

GAY IN BRITAIN

LESBIAN, GAY AND BISEXUAL PEOPLE'S
EXPERIENCES AND EXPECTATIONS
OF DISCRIMINATION



Stonewall

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www.stonewall.org.uk

INTRODUCTION



The historic passage of the Marriage (Same Sex Couples) Bill means that one strand of Stonewall's domestic focus – legislative equality – is effectively complete. However, we've always been mindful that legal success does not necessarily change attitudes and outcomes overnight.

This research, conducted by YouGov for Stonewall, examines the expectations and lived experiences of Britain's 3.7 million gay people. For all the progress that's been made, they continue to face disadvantages in many walks of life; from education and healthcare, to playing sport or reporting a crime. Many lesbian, gay and bisexual people also expect to be discriminated against if they stand for political office, want to foster a child or

consider becoming a magistrate or a school governor.

This hard evidence presents clear challenges to many organisations across both the public and private sectors. Gay people may need to be treated differently, for example, in order to have equal access to public or commercial services. Employers and schools may have to think differently about how to stop bullying of employees and pupils.

These findings send a strong message that there remains much to be done until equality is meaningful for many citizens in twenty-first century Britain.

Ben Summerskill
Chief Executive

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KEY FINDINGS

▶ SCHOOLS AND FAMILIES

Lesbian, gay and bisexual people often expect they will be treated worse than heterosexual people when they deal with schools and family services.

• **Three in five (61 per cent) lesbian, gay and bisexual people expect their child would be bullied in primary school if it were known that the child had gay parents. More than four in five (83 per cent) expect the same for a child in secondary school.**

• **Seven in ten (70 per cent) lesbian, gay and bisexual people expect to face barriers because of their sexual orientation if they apply to become a school governor.**

▶ ADOPTION AND FOSTERING

• **Eight in ten (80 per cent) lesbian, gay and bisexual people would expect to face barriers if they applied to become foster parents. Almost half (46 per cent) of lesbian, gay and bisexual people expect to be treated worse than a heterosexual person by an adoption agency if they want to adopt a child.**

▶ POLITICS

Significant numbers of gay people fear they would still face discrimination if they sought to play an active part in politics, whether as a potential Member of Parliament or local councillor. And many of the political parties' own gay supporters believe that gay candidates would face discrimination.

• **Three quarters (74 per cent) of lesbian, gay and bisexual people think they would face barriers from the Conservative Party if they wanted to stand as an MP, more than a third (37 per cent) would expect to face barriers from the Labour Party and more than a quarter (29 per cent) from the Liberal Democrats.**

• **Three quarters (76 per cent) of gay people believe that lesbian, gay and bisexual politicians are subject to greater scrutiny, including by the media, compared to heterosexual politicians.**

▶ EQUAL LEGAL TREATMENT

In contrast to claims made by anti-gay campaigners, there is overwhelming support among gay people for equal marriage.

• **Nine in ten (91 per cent) lesbian, gay and bisexual people support the Government's recent moves to extend the legal form and name of civil marriage to same-sex couples.**

• **This support rises to 96 per cent among gay people under 35.**

▶ POLICE AND THE CRIMINAL JUSTICE SYSTEM

The criminal justice system presents a host of barriers for lesbian, gay and bisexual people who fear they will be treated worse than their heterosexual counterparts whether they are reporting crimes, suspected of committing crimes or dealing with police and prison staff.

• **Almost six in ten (56 per cent) gay and bisexual men and almost half (46 per cent) of lesbian and bisexual women believe they would be treated worse by a prison officer than a heterosexual person.**

• **One in five (20 per cent) lesbian, gay and bisexual people would expect to be treated worse than heterosexual people when reporting a crime if the police officer knew their sexual orientation. A quarter (24 per cent) expect discrimination if reporting a homophobic hate crime.**

• **Almost one in five (18 per cent) lesbian, gay and bisexual people expect to receive poorer treatment if they appeared before a judge for a major criminal offence and one in six (16 per cent) if appearing before a magistrate for a minor criminal offence.**

▶ SOCIAL CARE, HOUSING AND HEALTH

Significant numbers of gay people fear poorer treatment from health, social care and housing providers despite their legal right to equal treatment.

• **Almost a third (31 per cent) of lesbian, gay and bisexual people expect they would be treated worse than heterosexual people by staff in a care home.**

• **Almost one in five (18 per cent) lesbian, gay and bisexual people expect to be treated worse than heterosexual people when applying for social housing.**

• **One in eight (12 per cent) gay young people aged 18 to 24 expect to be treated worse than heterosexual people by their GP.**

▶ LOCAL ENGAGEMENT

Despite clear evidence that gay people experience inequalities and disadvantages when accessing a whole range of public services, providers are failing to engage with gay service users.

• **Nine in ten (88 per cent) lesbian, gay and bisexual people have never been asked by their local service providers about their views on those services.**

• **Two in three (67 per cent) lesbian, gay and bisexual people say if asked, they would offer their views and experiences to local service providers such as a council, police force, school or health trust.**

▶ SPORT

Sport, with its significant place in British life, has so far failed to create an equal and welcoming environment for gay people.

• **More than six in ten (63 per cent) gay and bisexual men and four in ten (38 per cent) lesbians and bisexual women expect to experience homophobia if they take part in a team sport and are open about their sexual orientation.**

▶ MEDIA

The broadcast media's portrayal of lesbian, gay and bisexual people continues to be judged both sparse and unrealistic by a significant number of gay people.

• **More than half (57 per cent) of gay people say there is 'too little' portrayal of lesbian, gay and bisexual people on television and half (49 per cent) think current portrayal of lesbian, gay and bisexual people on UK television is unrealistic.**

▶ WORK

The lives of many gay people at work remain difficult, despite major efforts from leading employers and employment protections having been in place for ten years. They often face bullying and feel unable to be open about their sexual orientation with colleagues and managers.

• **One in five (19 per cent) lesbian, gay and bisexual employees have experienced verbal bullying from colleagues, customers or service users because of their sexual orientation in the last five years.**

• **One in eight (13 per cent) lesbian, gay and bisexual employees would not feel confident reporting homophobic bullying in their workplace.**

• **A quarter (26 per cent) of lesbian, gay and bisexual workers are not at all open to colleagues about their sexual orientation.**

SCHOOLS AND FAMILIES

I've been bullied since I was in Year 6. I've been called numerous names in the corridor, I've been hit. A lot of people have argued with me about how being gay is wrong. I've had a death threat sent to me saying how someone wanted to '...shove a knife up my arse and in my throat' because I'm gay.

David, 17, secondary school, *The School Report*, Stonewall, 2012

Lesbian, gay and bisexual people often expect they will be treated worse than heterosexual people when they deal with schools and family services.

Schools

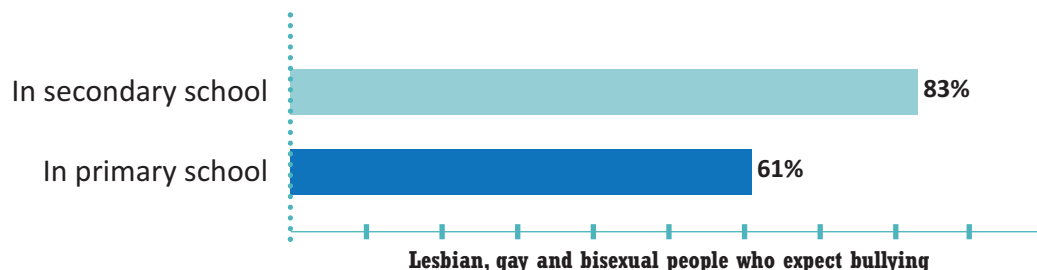
Homophobic bullying of pupils remains widespread in schools, often seriously affecting pupils' performance and achievement. Stonewall's 2012 *The School Report* found that **more than half** (55 per cent) of lesbian, gay and bisexual young people experience homophobic bullying at school and most hear homophobic language on a frequent basis.

