

Pride 2026

Supporting your LGBTQ+ staff



Two in five UK employees feel the need to hide the fact they are LGBTQ+.

This guide will help you to support your staff so they feel comfortable, respected and able to be themselves at work.

The background of the entire page is a photograph of two men. The man on the left is wearing a purple patterned shirt and has his arm around the shoulder of the man on the right. The man on the right is wearing a blue checkered blazer over a grey t-shirt, glasses, and has a goatee. Both are smiling warmly at the camera. The background is a blurred office interior with warm lighting.

Why be an ally?

All employees need to feel supported. As an employer, it's your duty of care to protect mental and physical health, safety and wellbeing.

Inclusivity creates a better working environment. Low morale can cause productivity issues, turnover and quiet quitting.

Fair treatment protects your business. If your staff don't feel safe raising concerns, issues can escalate, causing legal and reputational risk.

How to support LGBTQ+ staff

Here are some practical ways to be an ally and support, advocate for, and stand up for LGBTQ+ individuals.

Conversations

1

- Create an open and inclusive environment
- Do not avoid conversations, but don't pressure anyone to reveal more than they're comfortable with
- Use inclusive language and share pronouns
- Avoid assumptions and gendered language in job titles

Policies

2

- Stay up to date with current issues and keep policies and training up to date
- Introduce a zero tolerance discrimination policy to protect wellbeing and outline support options for LGBTQ+ individuals

Actions

3

- Create safe spaces like resource groups and gender-neutral bathrooms
- Educate yourself and your colleagues with training sessions and workshops on understanding different identities and experiences
- Respect privacy: Get an Employee Assistance Plan (EAP) so people can talk to someone other than their line managers

How BrightHR can help

Small details can make a big difference to how supported employees feel. With BrightHR, non-binary employees can choose how they are addressed and identified in the workplace through the employee profile.

See how BrightHR is designed for inclusion:



Policy templates, including a discrimination policy and transition at work policy, to make inclusive standards official



Employee Assistance Programme (EAP) for a third-party and confidential source of support



E-learning courses to build awareness and understand how to offer support



24/7 UK-based employment law advice so you can feel comfortable handling sensitive issues



Takeaways

Allyship at work isn't about having all the answers. It's about creating an environment where people feel respected, supported, and safe to speak up. And that's all year round, not just during Pride month.

Remember:

Not everyone is comfortable talking about sexuality so don't force the issue or make assumptions based on appearances.

A woman with short, vibrant red hair is shown in profile, smiling while talking on a black smartphone. She is wearing a light green t-shirt and a silver watch. She is holding a brown paper coffee cup with a black lid. The background is a blurred office setting with a window and some greenery.

See how
BrightHR can help
you build a more
inclusive workplace

[Find out more](#)