how to support workers affected by domestic violence and abuse.

Clare was the ICTU representative on the Love Equality campaign which delivered marriage equality legislation to Northern Ireland and facilitates a number of ICTU Equality Committees including the Women's Committee and the LGBT Committee. Before joining ICTU, Clare worked for Oxfam where she was a campaigner and development education specialist.



Patrick Quigley, Labour Relations Agency

Patrick joined the Labour Relations Agency in 2005 and is now the Business Support Manager after spending time as an Employment Relations Officer in the dispute resolution team. He currently chairs the Agency's LGBTQI+ and Allies Staff Network and is a passionate supporter of the Agency's Equity, Diversity and Inclusion strategy. When not at work, Patrick enjoys spending time with his partner, their dog Teddy B, enjoying good food and wine, and working in his garden - although not necessarily in that order!



Panellists



Paul Oakes, Equality Commission for Northern Ireland

Paul works for the Equality Commission as manager of the advisory services team which provides the Commission's employer training programme, covering topics such as sexual harassment, recruitment and selection, equality awareness, disability employment, employment equality monitoring, unconscious bias, reasonable adjustments in recruitment and Section 75. The team operates the Commission's employer enquiry line and also runs strategic equality projects on topics including mental well being at work, menopause, menstrual health and inclusive workplaces.

Currently AST is providing training on the new legislation relating to the removal of the teachers' exemption under FETO.

Paul has worked with the trade union movement on a voluntary basis and developed training tools on Section 75, Public policy making, equal pay and the DDA.

Paul previously worked as a trainer for Counteract which was the anti-harassment and anti-bullying unit established by NICICTU.

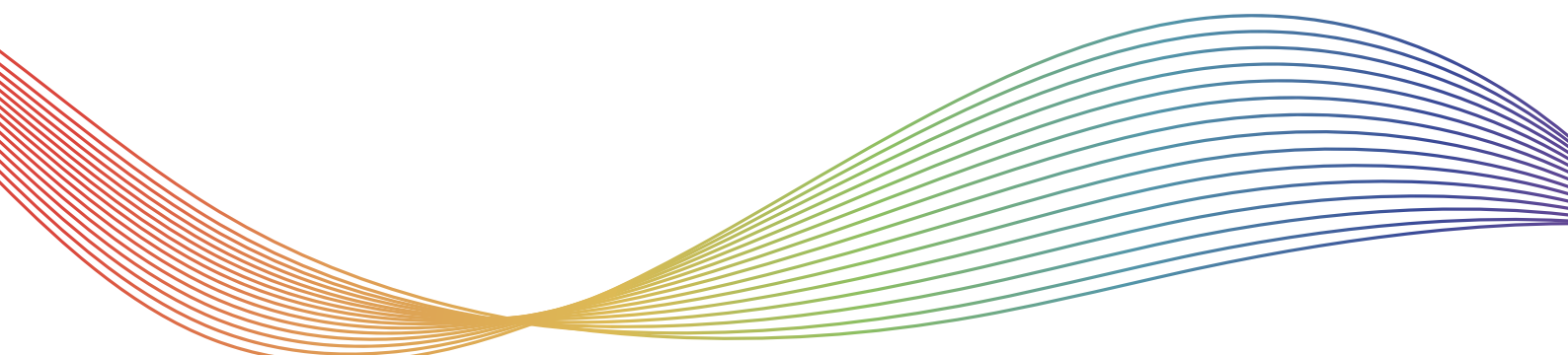


Scott Cuthbertson, Rainbow Project NI

Scott took over as Director of the Rainbow Project in June 2023 joining from the Equality Network, a Scottish LGBTQ+ charity, where he was Development Manager. His background is in community and international development.

He has been involved in campaigning for many of the laws that progressed LGBTQ+ equality from Equal Marriage, hate crime laws, adoption rights, and historic pardons. He campaigned on the issues of LGBTQ+ inclusion in sport and improving rural and island LGBTQ+ visibility. Internationally, he was a member of the management committee for The Commonwealth Equality Network (TCEN) which works to progress LGBTQ+ rights in the Commonwealth, as well as chairing the UK Alliance for Global Equality (UKAGE).

In his spare time, he likes to travel (over 60 countries to date); swim and is a sci-fi geek.



Useful Information

The Department for the Economy is seeking views on how to operationalise the provisions in the Domestic Abuse (Safe Leave) Act (NI) 2022. <https://www.economy-ni.gov.uk/consultations/domestic-abuse-safe-leave>

The Labour Relations Agency 'Respectful Conversations' guide aims to support employers who want to encourage respectful conversations at work. [Respectful Conversations Podcast and Guide | Labour Relations Agency - Official \(lra.org.uk\)](#)

The Equity, Diversity and Inclusion Strategy provides a road map as to how LRA will drive systemic change and build a diverse, inclusive environment in which our personal differences are cherished and where everyone can thrive. [Equity, Diversity and Inclusion Strategy to 2025 | Labour Relations Agency - Official \(lra.org.uk\)](#)

Event Feedback

Mentimeter survey: www.menti.com
Access code: **8518 9868**

If you require further information or support, you can contact:

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