



How much do you know
about the lesbian, gay, bisexual
and transgender community?



We live in a time of great change

The last ten years have seen significant legal changes affecting the rights of lesbian, gay, bisexual and transgender (LGBT) people.

- Employers can no longer discriminate on the grounds of sexual orientation.
- Gay men and lesbians can hold civil partnerships and gain the same rights as married couples.
- Organisations providing goods and services have to treat the LGBT community equally. This includes many services that large organisations provide such as housing, social care and leisure facilities.

This booklet is a useful resource for people working in local authorities.

It covers important legal changes, areas where discrimination could occur and facts about the LGBT community.

The last section provides details of organisations, websites and support groups for different sections of the LGBT community.



Key facts about the LGBT population

Numbers

The Government estimates that six per cent of the population are lesbian, gay, bisexual or transgender. This equals 3.5 million people in the UK.

1,200 people a year are being referred to the NHS and private providers of medical care for consultations on gender transition in the UK. This represents a growth rate of 12%.¹ In the UK, 6,200 people have transitioned to a new gender role, according to the Gender Identity Research and Education Society (GIRES).

Discrimination

Forty per cent of gay men and lesbians say they have experienced discrimination as a result of their sexual orientation. Of the 40 per cent, half said they had experienced discrimination in the workplace.²

Surveys have shown that bisexual people suffer from higher rates of mental health problems than lesbians and gay men.³

Prejudice against people who are transgender or want to change their gender is called

1. <http://www.gires.org.uk/assets/GIRES-Prevalence-Abstract-2.pdf>
2. Outright 2006 Survey conducted by OMD Insight. <http://www.gaytoz.com/bResearch.asp#outright>
3. http://www.stonewall.org.uk/information_bank/bisexuality/default.asp

transphobia. GIRES has developed a toolkit for schools and other organisations to help combat transphobic bullying in schools.⁴

Marriage and children

The Government estimated that 22,000 people would have a civil partnership in the first four years after the law changed in December 2005. However, in the first twelve months over 36,000 people entered into civil partnerships.⁵

The average age for men forming civil partnerships in 2007 was 43 and for women it was 41.

More gay men and lesbians are choosing to have children either through private arrangements or using fertility clinics. In addition, 90 same-sex couples adopted children in 2006/7. The numbers are increasing year on year.

Numerous research studies have shown that children brought up in lesbian and gay households are happy, healthy and well adjusted.⁶

4. <http://www.gires.org.uk/transbullying.php>
5. <http://www.statistics.gov.uk/cci/nugget.asp?id=1685>
6. Lesbian and Gay Parenting, Charlotte J. Patterson, <http://www.apa.org/pi/lgbc/publications/lgpconclusion.html>

Legal history being made

The following key legal changes have been made to tackle discrimination against the LGBT community.

The Equality Act (Sexual Orientation)

Regulations 2007 outlaws discrimination against the LGBT community in the provision of goods and services. This means that:

- Schools must tackle homophobic bullying
- Councils must re-house people if they are experiencing homophobic abuse
- Health and social care services must offer the same service to homosexuals as heterosexuals
- Religious organisations that provide publicly funded social services such as drug or alcohol centres cannot discriminate
- Adoption agencies cannot refuse to accept gay and lesbian adopters

To read more about the legislation, visit:
http://www.opsi.gov.uk/si/si2007/uksi_20071263_en_1

The Civil Partnership Act 2004 came into force in 2005 and the first civil partnerships took place in December of that year.

It gives same-sex couples who enter a civil partnership the same rights and responsibilities as heterosexuals who enter a civil marriage. This includes:

- inheritance tax
- social security
- pension benefits
- parental responsibility
- tenancy rights
- next of kin rights

To read more about the legislation, visit:
http://www.opsi.gov.uk/acts/acts2004/ukpga_20040033_en_1



The Gender Recognition Act 2004 gives transgender people legal recognition as members of the gender they have acquired, for all purposes, including marriage. The Act requires applicants to have transitioned for two years but does not require sex reassignment surgery to have taken place.