These early experiences in education can affect gay people's later

interactions with the education system, leading many to fear what they will find when they re-engage in education as learners, parents or governors. **Two in five** (40 per cent) lesbian, gay and bisexual adults expect to experience some discrimination or harassment from fellow learners because of their sexual orientation if they were to pursue a course at a further education college today.

Government estimates suggest that there are now 19,000 children in same-sex parent families yet concerns about bullying in schools remain widespread. Despite the fact that schools have a clear duty to tackle homophobic bullying, **three in five** (61 per cent) lesbian, gay and bisexual people expect their child would experience bullying in primary school if it were known that their child has gay parents. More than **four in five** (83 per cent) expect the same for a child in secondary school.

Would you expect that your child would experience bullying at school if it were known they have gay parents?



Well a boy in Year 6 came up to me and said have you got a dad? And I said... I was quite afraid to say it, and I said no. And he said well that's stupid isn't it, and I was like... no. He said yes it is, and he started... he tried to chase me and he got me once and he kicked me.

Alisha, 7, primary school, *Different Families: The experiences of children with lesbian and gay parents*, Stonewall, 2010

We will help schools to tackle bullying in schools, especially homophobic bullying. Coalition Agreement 2010

More gay people express concern about the treatment they would receive if they enrolled their child in a school outside of local authority control. **One in eight** (13 per cent) lesbian, gay and bisexual people expect they will be treated worse than heterosexuals when enrolling their child in primary or secondary free schools and academies, compared to just **one in twenty** (five per cent) in maintained schools. However a significantly higher number of gay people, **three in five** (61 per cent), would expect poorer treatment if they enrol their child in a faith primary or secondary school.

A significant majority fear discrimination if they wanted to become more involved with the school on a formal level. **Seven in ten** (70 per cent) lesbian, gay and bisexual people expect to face barriers because of their sexual orientation if they applied to become a school governor, increasing to almost **eight in ten** (78 per cent) black and minority ethnic gay people.

Families

Many gay people foresee major barriers to becoming parents, often based on an expectation of discrimination from the institutions that deal with families and children.

The Fostering Network estimates a shortfall of around 9,000 foster carers across Britain. However, **eight in ten** (80 per cent) lesbian, gay and bisexual people would expect to face barriers if they applied to become foster parents. **Almost half** (46 per cent) of lesbian, gay and bisexual people expect to be treated worse than a heterosexual person by an adoption agency if they want to adopt a child.

Almost a third (31 per cent) of lesbian, gay and bisexual people expect to be treated worse than heterosexuals if they appear before a family court in a divorce or custody case.

Three quarters (74 per cent) of lesbian, gay and bisexual people consider the bullying at school of children with gay parents a barrier to becoming a parent. **More than half** (56 per cent) say lack of information and support on starting a family is a barrier to becoming a parent.

Four in five (79 per cent) lesbian, gay and bisexual people consider society's attitudes towards gay parents a barrier to becoming a parent. **Two in five** (39 per cent) lesbian, gay and bisexual people say they consider their own family's attitudes a barrier to becoming a parent.



RECOMMENDATIONS

Primary and secondary schools should create an environment where the children of same-sex parents feel supported and included in their learning by talking about the diversity of family life in the curriculum and taking a zero tolerance approach to homophobic bullying and language.

Further and adult education institutions should be aware that prospective gay students may have had their previous experience of education impacted by homophobic bullying. These institutions should launch campaigns aimed at encouraging more gay adults to apply which highlight their commitment to equality and diversity.

Academy and faith school trusts should reassure gay parents that they will not be treated less favourably by having trust-wide policies to tackle homophobia and training for member schools. Trust prospectuses and open evenings should make clear that their schools value diversity and difference.

The Department for Education, The School Governors One Stop Shop and individual schools need to do more to challenge the barriers that exist to gay people becoming Governors. Opportunities for becoming a Governor should be proactively promoted to gay people.

Adoption and foster agencies should use targeted advertising campaigns to recruit more gay adopters and foster carers. This should include monitoring application and acceptance levels from gay people. These organisations should also provide more information aimed at prospective gay parents on the process of adopting or fostering a child.

RESOURCES



Different Families
The experiences of children with gay parents (2010)



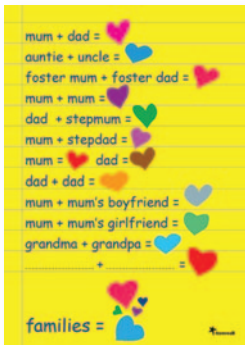
The School Report
The experiences of gay young people in Britain's schools in 2012



The Teachers' Report (2009)
YouGov polling of over 2,000 primary and secondary school staff about homophobic bullying



FIT – Stonewall's feature-film for secondary schools and colleges



Different Families posters help schools to celebrate difference



Your local school can become a **Stonewall School Champion** for support in tackling homophobic bullying



Some People Are Gay. Get Over It! posters, postcards and stickers. Posters are also available in a range of different languages.

I teach PSHE (sex and relationships education), so it's a regular theme. Homosexuality is a deviant behaviour... If you want to be a sexual deviant, fine, in the privacy of your own home and if it's between consenting adults. Just don't do things in public that offend.

Martin, *teacher*, faith independent secondary school
The Teachers' Report, Stonewall, 2009

POLITICS

We should ask ourselves why certain groups are under-represented. The reason is not that the electorate will not vote for women, people with disabilities, people who are gay or people from ethnic minorities – they clearly will; otherwise many of us would not be here – but that political parties do not choose enough candidates from diverse backgrounds to fight winnable seats.

Dame Anne Begg, *Labour MP for Aberdeen South, 2012*

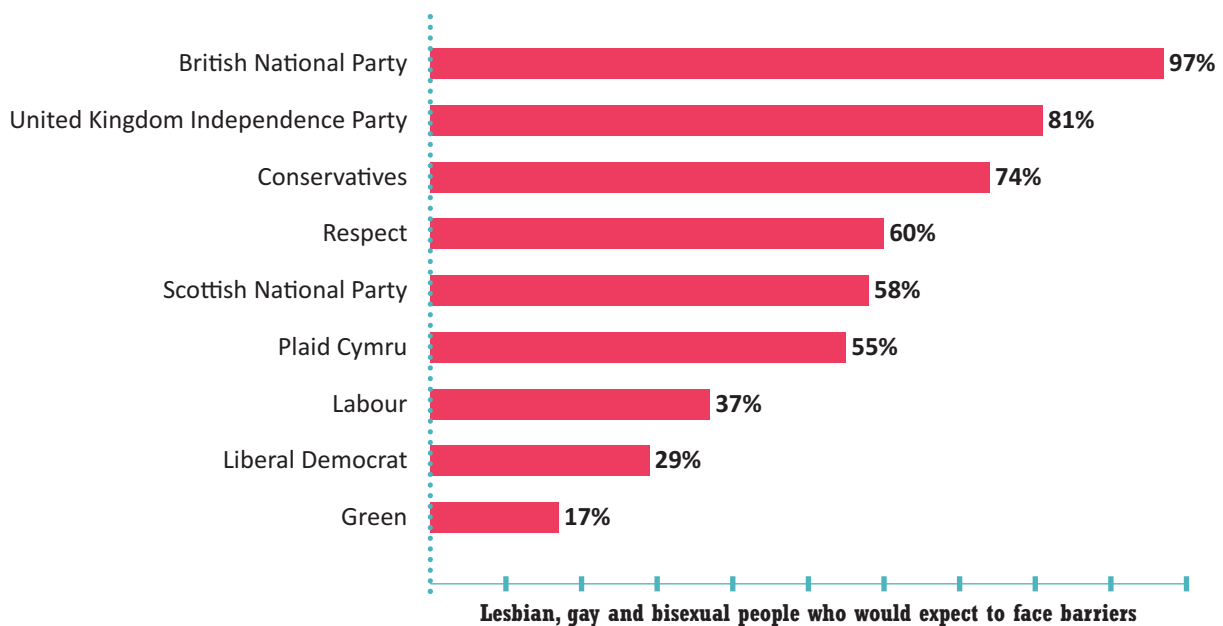
The 2010 General Election saw a record number of openly gay MPs elected. The Conservative Party now has more openly gay MPs than all of the other parties combined. Despite this progress many lesbian, gay and bisexual people in Britain feel alienated from the democratic process with large numbers expecting to face discrimination if they sought selection by a political party to run for parliament.

