

The National



LGB&T Partnership

HOW **YOU** CAN SUPPORT
THE 3.1 MILLION LESBIAN,
GAY, BISEXUAL AND TRANS
PEOPLE IN ENGLAND



INTRODUCTION

We have seen over the last decade progressive legislation that has included unprecedented rights and protections under the law for lesbian, gay, bisexual and trans* people. Every one of the major political parties in this country is now publicly committed to equality for LGB&T people. **Trans is an abbreviation and umbrella term, referring to a spectrum of people whose gender identity is different from their birth sex.*



However, whilst some public attitudes have changed, many have not and homophobia and transphobia are still very much here and present within our society today. Many LGB&T people are living with the daily reality of homophobia and transphobia, and many are still living their lives in secret, not publicly acknowledging their sexual orientation or gender identity for fear of ridicule, abuse or violence.

We don't want special rights, we want equal rights for LGB&T people. The right for LGB&T people to live their lives with dignity and respect. The right for LGB&T people to be all that they can be and to achieve their full potential. We want every LGB&T person to have the confidence to be out and proud about their sexual orientation or gender identity, in all circumstances, when they choose to and the right not to be judged when they are.

We believe that every lesbian, gay, bisexual and trans person has the right to be accepted for who they are: **where they live**, by their families and by their neighbours; **where they work**, by their bosses and by their work colleagues; and **where they receive public services**, by their Doctors, in hospital, within their schools and by their teachers, their classmates and by the other parents.

LGB&T people have the right not to be abused, shouted at or beaten, and not to be the victim of a hate crime. LGB&T people should have the right to be affectionate with their partner in public and not self censor their behaviour because of fear of what others might do or say.

It is for these reasons that we are asking those of you involved in the political and policy making processes in this country to pledge your full commitment and to take action to support lesbian, gay, bisexual and trans people within all of our communities.

PLEDGES

- 1. Listen, Value and Invest in LGB&T Voluntary and Community Organisations.**
We are asking that you listen to the 3.1 million lesbian, gay, bisexual and trans people in England, and value their taxes, their contributions and their concerns, investing in the LGB&T voluntary and community organisations who support these disadvantaged groups.
- 2. Combat Homophobic and Transphobic Bullying in Schools.**
We want your help to ensure that all schools will implement a zero tolerance policy on homophobia and transphobia, creating safe spaces for all young people.
- 3. Ensure that all Public Sector Services monitor the Sexual Orientation of their service users.**
We are calling on you to encourage public sector organisations to record the sexual orientation of all service users to enable them to deliver better tailored public services.
- 4. Ensure that public sector organisations provide and procure services that are inclusive of LGB&T people, fulfilling their duties within the Equality Act.**
We are calling on you to ensure that public sector services address current inequalities for LGB&T people, providing and procuring affirmative services that treat all their service users with dignity and respect.
- 5. Take action against Homophobic and Transphobic Hate Crimes and Incidents.**
We want you to do all that you can to ensure that people are not subjected to abuse and discrimination as a result of their sexual orientation or gender identity.

1. LISTEN, VALUE, AND INVEST IN LGB&T VOLUNTARY AND COMMUNITY ORGANISATIONS

The size of the LGB&T voluntary and community sector in this country is relatively small. There is a perception of our sector being considerably bigger than it is. This is good for being able to 'punch above our weight' and getting our voices heard. But it is not realistic in terms of our capacity to deliver on LGB&T people's legitimate expectations and needs.

Many LGB&T people prefer to access specialist services where they feel safer and have greater confidence that their needs will be understood. As a result, there are huge demands placed on LGB&T voluntary and community organisations, as there are often very few providers who are sensitive and inclusive of LGB&T people's needs.

Independent spaces for participation are scarce for LGB&T communities and prohibitively expensive for voluntary and community organisations. For many lesbian, gay, bisexual and trans people, access to a safe LGB&T specific community space is of vital importance to them and is often their first and most importantly expressed need when engaging in public sector consultations.

At present, the LGB&T sector receives only 0.03% of all charitable income. We need your help to make sure that strategic investment is made into the LGB&T sector, in line with investments made for many of the other protected equality groups. We ask you to:

- **Listen to the 3.1 million lesbian, gay, bisexual and trans people in England.**
- **Value their taxes, their contribution, and their concerns.**
- **Invest in a future where all lesbian, gay, bisexual and trans voluntary and community organisations can achieve their full potential.**



DID YOU KNOW?

Across the whole of England and Wales there are fewer than 75 registered LGB&T charities with a combined annual income of less than £12 million.

The LGB&T voluntary and community sector:

- is as important as other key economic sectors and can assist in the delivery of benefits across the full spectrum of public policy.
- can assist in overcoming barriers in access from disadvantaged and marginalized communities and directly provide services that meet the real needs of hard to target specific groups of LGB&T people.
- makes a significant difference not only to the quality of LGB&T people's lives, but also to saving valuable public resources.
- is a cost effective method of improving services, preventing and tackling ill health, boosting economic productivity, increasing volunteering and providing training and community development opportunities.
- is rooted within the geographic communities and communities of need it serves, and makes a valuable connection between public sector organisations and their local communities; promoting dialogue, harnessing energy and enthusiasm and sharing resources.