To read more about the legislation, visit:
http://www.opsi.gov.uk/acts/acts2004/ukpga_20040007_en_1

The Employment Equality (Sexual Orientation) Regulations (2003) protect people in the workplace from discrimination on the grounds of sexual orientation.

The legislation covers harassment, victimisation and direct and indirect discrimination.

Direct discrimination could include not employing someone because they are lesbian. Indirect discrimination would be a 'provision, criterion or practice' that disadvantages LGBT people. It also outlaws homophobic actions or comments.

To read more about the legislation, visit: <http://www.opsi.gov.uk/si/si2003/20031661.htm>

In 2003 **Section 28 of the Local Government Act (1988)** was repealed. Section 28 made it illegal for local authorities to 'promote' homosexuality. This inhibited local authorities from publishing any material that said anything positive about homosexuality. It also said teachers should not promote 'the acceptability of homosexuality as a pretended family relationship'.

To read more about the repeal of the legislation, visit: http://www.stonewall.org.uk/information_bank/education/71.asp

The Adoption and Children Act 2002 allows unmarried couples, both heterosexual and homosexual to apply jointly to be adopters.

To read more about the legislation, visit: http://www.opsi.gov.uk/acts/acts2002/ukpga_20020038_en_1

The Sex Discrimination (Gender Reassignment) Regulations were brought in to force in 1999. They outlaw discrimination against transsexual people in pay and treatment in employment and vocational training.

To read more about the legislation, visit: <http://www.opsi.gov.uk/si/si1999/19991102.htm>

"I'm delighted that there have been so many legal changes in the last ten years, making it illegal to discriminate against the LGBT community in the UK."

Judge Fulford



Laws may have changed but have attitudes?

Research shows that homophobia, biphobia and transphobia still exists in the UK today.

A poll conducted in 2007 by YouGov for equality charity, Stonewall, found the following beliefs about discrimination among 1,658 members of the LGBT community.⁷

The perception was that:

80% of people believe they would encounter discrimination if they were to apply to become a school governor.

90% expect barriers to becoming a foster parent

25% think the police will treat them less fairly if they are victims of hate crime.

20% believe they will find it harder than a heterosexual person to get social housing

66% of those aged under-19 in the survey said they were bullied at school on the grounds of sexuality.

How can you tackle discrimination?

Areas where homophobia, biphobia and transphobia could exist include:

- fostering and adoption
- employment
- housing services
- schools
- libraries
- business grants
- bereavement services
- children's services
- youth support services
- parents' forum
- handling crime investigations
- services for disabled people
- grants for voluntary and community organisations
- services for older people
- civil partnership registration
- committees and governing bodies

7. Serves you right: Lesbian and gay people's expectations of discrimination (2008)

Ways to combat homophobia, biphobia and transphobia include:

- making sure language and images used in literature are inclusive
- tackling covert homophobia
- making sure people are fully aware of legal obligations
- targeting hate crime
- ensuring bullying is tackled
- catering for LGBT needs in specific services eg care homes

What has Kingston Council done already?

The Council has an equality scheme, which sets out its plans to promote and achieve equality through to 2010.

To read more about the scheme, visit: http://www.kingston.gov.uk/information/your_council/equalities/equality_scheme/equality_scheme_summary.htm

There is a Hate Crime Group, which reports back to the Safer Kingston Partnership.

The Council has also set up an LGBT Forum, which has raised awareness of the likelihood of domestic violence in same-sex relationships.

The Kingston LGBT Forum membership has volunteers from the local LGBT community and Kingston University, a Police LGBT Liaison Officer, members of the CSU and service providers, such as Victim Support, The Wolverton Clinic (Kingston Hospital), Kaleidoscope and the PCT.

It is a forum for local LGBT people to advise the police and service providers on homophobic and transphobic incidents, domestic abuse in families and same sex relationships, bullying in schools and work situations where covert discrimination may occur.

It also plans to contribute to celebrating national LGBT events such as LGBT History month, International Day Against Homophobia (IDAHO) and Pride.