The Conservative Party is seen to present more hurdles than other parties. **Three quarters** (74 per cent) of lesbian, gay and bisexual people think they would face barriers if seeking selection as a Conservative Party candidate, **more than a third** (37 per cent) expect they would face barriers from the Labour Party and **three in ten** (29 per cent) expect to face barriers if they seek selection from the Liberal Democrats.

Confidence is lowest amongst younger lesbian, gay and bisexual people with those aged 18 to 29 more likely to expect discrimination; **82 per cent** say this of the Conservative Party, **45 per cent** the Labour Party and **37 per cent** the Liberal Democrats.

However, there has been some improvement. Fewer lesbian, gay and bisexual people in 2013 expect to experience discrimination if they seek selection by a political party to run for parliament than in 2008. In 2008 **nine in ten** (89 per cent) gay people thought they would face barriers from the Conservative Party, **six in ten** (61 per cent) thought they would face barriers from the Labour Party and **nearly half** (47 per cent) expected to face barriers from the Liberal Democrats.

Would you expect to face barriers to selection if you wanted to run as an MP?

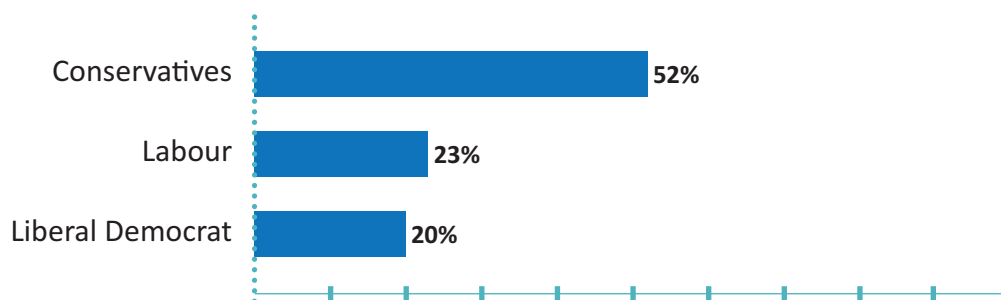


Tellingly, many political parties' own lesbian, gay and bisexual supporters believe they would face discrimination if they were to seek selection as a parliamentary candidate. Again the Conservative Party fares worst. **More than half** (52 per cent) of gay Conservative Party supporters say they would face barriers in their own party, compared with **almost a quarter** (23 per cent) of gay Labour Party supporters and **one in five** (20 per cent) gay Liberal Democrat supporters.

We need to send out an appeal: in this House we need more young people, more old people, more women, more people from the black and minority ethnic communities, more people with disabilities, more people who are lesbian, gay, bisexual or transgender and more people from the faith minority communities.

Simon Hughes
Liberal Democrat MP for Bermondsey
 2012

Lesbian, gay and bisexual party supporters who expect to face barriers from their own party if wanting to run as an MP



Perceptions of the Scottish National Party and Plaid Cymru are better in Scotland and Wales respectively compared to perceptions in Britain overall. However, **a third** (34 per cent) of lesbian, gay and bisexual people in Scotland still say they would expect barriers from the Scottish National Party to selection as a parliamentary candidate and **more than two in five** (43 per cent) gay people in Wales say they expect barriers from Plaid Cymru.

The situation is similar at a local level with lesbian, gay and bisexual people expecting to face difficulties if entering local politics.

Three quarters (74 per cent) think they would face barriers from the Conservative Party if they were seeking selection to run as a local councillor. **Two in five** (39 per cent) would expect to face barriers from the Labour Party and **a third** (33 per cent) from the Liberal Democrats.

There is clear concern about the media's portrayal of gay politicians with **three quarters** (76 per cent) of gay people believing that lesbian, gay and bisexual politicians are subject to greater scrutiny, including by the media, compared to heterosexual politicians.

There is still sometimes a stigma, however, and some negative campaigning still goes on. Although all parties are signed up publicly and at leadership level, at constituency level there can sometimes be discrimination in subtle or unsubtle ways.

Iain Stewart, *Conservative MP for Milton Keynes South*, 2012

Equal legal treatment

In contrast to claims made by campaigners against equality, there is overwhelming support among gay people for equal marriage.

Nine in ten (91 per cent) lesbian, gay and bisexual people support the Government's moves to extend the legal form and name of civil marriage to same-sex couples. Support rises to **96 per cent** among gay people under 35.

International

Gay people also strongly support tackling homophobic abuse around the world. **Almost nine in ten** (86 per cent) lesbian, gay and bisexual people believe Britain has a moral and social responsibility to challenge human rights abuses against lesbian, gay and bisexual people abroad. When considering holiday destinations abroad, **eight in ten** (80 per cent) lesbian, gay and bisexual people say the poor treatment of a country's gay citizens makes them less likely to visit that country on holiday.



RECOMMENDATIONS

Political parties should commit to increasing the number of openly-gay MPs, peers, MSPs and Assembly Members. This will require specific steps to ensure that lesbian, gay and bisexual people are selected to stand as candidates in at least 6% of *winnable* seats.

Political parties should make sure that lesbian, gay and bisexual candidates don't face inappropriate questions from selection panels. Parties should also ensure that candidates do not produce campaign literature deliberately designed to highlight an opponent's sexual orientation.

Political parties should monitor the sexual orientation of their members and candidates alongside other monitored characteristics like disability, ethnicity and gender.

Political parties must make clear their commitment to lesbian, gay and bisexual people. The Scottish Government should stick to its commitment to extend marriage to same-sex couples and the Government in Westminster should continue to seek ways to promote equality for gay people around the world. Political parties must make a clear commitment to delivering public services effectively to lesbian, gay and bisexual people.

When gay marriage arose as an issue, I didn't think it was the most important thing in the world. But all the hurtful comments that people have made during the debate have definitely made me feel more strongly about it. Equality is all we want. I simply don't understand how it can possibly hurt other people to allow it... A union is about love, friendship, support and respect. Alice Arnold

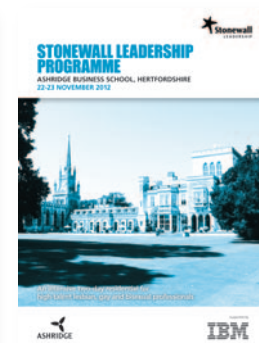
former BBC newsreader, 2013



RESOURCES



Role Models
A range of interviews which help inspire gay people not to curb their ambitions because of their sexual orientation



The *Stonewall Leadership Programme*, now in its ninth year, expertly supports the career and personal development of experienced organisational leaders who identify as lesbian, gay or bisexual



Some People Are Gay. Get Over It! posters are available in multiple languages. www.stonewall.org.uk/international

Stonewall also runs a comprehensive one day *Authentic Role Models Programme* for lesbian, gay and bisexual staff. For details visit www.stonewall.org.uk/rolemodels

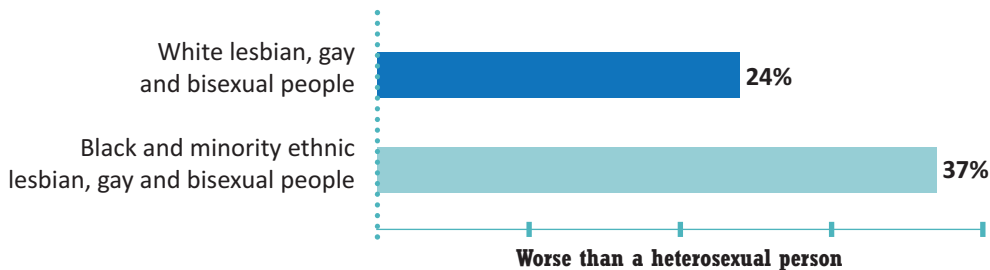
POLICE AND THE CRIMINAL JUSTICE SYSTEM

Many lesbian, gay and bisexual people expect they will be treated worse than heterosexual people if they report a crime or are suspected of committing one.

