Stonewall

ABOUT THIS RESOURCE

This resource is produced by Stonewall, a UK-based charity that stands for the freedom, equity and potential of all lesbian, gay, bi, trans, queer, questioning and ace (LGBTQ+) people.

At Stonewall, we imagine a world where LGBTQ+ people everywhere can live our lives to the full.

Founded in London in 1989, we now work in each nation of the UK and have established partnerships across the globe. Over the last three decades, we have created transformative change in the lives of LGBTQ+ people in the UK, helping win equal rights around marriage, having children and inclusive education.

Our campaigns drive positive change for our communities, and our sustained change and empowerment programmes ensure that LGBTQ+ people can thrive throughout our lives. We make sure that the world hears and learns from our communities, and our work is grounded in evidence and expertise.

To find out more about our work, visit us at www.stonewall.org.uk

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Stonewall Young Futures Aviva Transcript

David's Story

My name is David Scott. I'm an I.T graduate apprentice at Aviva, and my pronouns are he/him.

When I left school, I changed my mind a lot of times to actually find out: what is it I actually want to do? And I think there's a lot of pressure on young people, to go down a certain path, especially the pressure that comes from school.

And I think when you add that kind of identity, trying to find who you are as a person, that's a third dynamic to that equation.

So I think about 2017, that's when I kind of started to discover routes of apprenticeships. My first apprenticeship was in I.T. support. I was not out at work, I felt like I was like living a lie. That sort of thing puts you off working because you're constantly trying to hide who you are as a person.

That's when I started to discover like: I need to keep moving my career along.

In 2018, that's when I decided to apply for Aviva. And I had never had any coding or the engineering side, I've never had any background in that. But that's the whole point of an apprenticeship. You don't have that expectation when you go into the workplace that you know everything.

I was in that job for around three years on that platform, but again I wanted to see more of the business. So that's when I decided to then at a point move over to another platform.

From that point I really started to like love work and that's when my career started to kind of take off from there.

Doing a degree whilst you work is challenging, however you get that support from your employer in terms of like study days which are kind of integrated into the working week.

You learn and you keep kind of developing into your day job. You don't just go in and expect it to be easy. You have to have that expectation that it's going to be challenging.

When I first joined Aviva, I wasn't out the first year. But I think that was from past experiences in my previous employment. When I discovered Aviva Pride, it was a real kind of sense of hope that my community were in my workplace.

We're there to be visible, be role models to other people. And also it's about how we educate our future leaders, our current leaders, because they are the people who are setting the tone.

My career has excelled. I've had access to senior leaders, have had access to people who I would have never necessarily known about.

It honestly just makes work enjoyable. So I think Aviva Pride for me has just opened so many doors to my career, like the Graduate Leadership program, which I'm starting in September. I don't know if I would have actually known about that for one. And secondly, I don't know if I would have had the confidence to apply for such a scheme.

The advice I would give to an LGBTQ young person is: just be yourself. Don't try to be what you're not. Look for employers that are actually like getting involved in the community. They're supporting organisations like Stonewall, and they're driving that agenda to make sure that, you know, their organisation is more inclusive for all.