For more information, email kingstonlgbtforum@yahoo.co.uk



People in high places

The following people held these top positions at the beginning of 2009. They were all listed in The Independent on Sunday's pink list 2007.

Lord Peter Mandelson was appointed Secretary of State for Business, Enterprise and Regulatory Reform. Previously, he was European Trade Commissioner for four years.

Clare Balding is a sports presenter, journalist and jockey. She fronted the BBC's coverage of the Beijing Olympics. She was the Royal Television Society's Sports Presenter of the Year in 2003.

Nicholas Hytner has been the Artistic Director of the National Theatre since 2003. He has also directed films such as *The Madness of King George*, operas such as *The Magic Flute* and his film version of the stage play, *The History Boys*, was released in 2006.

Evan Davis became the Economics Editor for the BBC in October 2001. He is currently a presenter on BBC Radio Four's *Today* programme and the BBC2 programme, *Dragon's Den*.

Rabbi Lionel Blue is a journalist and broadcaster. He was the first openly gay rabbi.

Dr Ashley Steel has worked for accountancy firm, KPMG for over 20 years, rising to be a partner, she is now on the Board.

Russell T Davies is a television producer and writer. He created TV drama, *Queer as Folk* and spearheaded the successful revival of *Doctor Who* and the spin-off *Torchwood*.

Sandi Toksvig is a comedienne, author and presenter of radio and television. She is the chair of the *News Quiz* on Radio 4.

Sir Adrian Fulford has been a judge of the Queen's Bench Division of the High Court and since 2003 has served as one of eighteen judges of the International Criminal Court.

"Things have changed enormously for lesbians and gay men since I first came out as a young lesbian twenty years ago. We are now protected in UK law in ways we once could never have thought possible; we can see ourselves positively represented on tv, in film and in mainstream literature. But there is still homophobia, and there are still many things to fight for. Britain is a pretty gay-friendly place today, and that's absolutely brilliant - but I'd like to see it get even friendlier."

Sarah Waters, author of *Tipping the Velvet*, *Fingersmith* and *Affinity*.



Resources

Support groups, websites and organisations for different sections of the LGBT community

Bisexual people

BiCon is the UK National Bisexual Convention

Web: www.bicon.org.uk/

Bi-community News

The journal of the UK bisexual community

Web: www.bicommunitynews.co.uk/

BME groups

OUTBURST UK

A national charitable organisation giving a platform, voice and supportive environment to the black LGBT community in the UK.

Tel: 020 8678 6689

Email: info@outburstuk.org

Web: www.outburstuk.org

Bullying

Education for All

A coalition of organisations across England and Wales tackling homophobic bullying in schools.

Email: info@stonewall.org.uk

Web: www.stonewall.org.uk/education_for_all

Campaigning and human rights

Stonewall

Stonewall campaigns to achieve equality and justice for LGBT people. Its website has a wide range of information.

Tel: free phone: 08000 50 20 20

Email: info@stonewall.org.uk

Web: www.stonewall.org.uk

Disabled people

GEMMA

An organisation for disabled lesbian and bisexual women. It provides a national friendship network, quarterly newsletter and social events.

Email: gemma@hotmial.com

Regard

A campaigning group for LGBT people

Email: secretary@regard.org.uk

Web: www.regard.org.uk/

Discrimination at work

LAGER

An organisation that campaigns against discrimination and provides support for LGBT people who have been discriminated against.

Tel: 020 7704 2205

Domestic abuse

Broken Rainbow

Broken Rainbow provides support for LGBT people experiencing domestic violence.

Tel: 08452 60 44 60 (Mondays and Thursday 2pm – 8pm, Wednesdays 10am – 1pm)

Email: mail@broken-rainbow.org.uk

Web: www.broken-rainbow.org.uk

Drug and alcohol use

Dazz-Elle

London-wide substance misuse project for young lesbians and bisexual women.

Web: www.dazz-elle.org.uk

Faith groups

Jewish Gay and Lesbian Group

A support group that organises social, religious and informative events.