A significant number of gay people worry about reporting crimes to the police. **One in five** (20 per cent) lesbian, gay and bisexual people would expect to be treated worse than heterosexual people when reporting a crime if the police officer knew their sexual orientation. Lesbian, gay and bisexual people aged over 50 are more likely to expect poor treatment when reporting a crime (22 per cent) than gay people aged 18 to 29 (16 per cent).

This concern about poor treatment is higher when reporting hate crimes. A **quarter** (24 per cent) of lesbian, gay and bisexual people expect discrimination if reporting a homophobic hate crime to the police. There's been no material improvement in the last five years; **a quarter** (26 per cent) said the same in 2008. Lesbian, gay and bisexual people from black and minority ethnic backgrounds (**37 per cent**) are significantly more likely than white lesbian, gay and bisexual people (**24 per cent**) to expect poorer treatment from the police if they report a homophobic hate crime.

How would you expect to be treated by a police officer if reporting a homophobic hate crime?



I got onto a bus late at night with a friend and the driver made remarks about us both. He kept making remarks about his bag, the way he was dressed. I turned around and said ‘you are being extremely rude to me and my friend, what is your problem?’ and he told us to get off the bus. I complained to the bus company not the police. They dealt with it well. The police would have handled it completely differently.

Hafeez, 30
One Minority at a Time, Stonewall, 2012

Two in five (39 per cent) lesbian, gay and bisexual people expect to be treated worse than a heterosexual person by the police if they commit a crime or are suspected of committing a crime. **More than half** (52 per cent) of gay people aged over 65 expect poorer treatment from police in this circumstance. Gay and bisexual men are more likely to expect poorer treatment than lesbians and bisexual women (42 per cent compared to 34 per cent).

Gay people fear discriminatory treatment from judges and magistrates too. **Almost one in five** (18 per cent) lesbian, gay and bisexual people expect they would receive poorer treatment than a heterosexual person if they appeared before a judge for a major criminal offence. **One in six** (16 per cent) expect worse treatment if appearing before a magistrate for a minor criminal offence.

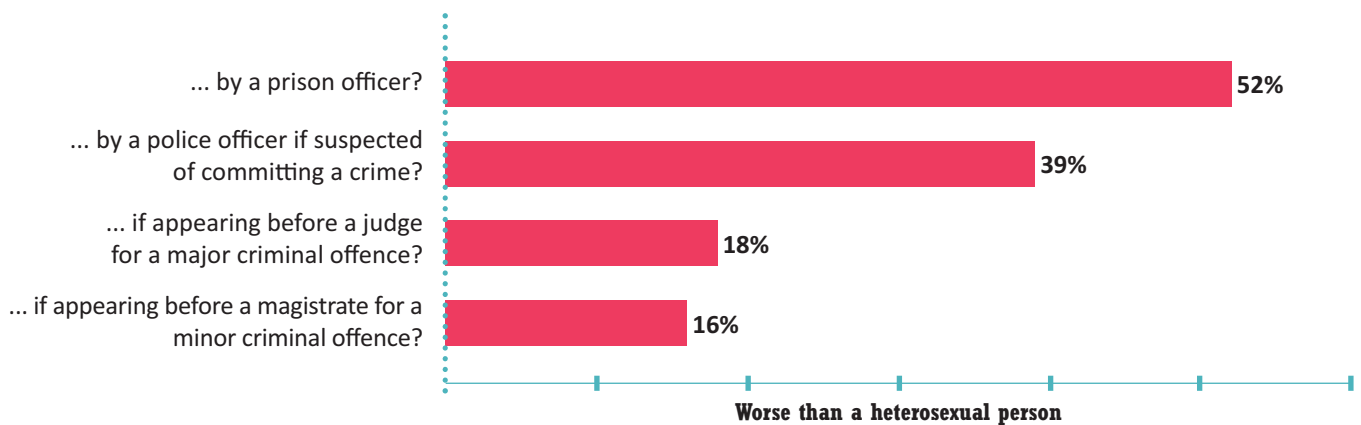
There is a clear worry about the prison system with almost **six in ten** (56 per cent) gay and bisexual men and **almost half** (46 per cent) of lesbian and bisexual women believing they would be treated worse by a prison officer because of their sexual orientation.

It would be foolish to pretend that judges were not occasionally influenced by unconscious stereotyping and by perceptions of ability moulded by their own personal experience. Lord Sumption, Justice of The Supreme Court, 2012

Mistrust in the criminal justice system extends to gay people's views of the work and career opportunities it offers. **Half** (50 per cent) of lesbian, gay and bisexual people would expect to face barriers to becoming a magistrate because of their sexual orientation and

almost half (48 per cent) similarly expect they would face barriers to becoming a Police Community Support Officer. **Almost two thirds** (63 per cent) expect to face barriers to being elected as a Police and Crime Commissioner if their sexual orientation were known.

How would you expect to be treated if it were known you are lesbian, gay or bisexual...



RECOMMENDATIONS

Police forces should publicly communicate the value of reporting homophobic hate crimes and make it easier for lesbian, gay and bisexual people to do so.

Police forces should engage with lesbian, gay and bisexual people in their area, including by publicly talking about work they are doing to support lesbian, gay and bisexual police staff and officers and by having a visible presence at lesbian, gay and bisexual community events.

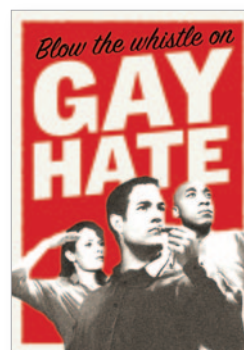
Police and Crime Commissioners in England and Wales should consult lesbian, gay and bisexual people in their local area to ensure the force is meeting their needs.

The Judicial Appointments Commission and local Advisory Committees for magistrates' court should actively encourage applications from lesbian, gay and bisexual people.

Prisons and probation trusts should train staff how to work appropriately with lesbian, gay and bisexual offenders.



RESOURCES



Blow the Whistle on Gay Hate is Stonewall's guide for lesbian, gay and bisexual people on what to do if you've experienced a homophobic hate crime or incident.

Stonewall's latest research and guidance on homophobic hate crime can be found at www.stonewall.org.uk/hatecrime

SOCIAL CARE, HOUSING AND HEALTH

The Equality Act 2010 placed a clear duty on those delivering public services to act to end discrimination against gay people. However lesbian, gay and bisexual people still remain uncertain about how they will be treated across all parts of the health and social care system.

There is real fear about what a future in a care home could hold with **almost a third** (31 per cent) of lesbian, gay and bisexual people (35 per cent of those aged over 50) expecting they would be treated worse than heterosexual people by care home staff if they were a resident.

Almost one in five (18 per cent) lesbian, gay and bisexual people expect to be treated worse than a heterosexual person if they need the support of a paid carer in their own home. Disabled lesbian, gay and bisexual people are more likely to expect poorer treatment from a paid carer in their own home (22 per cent compared to 16 per cent).

These negative expectations extend to a host of other services including housing and welfare rights advice. **Almost one in five** (18 per cent) lesbian, gay and bisexual people expect to be treated worse than heterosexual people when applying for social housing and this rises to **one in four** (25 per cent) among gay people aged over 65.

