

Information for applicants

Intercom: the background

1. The Intercom Trust is a community-led resource for LGBT people in the South West peninsula (Cornwall, Devon, Dorset and Somerset) and the wider South West region, founded in 1997. It is a registered charity. Income in 2008-09 was £278,869. We have offices in Exeter and in Redruth, seven paid staff, four Trustees, and about 25 other volunteers. We are committed to operating as an effective and successful human-rights based organisation.

Intercom as a service-provider

2. Intercom's principal service-areas for LGBT people, and for others affected by issues of sexual orientation or gender identity, and for our partner-agencies and stakeholders, are:

- our confidential helpline and community advocacy services for individuals
- infrastructure and community development for independent groups & projects
- community-based professional expertise for other agencies around community concerns, profiles, needs and gaps and the effective mainstreaming of equality in service-delivery.

Intercom as an employer and as a workplace environment

3. The Intercom Trust is committed to being a widely inclusive employer, working towards best practice.

We particularly welcome employment and volunteer applications from people who are women, who are transgendered, who identify as being from black or other minority ethnic communities, and from all others who can help to broaden and improve our services for marginalised LGBT people affected by single or multiple discrimination or social exclusion.

We aim to deserve our reputation as a positive and fair employer, where all members of staff and volunteers contribute to building up a professional, friendly, inclusive working environment, enjoy the work they do for the Trust and its service-users, and know that they are respected, supported and valued for themselves as well as for the work they do. From the start, Intercom has been a team where volunteers, trustees, and staff all build up our tactical skills in partnership and develop a shared strategic understanding of community and stakeholder needs.

More about Intercom

Our main website is at www.intercomtrust.org.uk. It has a great deal of information about our past and present activities and our operational principles. We have two other new and very interesting websites which are part of our community development work: you can find them at www.lgbtcollective.org.uk and <https://www.lgbtgateway.org.uk>.

Michael Halls
Executive Director
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