Tel: 07504 924 742

Email: info@jglg.org.uk

Web: www.jglg.org.uk

Imaan

Social support group for lesbian, gay bisexual and transgender Muslims and those questioning their sexuality or gender identity.

Tel: 07849 170793

Email: info@imaan.org.uk

Web: www.imaan.org.uk

Lesbian and Gay Christian Movement

An organisation that encourages fellowship, friendship, and support between individual lesbian and gay Christians through prayer, study and action.

Tel: 020 7739 1249

Email: lgcm@lgcm.org.uk

Web: www.lgcm.org.uk

Gay and Lesbian Humanist Association

A voice for non-religious gay men and lesbians.

Tel: 0844 800 3067

Email: info@galha.org

Web: www.galha.org

Hate crime

Galop

London's lesbian, gay, bisexual and transgender (LGBT) community safety charity. It gives advice and support to those affected by homophobic and transphobic violence or hate crime.

Tel: 020 7704 2040

Email: info@galop.org.uk

Web: www.galop.org.uk

Helplines and therapy

London Lesbian and Gay Switchboard (LLGS)

Provides information and support through a confidential helpline. Also maintains an online database of LGBT services and organisations throughout the UK.

Tel: (helpline) 020 7837 7324 (office) 020 7837 6768

Email: admin@llgs.org.uk

Web: www.queery.org.uk

PACE

A charity providing a range of services for LGBT people, including a telephone helpline, counselling, family support, youth work and advocacy.

Tel: 020 7700 1323

Email: info@pace.dircon.co.uk

Web: www.pacehealth.org.uk

London Friend

This charity promotes social, emotional and physical well being, offering counselling and support services to LGBT people and those unsure of their sexuality.

Tel: 020 7833 1674

Helpline: Tues, Wed, Friday 7.30 - 9.30pm on 0207 837 3337

Email: office@londonfriend.org.uk

Web: www.londonfriend.org.uk

Local organisations

Outline: Supporting the Gay Community of Surrey

A useful resource with social and support groups, volunteering opportunities and health related information.

Tel: 01483 727667

Email: info@outlinesurrey.org

Web: www.outlinesurrey.co.uk/local.htm



Older people

The Alzheimer's Society

This charity runs a telephone support service for lesbian, gay, bisexual and transgender carers. It also has information for carers on its website.

Web: <http://tinyurl.com/az3tmq>

Age Concern

This charity runs the 'Opening Doors' programme, which provides resources and other support for older LGB people and organisations that work with and for them.

Email: openingdoors@ace.org.uk

Web: www.ageconcern.org.uk/openingdoors/

Sexual health

Terrence Higgins Trust

The largest HIV and sexual health charity in the UK

Tel: 020 7812 1600

helpline: 0845 1221 200

Email: info@ttht.org.uk

Web: www.ttht.org.uk

Wolverton Centre For Sexual Health

Sexual health screening, HIV testing, counselling, confidential third party reporting for hate crimes.

Tel: 020 8974 9331

Web: <http://www.kingstonhospital.nhs.uk>

Transgender people

Beaumont Society

The society promotes the better understanding of transgender, transvestism and gender dysphoria in society.

Tel (24 Hr): 01582 412220

Web: www.beaumontsociety.org.uk

Beaumont Trust

A charitable educational resource for people who want to know more about transsexualism and transvestism.

Tel: 07000 287878

Email: beaumonttrust@gmail.com

Web: www.beaumont-trust.org.uk

Young people

Albert Kennedy Trust

An organisation supporting LGBT homeless young people

Tel: 020 7831 6562

Email: contact@akt.org.uk

Web: <http://www.akt.org.uk/>

Freestyle London

Supports young lesbians, gay men, bisexuals and transgender youth to get a better deal from services in London. It co-ordinates the London LGBT Youth Council.

Tel: 020 7064 8383

Email: freestyle@lgbtconsortium.org.uk

Web: www.freestylelondon.org.uk