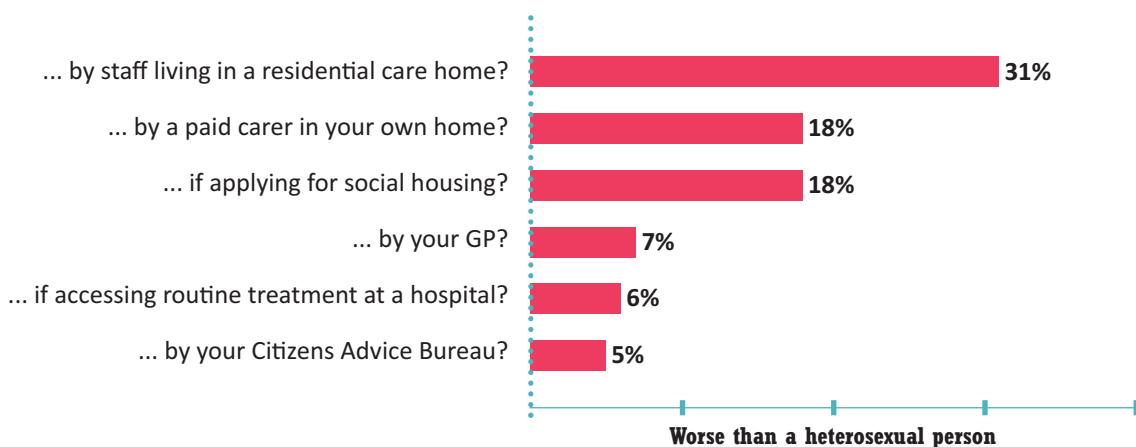
Five per cent of lesbian, gay and bisexual people expect they would be treated worse than heterosexual people when seeking help from a Citizens Advice Bureau.

I came out to my new local GP and when I informed her she physically moved back in her chair. Cliff, 40
Gay and Bisexual Men's Health Survey, Stonewall, 2012

Six per cent of lesbian, gay and bisexual people still expect to be treated worse than heterosexual people when accessing routine or emergency treatment at a hospital. Gay people from black and minority ethnic backgrounds are twice as likely as white gay people to expect poorer treatment when accessing routine treatment at a hospital (12 per cent compared to 6 per cent). Disabled lesbian, gay and bisexual people are twice as likely as gay people who are not disabled to expect poorer treatment during a routine hospital visit (11 per cent compared to 5 per cent).

Seven per cent of lesbian, gay and bisexual people expect to be treated worse than heterosexual people by their GP but this increases to **one in eight** (12 per cent) gay young people aged 18 to 24.

How would you expect to be treated if it were known you are lesbian, gay or bisexual...





RECOMMENDATIONS

Care homes should take steps to make sure older lesbian, gay and bisexual people feel comfortable and safe. They should provide the same space and rights for same-sex partners as heterosexual couples.

Social landlords, such as housing associations, should have policies in place that make clear to lesbian, gay and bisexual people that they can expect to be treated equally when applying for housing.

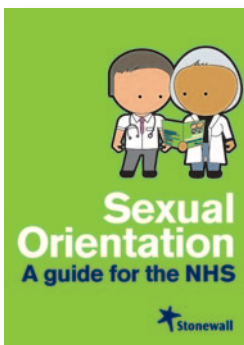
Healthcare organisations should increase visibility of lesbian, gay and bisexual people in healthcare settings through posters, leaflets and information to create a welcoming environment and improve overall experience of their lesbian, gay and bisexual patients.

I would, by virtue of the need to have carers in my home, be at a particularly vulnerable stage of life. The thought of being in my own home requiring help from someone who brings in with them the prejudices and judgements of the world I experience 'out there' fills me with dread.

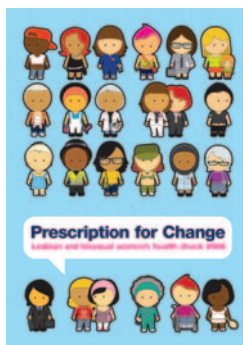
James, 55, Lesbian, *Gay and Bisexual People in Later Life*, Stonewall, 2011



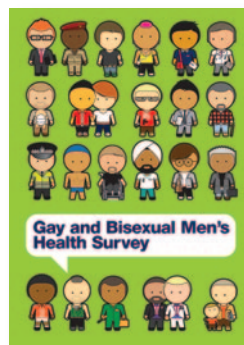
RESOURCES



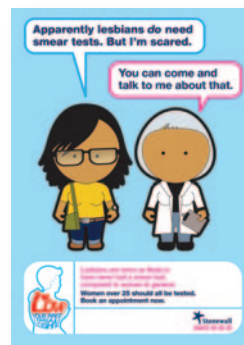
Sexual Orientation:
A guide for the NHS



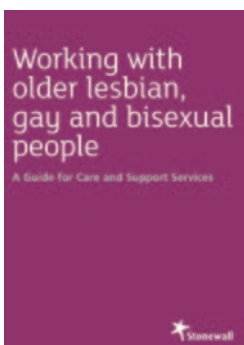
Prescription for Change:
Lesbian and bisexual women's health check



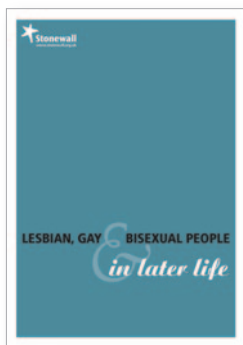
Gay and Bisexual Men's Health Survey



Lesbian health posters



Working with older lesbian, gay and bisexual people:
A guide for care and support services



Lesbian, Gay and Bisexual People in Later Life



Different Families Same Care posters



Health Briefings

LOCAL ENGAGEMENT

There is clear evidence that gay people experience inequalities and disadvantages when accessing a whole range of public services. This is in spite of the Equality Act 2010 which says public bodies must consider the needs of their lesbian, gay and bisexual service users when planning and delivering their services.

Nine in ten (88 per cent) lesbian, gay and bisexual people have never been asked by their local service providers about their views of those services. However, there is a clear opportunity to improve. **Two in three** (67 per cent) lesbian, gay and bisexual people say, if asked, they would offer their views and experiences to local services, such as a council, police force, school or health trust.

By doing this work we've been able to get a far richer picture of what people think, want and expect, and as a result we've started to prioritise where we put our money and resources to make sure people really feel satisfied with the service they're getting.

Darren Oakey, Staffordshire Police
How to Engage Gay People in Your Work
Stonewall, 2011

Gay people also recognise that gathering data about the sexual orientation of service users can be an important way to improve services. **Three in four** (74 per cent) lesbian, gay and bisexual people say they feel 'very comfortable', 'comfortable' or 'neutral' about being asked to provide their sexual orientation on feedback forms from service providers alongside other requests for information such as their age or gender.



RECOMMENDATIONS

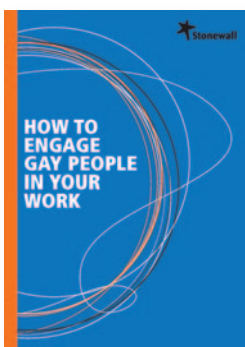
Service providers should collect equality monitoring information of service users, including on sexual orientation. Service providers should make clear that the information is being gathered in order to improve services and should publicise any action taken following analysis of the data.

Service providers should cultivate relationships with lesbian, gay and bisexual community groups in their local area so that the views of local gay people can be fed into the development of services.

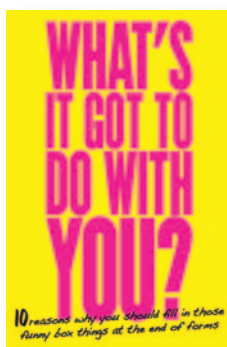
Service providers should encourage local lesbian, gay and bisexual people to participate in public consultations, including by publicising them in gay venues.