2. COMBAT HOMOPHOBIC AND TRANSPHOBIC BULLYING IN SCHOOLS

We want your help to ensure that all schools implement a zero tolerance policy on homophobic and transphobic bullying; that all pupils irrespective of their sexual orientation or gender identity will have equal access to education; and that all teachers receive training on LGB&T issues and how to challenge homophobia and transphobia.

Many of England's 3.1 million lesbian, gay, bisexual and trans people have experienced homophobic and transphobic bullying while going through the English education system. This has resulted in higher levels of non-attendance amongst LGB&T pupils, which has had a negative impact on many people's life chances as they have opted out of further education and employment opportunities.

This must not happen to this generation or the next – we believe in a fair and equal society where all lesbian, gay, bisexual and trans people can achieve their full potential. We want you to ensure that young people are given the chance to succeed in an environment free from homophobia and transphobia, and that educational settings fulfil their responsibilities to their LGB&T students, staff and parents.



“People need to know the dangers and harm that homophobic bullying can cause. I ended up leaving school with no qualifications. I can’t work which means taxpayers fund me to survive. Homophobia left unchallenged costs, in many ways”
Brian, 39

DID YOU KNOW?

94% of school pupils have heard the word gay being used in a derogatory way in their school.

(Source: Exceeding Expectations Questionnaire findings 2009)

25% of trans people report having been bullied by their teachers.

(Source: The Equalities Review – Engendered Penalties 2007)

3. ENSURE THAT ALL PUBLIC SECTOR SERVICES MONITOR THE SEXUAL ORIENTATION OF THEIR SERVICE USERS

DID YOU KNOW?

The 2011 Census will exclude a question on sexual orientation. This means that the LGB communities will continue to be invisible and the consideration of needs related to sexual orientation will continue to be ignored by policy makers.

78% of people would support, or don't mind, the introduction of a non-compulsory question on sexual orientation on the 2011 Census.
(EHRC, 2009)

The majority of people want their sexual orientation to be counted in public as a legitimate human freedom along with heterosexual citizens.
(EHRC, 2009)

We are calling on you to encourage public sector organisations to record the sexual orientation of all of their service users. The lack of evidence around the true size and needs of the LGB population means that many public services are failing to meet the needs of LGB people.

There are significant amounts of missing data and missed opportunities when it comes to recording the size and needs of the LGB population of this country. LGB people are still not included in mainstream programmes of work and where public services focus on equality issues like women's services, lesbian and bisexual women are often simply forgotten and overlooked.

Lesbian, gay, and bisexual people are nearly always invisible and frequently excluded from policy and strategy documents, beyond the acknowledgement of sexual orientation as a protected characteristic. However, the absence of reliable statistical data is a major obstacle to measuring progress on equality of provision.

We want you to ensure that public sector services understand the importance of sexual orientation monitoring, and that it is implemented by staff with their service users in a safe and supportive way.

The above issues are similarly problematic for trans people, but at present, we are not asking you to encourage monitoring for trans people. At the local level, most trans people prefer to remain invisible, and it is very difficult to frame survey questions in a sensitive and respectful way that full encompasses the wide range of identities that trans people manifest. We are however asking that the needs of trans people are always considered and included.



4. ENSURE THAT PUBLIC SECTOR ORGANISATIONS PROVIDE AND PROCURE SERVICES THAT ARE INCLUSIVE OF LGB&T PEOPLE, FULFILLING THEIR DUTIES WITHIN THE EQUALITY ACT

LGB&T people rarely live in geographic communities. Instead they are communities of interest that have a valuable contribution to play within their local area. It is important that the needs of LGB&T people are meaningfully taken into account and responded to in the planning, design and procurement of services, and that LGB&T people have equal opportunities to participate in public life.

As LGB&T people become more aware of their rights, it is essential that services delivered or procured by the public sector fulfil their legal obligations and meet the responsibilities both required and expected of them.

Service provision must address current, significant inequalities and respond to specific LGB&T needs, in order to create equal life chances. Homophobic and transphobic attitudes of staff within public services must be monitored and addressed, and ignorance tackled, to ensure that all LGB&T people are consistently treated with dignity and respect. We want you to help to make public services more inclusive and accessible for LGB&T people, specifically targeted at these communities where necessary. We will regularly remind you that LGB&T people are tax payers too!

Similarly the valuable skills, experience, and knowledge of LGB&T people should be encouraged and harnessed within public life. The voice and talents of LGB&T people should be included across boards, committees, and networks at all levels of policy and decision making, and the contributions made by LGB&T people should be fully recognised by society.

DID YOU KNOW?

There is a growing body of research indicating that LGB&T people are significantly more likely than their peers to experience social isolation, discrimination and hate crime and suffer poor mental health, poor sexual health, and problems with substance misuse.

1 in 5 healthcare professionals admit to being homophobic (Source: HMSO, Equalities Review, 2007) **and 20% of therapists report having assisted at least one patient to reduce or change their homosexual feelings.**

(Source: King et al, The Response of Mental Health Professionals, 2009)

Half of lesbian and bisexual women have had negative experiences with healthcare professionals in the last year, and half are not out to their GP.

