



LGB

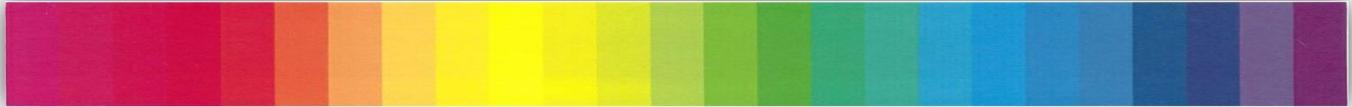
Data released by the Office of National Statistics (ONS) shows that the number of people who identify as being either “gay or lesbian” or “bisexual” stood at approximately 1,026,000 in 2016 – up 11.4 per cent on the previous year; the largest increase since ONS records began.

People aged 16 to 24 were most likely to identify as lesbian, gay or bisexual than any other age group, with 4.1 per cent of young people fitting into these categories – amounting to nearly one in 20 young people in the UK. The North West had the second highest proportion of the population identifying as lesbian, gay and bisexual, at 2.3 per cent, in contrast with the East of England, which had the lowest proportion, at just 1.2 per cent.

The data also shows that those identifying as lesbian, gay or bisexual were most likely to be single, never married or civil partnered.

LGB communities are as diverse as other communities, including members of the Black and Minority Ethnic communities, disabled people, parents, unemployed people, individuals who have learning disabilities and people working in the public and private sector.

Being LGB affects how we live our lives and access services and facilities. This is because we live in a heterocentric society(assumption that everyone is heterosexual), making some LGB groups feel excluded or isolated. Many LGB groups have experienced homophobia, prejudice and discrimination. This is based upon ignorance, fear or hatred. The following information has been produced to ensure how YOU can create a welcoming and safe environment for the LGB community.



25 ways to be LGBT friendly

LANGUAGE	1	Avoid making assumptions about a person's sexual orientation: use gender-neutral language such as partner(s).
	2	Listen to how people describe their own identity, partners and relationships and reflect their choice of language
	3	A cautionary note- some LGBT people may have reclaimed traditionally derogatory words such as 'dyke' 'fag' or 'queer' to describe themselves but it isn't appropriate for your organisation to use these words to describe LGBT people. As a

		<p>general rule people should avoid using the label 'homosexual' since it is still viewed negatively. Most people are happy with Lesbian, Gay or Bi-sexual, but if in doubt- ask!</p>
POLICIES	4	<p>Display a visible non-discrimination statement, for example: 'our organisation provides equality of services and care to everyone, regardless of people's sexual orientation, race, gender/sex, age or disability.'</p>
	5	<p>Make sure that your organisation's equality and diversity policy and statement are on display and publicised</p>
	6	<p>Ensure confidentiality for all staff and service users, unless they choose to be 'out' themselves. Confidentiality can be a matter of personal safety in addition to reasons of privacy</p>
	7	<p>Monitor the sexual orientation of all staff and service users, in line with confidentiality, in order to identify gaps in service provision and problems in staffing balance. This needs to be anonymous and made clear that it is. Any form used needs</p>

		to state clearly what the information will be used for. Without this monitoring LGBT people's exclusion will continue to be ignored
	8	Explore ways of creatively integrating LGBT issues into your work rather than separating them out or having them as an add on
	9	Good access principles still apply- ensure that you provide appropriate access in terms of all equality issues such as interpreters etc.
STAFF	10	Provide training for all staff, paid and unpaid, in LGBT equality and awareness issues. This will highlight any long standing prejudices because of ignorance or lack of familiarity with LGBT issues. Help to develop skills and provide information to enable them to challenge discrimination against LGBT people. It also provides a clear message that discrimination against LGBT people is not acceptable

	11	Encourage your staff and volunteers to address negative comments and 'jokes' about LGB people and/or LGB issues, and ensure people know this is their responsibility. This applies particularly to managers who have responsibilities for ensuring equality in the workplace, under statutory employment regulations and for services provided.
	12	Provide role models: for example LGB staff who are 'out'. Staff should be encouraged to attend staff support groups/networks in paid time. If there are no 'out' staff use posters depicting historical or contemporary well known LGB people
	13	If your organisation has front line staff it's important that as the first point of contact they are 'gay friendly'.
	14	Many organisations require people to sign in on arrival for health and safety reasons. If by signing the check

		in/register there will be an open record that people have attended an LGB event please ensure it is possible to use a first name only if preferred
	15	Advertise your vacancies and services in the LGB press, through the local LGB groups
	16	Keep information about local LGB groups and organisations and other relevant resources. This will assist your staff with awareness, referrals and networking
INVOLVEMENT	17	Remember that not all LGB people are_'out' and that LGB people have to decide whether to be 'out' each time they are in a heterosexual environment- this could be several times a day
	18	If you are consulting organisations or organised groups seeking their involvement, support them by either providing administrative support or paying for their

		work
	19	Use a city centre venue for meetings involving LGB people to reduce personal safety risks
	20	Arrange meetings out of working hours if you want to include more LGB people. Most LGB groups and organisations do not have paid staff to come to meetings, and many people cannot miss work to attend events.
	21	When working with LGB people it is important to remember that they are least likely to be 'out' in the place they live because of the possibility of harassment and compromising personal safety. This may particularly be an issue in neighbourhood work

	22	If you are planning to work with LGB people remember that much of LGB life is organised through separate women's & men's events and many LGB groups are gender specific.
INFORMATION AND VISIBILITY	23	Having LGB information on display creates a welcoming atmosphere. This could include: LGB posters showing racially and ethnically diverse couples, those with disabilities and LGB people of all ages (copies from Equity Partnership), information from LGB organisations, local and/or national LGB newsletters and magazines
	24	If using posters etc. make sure that any contact information can be read from a distance so that LGB people can read them and take details down without

		obviously doing so
	25	Support LGB communities by advertising your organisation in LGB publications, sponsoring LGB events or working in partnership with LGB organisations