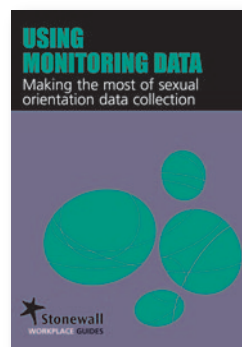
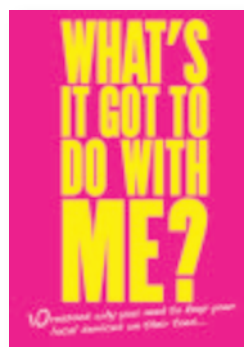
RESOURCES



How to engage gay people in your work



Stonewall's short, plain-English guides for people on the importance of monitoring and how they should keep their local services on their toes



Using Monitoring Data
Making the most of sexual orientation data collection

Local lesbian, gay and bisexual community groups can be found at www.stonewall.org.uk/whatsinmyarea

SPORT

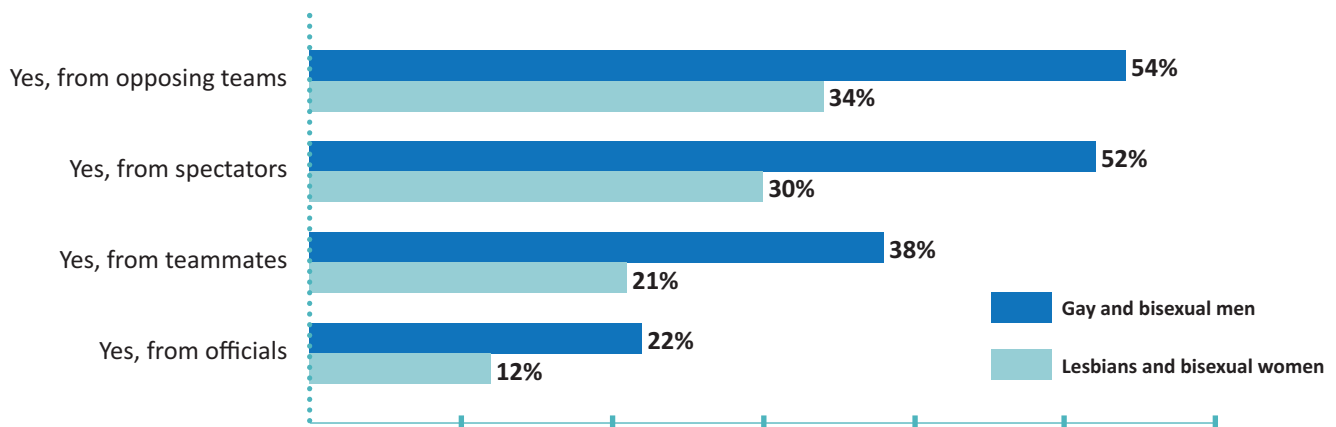
Sport, with its significant place in British life, has so far failed to create an equal and welcoming environment for gay people.

More than six in ten (63 per cent) gay and bisexual men and **four in ten** (38 per cent) lesbians and bisexual women would expect to experience homophobia if they took part in team sport and were open about their sexual orientation. They expect some level of homophobia from opposing teams, spectators, officials and their own teammates.

I think football can only reflect society as a whole, and you can't ask more of it than that. Can it be more diverse and more inclusive? Certainly.

Matt Jarvis, West Ham player
Attitude, 2013

If you were to participate in organised team sport and were open about your sexual orientation, would you expect to experience homophobia?



The impact seems to be greatest on men, with low numbers taking part in sport. Just **one in twenty** (five per cent) gay and bisexual men participated in an organised team sport in the last year. Lesbians and bisexual women are twice as likely to have participated in an organised team sport; **one in ten** (ten per cent) have done so in the last year.

Two thirds of lesbian, gay and bisexual pupils say they don't like team sports. At school, three in ten experience homophobic bullying in changing rooms and a quarter are bullied during sport. 'It happens anywhere, but particularly in sports lessons. I have to change in a separate changing room now because of the abuse.

Alex, 15, secondary academy, *The School Report*, Stonewall, 2012

There's that potential problem of joining a club which you know is going to be quite laddish in their attitudes and in their socialising. And you can come out within that environment and take that risk, but most people would feel intimidated by that.

Gay male participant

Lesbian, Gay and Bisexual People in Sport: Understanding LGB sports participation in Wales, Sport Wales and Stonewall Cymru, Stonewall, 2012



RECOMMENDATIONS

Schools and youth sports clubs should tackle homophobic bullying on the sports field and encourage lesbian, gay and bisexual young people to participate in team sports, laying the foundation for them to be active adults.

Sports teams and associations should promote a zero tolerance approach to homophobic abuse both on and off the playing field.

National Governing Bodies of sport should promote the participation of lesbian, gay and bisexual people at all levels by training coaches and officials to tackle homophobic abuse and by supporting and celebrating gay athletes.

National Governing Bodies should make a public commitment to eradicate homophobia from their sport and encourage senior spokespeople and high profile athletes to champion the issue.



RESOURCES

Stonewall resources on gay people in sport include:



Leagues Behind
Detailed research into homophobic abuse in English football



The School Report:
The experiences of gay young people in Britain's schools in 2012 – including those participating in school sports



Lesbian, Gay and Bisexual People in Sport:
Understanding LGB sports participation in Wales, Sport Wales and Stonewall Cymru, Stonewall (2012)

MEDIA

The broadcast media's portrayal of lesbian, gay and bisexual people continues to be judged as both sparse and unrealistic by a significant number of gay people.

Overall, **more than half** (57 per cent) of lesbian, gay and bisexual people say there is 'too little' portrayal of lesbian, gay and bisexual people on UK television. Those aged 18 to 29 are more likely to think so (68 per cent) compared to those aged over 50 (48 per cent). Lesbians (77 per cent) and bisexual women (70 per cent) are more likely than gay men (55 per cent) and bisexual men (31 per cent) to say there is not enough portrayal of their real lives on UK television.

Many gay people find the depictions of lesbian, gay and bisexual people in broadcasting to be unrealistic.

Half (49 per cent) of lesbian, gay and bisexual people think the portrayal of lesbian, gay and bisexual people on UK television is unrealistic and gay people aged 18 to 29 are more likely to think so (60 per cent). There has been no improvement in perceptions in

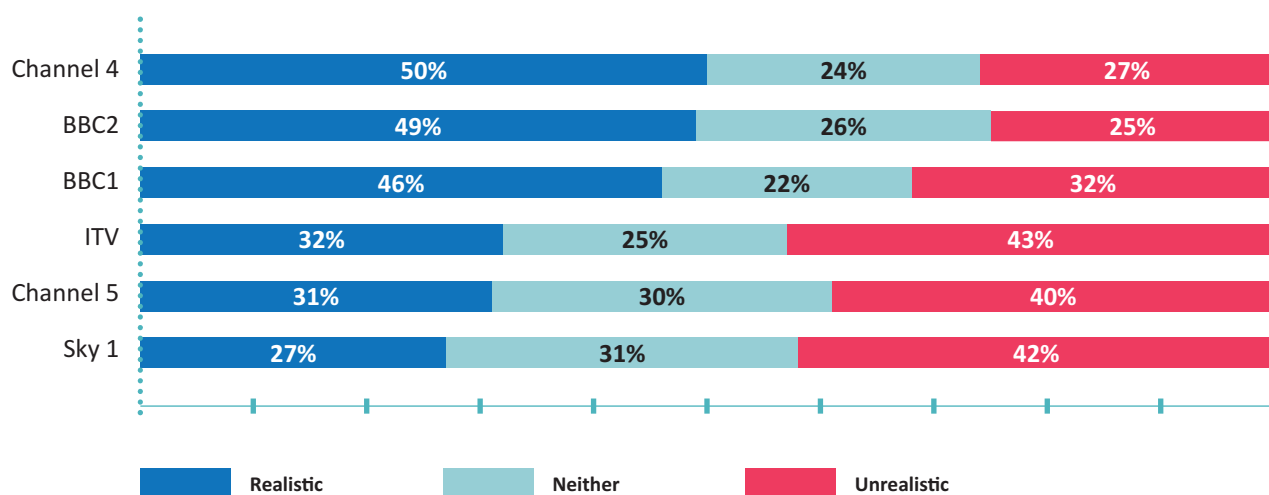
the last five years. 46 per cent of lesbian, gay and bisexual people said the same in 2008.

Some TV channels do better than others; lesbian, gay and bisexual people think that Channel 4, BBC1 and BBC2 broadcast more realistic portrayals of gay people than ITV, Channel 5 and Sky 1.