(Source: Stonewall, Prescription for Change, 2008)

Among trans people receiving NHS medical treatment to assist their transition to a new gender role, 49% felt that the care provided by the specialist gender identity clinics could and should be improved; 46% were unhappy with the time taken to prescribe hormones; and 31% felt that they did not have the power to make decisions.

(Source: NHS Audit, Information and Analysis Unit Survey 2008)

Over 1 in 3 adult trans people have attempted to commit suicide at least once (Source: The Equalities Review – Engendered Penalties, 2007) **and 2 in 5 LGB&T people has a clinically recognised mental health problem.** (Source: Warner, McKeown, Griffin, 2004)

Many LGB&T people feel that services specifically targeted at them best serve their needs.

5. TAKE ACTION AGAINST HOMOPHOBIC AND TRANSPHOBIC HATE CRIMES AND INCIDENTS

We want you to do all that you can to ensure that people are not subjected to abuse, violence and discrimination as a result of their sexual orientation or gender identity, either real or perceived. We are asking you to work with others to take action against these hate incidents and crimes and ensure that the appropriate support is available to those who suffer as a result.

Hatred targets diversity. It hurts those who might be seen as different from the 'norm' - people who look different, think differently, and have to defend their right to love who they want to love. Lesbians, gay men, bisexual and trans people are a target of hatred because of who they are and who they choose to love.

Homophobia and transphobia bruise, batter and kill people each and every day. People we know. People we love. Over the last few years we have become increasingly aware of the number of hate crimes of a homophobic and transphobic nature, many of which are still not reported to the police. These highlight that homophobia and transphobia are still very much part of our society in England today.

May 2008, London

Ronald Dixon, 61, was murdered in a homophobic attack

August 2008, Merseyside

Michael Causer, 18, was murdered in a homophobic attack

September 2008, London

Olly, 21, left permanently paralysed after a homophobic attack

October 2009, Liverpool

James Parkes, 22, victim of a homophobic gang attack

October 2009, Brighton

Andrea Waddell, 29, a trans person, was murdered in her own home

October 2009, London

Ian Baynham, 62, died after a brutal homophobic attack

November 2009, Kentish Town

Destiny Lauren, 29, a trans person, was murdered in her own home

January 2010, Oxford

A 26 year old man was stabbed in a homophobic attack

March 2010, Southampton

Nigel Price, 58, died after a homophobic attack

DID YOU KNOW?

One in five lesbian and gay people have experienced a homophobic hate crime or incident in the last three years. 75% of lesbian and gay people experiencing hate crimes or incidents did not report them to the police.

(Source: The Gay British Crime Survey, Stonewall 2008)

73% of trans people experienced comments, threatening behaviour, verbal abuse, physical abuse or sexual abuse while in public spaces.

(Source: The Equalities Review – Engendered Penalties, 2007)



Tackling hate crime is an opportunity for all people, irrespective of their sexual orientation or gender identity, to join together and speak up for the countless unheard voices of people who have experienced some of the most extreme forms of homophobia and transphobia imaginable.

We want you to ensure that people are not subjected to bullying and discrimination as a result of their sexual orientation or gender identity, either real or perceived.

We want you to help us call for an end to the inequality of service the LGB&T community often receives when attempting to report a homophobic or transphobic hate crime. Left unreported or handled poorly, such incidents can lead to further attacks on an individual which can lead to further serious hate crimes against members of LGB&T communities.

We are asking you to pledge your full commitment to the following actions to support lesbian, gay, bisexual and trans people:

- 1. Listen, Value and Invest in LGB&T Voluntary and Community Organisations.**
- 2. Combat Homophobic and Transphobic Bullying in Schools.**
- 3. Ensure that all Public Sector Services monitor the Sexual Orientation of their service users.**
- 4. Ensure that Public Sector organisations provide and procure services that are inclusive of LGB&T people, fulfilling their duties within the Equality Act.**
- 5. Take action against Homophobic and Transphobic Hate Crimes and Incidents.**

WHO WE ARE

The National LGB&T Partnership is an England-wide group of LGB&T voluntary and community organisations who are committed to reducing health inequalities and challenging homophobia and transphobia within public services.

The National LGB&T Partnership members have joined forces to influence positively the policy, practice and actions of Government and statutory bodies, in particular the Department of Health, for the benefit of all LGB&T people and communities across England.

The National LGB&T Partnership will work to ensure that health inequalities experienced by LGB&T people are kept high on the Government's agenda and are tackled in a way that makes best use of the experience and expertise within the LGB&T voluntary and community sector.

The National LGB&T Partnership will particularly focus on developing a joined up process of consultation and engagement through the establishment of a national LGB&T stakeholders group, giving a direct voice to the LGB&T sector.

The Partnership's members are politically independent and do not endorse any political party. Those members who are registered charities adhere to Charity Commission guidelines on political activity.



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LESBIAN GAY BISEXUAL
& TRANSGENDER
SPECIALIST SUPPORT &
ADVOCACY SERVICES



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