It's still rare that we see ourselves depicted on telly so it's a wonderful thing when it happens, and is done well.

Jane Hill, BBC news presenter
Diva, 2013

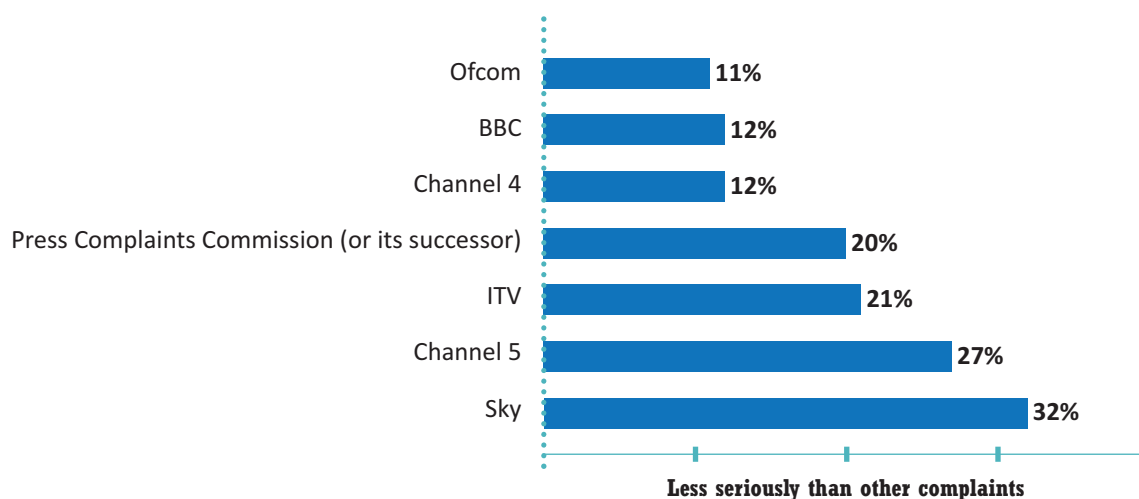
Do you think the portrayal of lesbian, gay and bisexual people on UK TV is realistic or unrealistic?



Three quarters of people in Britain (77 per cent) think the media still rely heavily on clichéd stereotypes of lesbian, gay and bisexual people. *Living Together*, Stonewall, 2012

More gay people also expect Channel 4 and BBC to take complaints about homophobia as seriously as, or more seriously than, other complaints compared to Sky, Channel 5 and ITV who they say are less likely to take such complaints seriously.

How seriously do you expect each of the following to take a complaint of homophobia compared to other complaints?



RECOMMENDATIONS

Broadcasters should make sure that their output includes realistic and non-clichéd portrayal of lesbian, gay and bisexual people, in both factual and dramatic programming. This should include lesbian, gay and bisexual people and characters where their sexual orientation is incidental to the subject or storyline.

Producers should find creative ways of incorporating lesbian, gay and bisexual people and characters in their programmes.

Ofcom and broadcasters should train their staff to handle complaints about homophobia on screen appropriately and should consult with lesbian, gay and bisexual people to better understand their concerns.

The Creative Diversity Network should promote and encourage realistic portrayal of lesbian, gay and bisexual people on TV by sharing and celebrating good practice.

Talent executives and other recruiters into the media industry should take specific action to address the shortage of openly lesbian and bisexual presenters.



Almost half of people in Britain (47 per cent) think the media have a responsibility to tackle prejudice against lesbian, gay and bisexual people. *Living Together*, Stonewall, 2012



RESOURCES



Unseen on screen – Gay people on youth TV

Tuned Out
The BBC's portrayal of lesbian and gay people



WORK

I don't want to hold anything back. I want to bring my whole self to work. Noel Cochrane

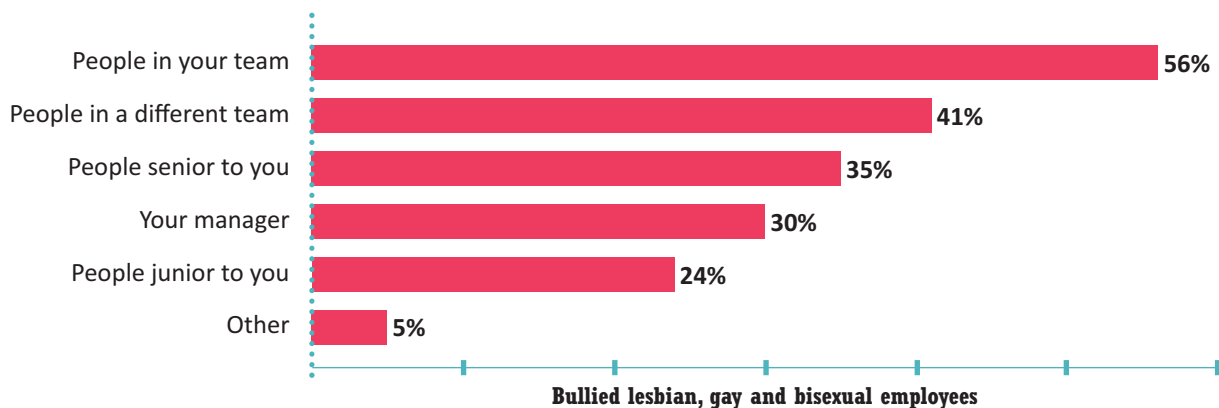
Role Models, Stonewall, 2012

Despite employment protections having been in place for ten years and considerable efforts from leading employers to tackle homophobia, bullying at work remains a significant problem for gay people. **One in five** (19 per cent) lesbian, gay and bisexual employees have experienced verbal bullying from colleagues, customers or service users because of their sexual orientation in the last five years. **One in six** (15 per cent) have experienced verbal homophobic bullying from their colleagues in the last five years and **one in twelve** (eight per cent) have experienced verbal homophobic bullying from customers, clients and service users in the same period.

Homophobic bullying happens at all levels of an organisation. **Almost a third** of those who have experienced this bullying have been bullied by their manager, **more than half** by people in their own team and **a quarter** by people junior to them. Homophobic bullying is a problem regardless of employer size with lesbian, gay and bisexual employees in small to medium-sized organisations as likely as those in large organisations to experience bullying from colleagues.

One in eight (13 per cent) lesbian, gay and bisexual employees would not feel confident reporting homophobic bullying in their workplace.

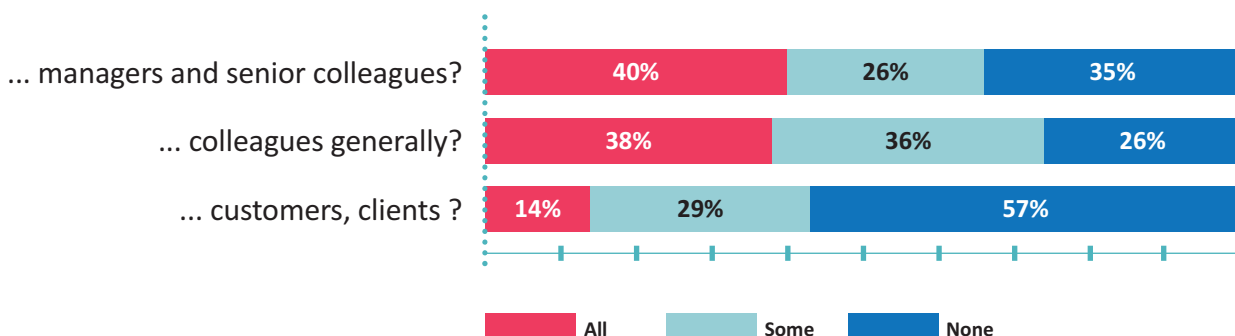
Which colleagues were responsible for this verbal bullying?



Previous Stonewall research has demonstrated the material benefit to productivity when gay employees are open and supported at work. However many gay people lack the confidence to be open at work with a **quarter** (26 per cent) of lesbian, gay and bisexual

workers not at all open to colleagues about their sexual orientation. A **third** (35 per cent) aren't open to any of their managers or their senior colleagues and **three in five** (57 per cent) aren't open about their sexual orientation with customers, clients or service users.

Are you open about your sexual orientation at work with...



Bisexual men are less likely to be out to colleagues than gay men; **60 per cent** are not out to any of their colleagues compared to **15 per cent** of gay men. Bisexual women are also less likely to be out to colleagues than lesbians; **37 per cent** are not out to any of their colleagues compared to **six per cent** of lesbians.

There are also differences in openness at work according to age and social group. Lesbian, gay and bisexual people in occupational groups C2DE are less likely to be out to colleagues than those in groups ABC1; **31 per cent** in C2DE are not out to any colleagues compared to **23 per cent** in ABC1.

Lesbian, gay and bisexual employees in the youngest and oldest age groups are less likely to be out to colleagues than gay people aged 30 to 50; **35 per cent** of those aged 18 to 29 and **31 per cent** of over 50s are not out to any colleagues compared to **19 per cent** of those aged 30 to 50.

One in eight (12 per cent) lesbian, gay and bisexual people don't believe their workplace is a good place for gay people to work. Only **a third** (37 per cent) of gay people say their heterosexual colleagues understand the issues lesbian, gay and bisexual people can face at work.

Employer workplace practices directly impact the purchasing decisions of gay consumers. **More than half** (54 per cent) of lesbian, gay and bisexual people say they would be more likely to

buy the products or services of a company that showed a positive commitment to recruiting gay people. **More than two in five** (44 per cent) say they would be more likely to buy products from companies that use images of lesbian, gay and bisexual people in their advertising.



RECOMMENDATIONS

Employers should communicate zero-tolerance policies on homophobic bullying and promote different routes to reporting, including through working with gay employee network groups and developing straight allies programmes.

Employers should cultivate the development of openly gay leaders and role models in the organisation and encourage and support their visibility.

Employers should undertake specific work to support bisexual employees and make them a visible, valued part of the workplace alongside gay men and lesbians.

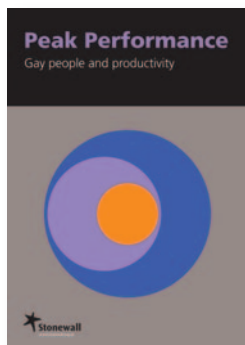
Employers can join Stonewall's Diversity Champions Programme for one-to-one advice from Stonewall's dedicated Workplace team as well as networking with hundreds of high profile employers



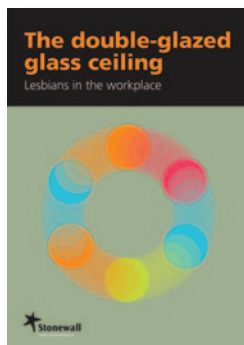
RESOURCES



Stonewall Workplace Equality Index



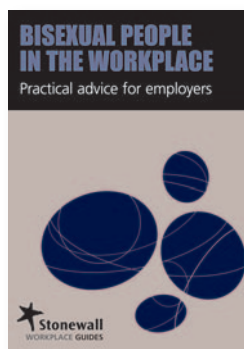
Peak Performance Gay people and productivity



The Double-Glazed Glass Ceiling Lesbians in the workplace



Role Models
A range of interviews which inspire gay people of all ages not to curb their ambitions because of their sexual orientation



Stonewall's 10 Workplace Guides including: *Bullying* Preventing the bullying and harassment of gay employees; *Marketing* How to market to gay consumers



Stonewall Diversity Champion Programme

RECOMMENDATIONS

SCHOOLS AND FAMILIES

- ▶ Primary and secondary schools should create an environment where the children of same-sex parents feel supported and included in their learning by talking about the diversity of family life in the curriculum and taking a zero tolerance approach to homophobic bullying and language.
- ▶ Further and adult education institutions should be aware that prospective gay students may have had their previous experience of education impacted by homophobic bullying. These institutions should launch campaigns aimed at encouraging more gay adults to apply which highlight their commitment to equality and diversity.
- ▶ Academy and faith school trusts should reassure gay parents that they will not be treated less favourably by having trust-wide policies to tackle homophobia and training for member schools. Trust prospectuses and open evenings should make clear that their schools value diversity and difference.
- ▶ The Department for Education, The School Governors One Stop Shop and individual schools need to do more to challenge the barriers that exist to gay people becoming Governors. Opportunities for becoming a Governor should be proactively promoted to gay people.
- ▶ Adoption and foster agencies should use targeted advertising campaigns to recruit more gay adopters and foster carers. This should include monitoring application and acceptance levels from gay people. These organisations should also provide more information aimed at prospective gay parents on the process of adopting or fostering a child.

POLITICS

- ▶ Political parties should commit to increasing the number of openly-gay MPs, peers, MSPs and Assembly Members. This will require specific steps to ensure that lesbian, gay and bisexual people are selected to stand as candidates in at least 6% of *winnable* seats.
- ▶ Political parties should make sure that lesbian, gay and bisexual candidates don't face inappropriate questions from selection panels. Parties should also ensure that

candidates do not produce campaign literature deliberately designed to highlight an opponent's sexual orientation.

- ▶ Political parties should monitor the sexual orientation of their members and candidates alongside other monitored characteristics like disability, ethnicity and gender.
- ▶ Political parties must make clear their commitment to lesbian, gay and bisexual people. The Scottish Government should stick to its commitment to extend marriage to same-sex couples and the Government in Westminster should continue to seek ways to promote equality for gay people around the world. Political parties must make a clear commitment to delivering public services effectively to lesbian, gay and bisexual people.

POLICE AND THE CRIMINAL JUSTICE SYSTEM

- ▶ Police forces should publicly communicate the value of reporting homophobic hate crimes and make it easier for lesbian, gay and bisexual people to do so.
- ▶ Police forces should engage with lesbian, gay and bisexual people in their area, including by publicly talking about work they are doing to support lesbian, gay and bisexual police staff and officers and by having a visible presence at lesbian, gay and bisexual community events.
- ▶ Police and Crime Commissioners in England and Wales should consult lesbian, gay and bisexual people in their local area to ensure the force is meeting their needs.
- ▶ The Judicial Appointments Commission and local Advisory Committees for magistrates' court should actively encourage applications from lesbian, gay and bisexual people.
- ▶ Prisons and probation trusts should train staff how to work appropriately with lesbian, gay and bisexual offenders.

SOCIAL CARE, HOUSING AND HEALTH

- ▶ Care homes should take steps to make sure older lesbian, gay and bisexual people feel comfortable and safe. They should provide the same space and rights for same-sex partners as heterosexual couples.
- ▶ Social landlords, such as housing associations, should have policies in place that make clear to lesbian, gay and bisexual people that they can expect to be treated equally when applying for housing.
- ▶ Healthcare organisations should increase visibility of lesbian, gay and bisexual people in healthcare settings through posters, leaflets and information to create a welcoming environment and improve overall experience of their lesbian, gay and bisexual patients.

LOCAL ENGAGEMENT

- ▶ Service providers should collect equality monitoring information of service users, including on sexual orientation. Service providers should make clear that the information is being gathered in order to improve services and should publicise any action taken following analysis of the data.
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Written by **April Guasp**

Edited by **Adele Kimber**

Designed by **Lucy Ward**

RESOURCES

All resources included in this publication are available at www.stonewall.org.uk

METHODOLOGY

All figures, unless otherwise stated, are from YouGov Plc. Total sample size was 2,092 lesbian, gay and bisexual adults from across England, Scotland and Wales. The survey was conducted using an online interview administered to members of the YouGov Plc GB panel of 300,000+ individuals who have agreed to take part in surveys. Fieldwork was undertaken between 5 and 22 October 2012. Ten per cent of respondents were from Scotland, six per cent from Wales. Sixty six per cent of respondents are male, thirty four per cent female. Thirty six per cent of respondents are bisexual. The figures have been weighted and are representative of GB adults (aged 18+) by region and age.

GAY
IN BRITAIN



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