

Lesbian, Gay, Bisexual and Transgender Policy and Strategy Contents

| | Page |
|---|-------------|
| 1. Introduction | 3 |
| 2. Definitions | 4 |
| 3. History of Lesbian, Gay, Bisexual and Transgender Rights Policy in Work in Napo | 6 |
| 4. Policy Statement and Action Plan on Lesbian, Gay, Bisexual and Transgender Issues | 9 |
| 5. Lesbian, Gay, Bisexual and Transgender Rights and Religion | 11 |
| 6. Lesbian, Gay, Bisexual and Transgender and Race | 13 |
| 7. Lesbian, Gay, Bisexual and Transgender Rights in the Criminal Justice System | 15 |
| 8. Lesbian, Gay, Bisexual and Transgender Rights in Trade Unions | 17 |
| 9. Lesbian, Gay, Bisexual and Transgender People in Napo | 19 |
| 10. Lesbian, Gay, Bisexual and Transgender People's Rights in the Probation Service | 22 |
| 11. Lesbian, Gay, Bisexual and Transgender People's Rights in CAFCASS | 24 |
| 12. Napo as an Employer | 26 |
| 13. Conclusion | 27 |
| Appendix 1: Representation and Diversity Flow Chart | 28 |
| Appendix 2: Job Description | 29 |
| Appendix 3: History of Lesbian, Gay, Bisexual and Transgender Issues | 31 |
| Appendix 4: Benefits for Lesbian, Gay, Bisexual and Transgender Individuals in the Workplace | 33 |
| Appendix 5: Standard Equality Definitions | 34 |
| Appendix 6: Contacts | 38 |

1. Introduction

Napo published its first Lesbian and Gay policy in 1997 and since that time it has made real progress in relation to promoting and campaigning on lesbian and gay issues. The focus of the policy was on issues impacting on lesbians and gay men. Napo however became aware of the discrimination bisexual and transgender individuals were experiencing and this led to the development of an annual training programme on lesbian, gay, bisexual and transgender (LGBT) issues, and the development and implementation of the LGBT Action Plan in 2002. One of the critical aspects of the Ten Point Action Plan was that for the first time Branches/Section were required to provide annual reports on how they have implemented the Action Plan and tackled issues of discrimination.

The progress that Napo has made on LGBT issues came about as a result of its commitment to anti-oppressive practice rather than through legal pressure. Indeed, prior to the Employment Equality (Sexual Orientation) Regulations, which came into force on 1 December 2003, lesbian, gay and bisexual employees had no specific legal remedy if they had been discriminated against in the workplace. The new Regulations make it unlawful to discriminate in employment or training on the grounds of sexual orientation.

Unlike lesbian, gay and bisexual people, transgender individuals have had workplace rights since 1999, through the amendment of the Sex Discrimination Act 1975 and more recently with the Gender Recognition Act 2004.

The purpose of this policy and strategy is to build on and update the 1997 policy, to incorporate the LGBT Ten Point Action Plan and to continue to promote good practice in the workplace, the union and continuous monitoring of inclusion and transparency. This policy provides a definition of the issues as it relates to LGBT; provides a chronology of the history of LGBT work in Napo and provides a comprehensive policy and strategy as it relates to Probation, CAF/CASS and Napo.

2. Definitions

1. Sexism

Sexism arises from those attitudes which consciously and unconsciously inform language and behaviour through which men individually and through institutions and structures undermine, disadvantage, offend, harm, stereotype or deny equality of opportunity to women. The impact of sexism will fall differentially on women who also experience discrimination on the grounds of race, sexual orientation or disability.

2. Discrimination

Napo defines discrimination as unfair or unequal treatment, based on prejudice, taken against a person or group of people because of race, colour, gender, religious belief, sexual orientation, nationality, culture, disability, age, class or trade union membership, political beliefs, dependants or other reasons.

Discrimination occurs when a person is treated less favourably, on one of the above grounds, than others are or would be treated in the same or similar circumstances. This may be the result of conscious decision, policy or bias in a system or procedures.

Indirect discrimination consists of applying a requirement or condition which although applied equally, has a disproportionately adverse effect on one group because the proportion of the group which can comply with it is much smaller than the proportion in the whole which can comply with it.

3. Oppression

Napo defines oppression as the application of prejudice and discrimination by people or institutions in positions of power, the effect of which is to subjugate a person or a group of persons and to deny them access to equal and fair treatment.

Therefore, the oppressed experience an absence of choices. Class, race, religion, sexual orientation and disability create a diversity of experience that determines the extent to which sexism will be an oppressing force in the lives of individual women.

4. Heterosexism

Heterosexism is activity based on and enforced by judgements and statements about lesbians and gay men arising from prejudice and homophobia and the assumption that heterosexuality is the only appropriate and morally acceptable way of exercising sexual choice. This process is overt and covert and is both deep-seated and systematic. It operates on a personal and institutional level. The effect of such discrimination is to deprive lesbians and gay men of their rights and dignity.

5. Homophobia

Homophobia is the irrational fear and hatred of homosexuality. Audre Lorde in "Sister Outsider" defined homophobia as "the fear of feelings of

love for members of one's own sex and therefore the hatred of those feelings in others". At its worst homophobia results in violence against lesbians, gay men and bisexuals.

6. **Multi Discrimination**

Multi discrimination refers to the various and different ways in which a black individual can be discriminated against. Some LGBT people can belong to a number of groups designated as inferior or groups subjected to discrimination and oppression. For example, it is possible for a transwoman to experience homophobic treatment because she is also lesbian or bisexual; or racism if she is also black. The situation can be exacerbated if the individual concerned is disabled.

7. **Transgendered**

The term transgendered can be defined in a number of ways:

1. Within the context of this policy, is an umbrella term covering any individual who presents as or adopts the appearance of the opposite sex to that to which they were assigned at birth whether this is as a temporary situation as with transvestites or crossdressers or permanently as for individuals who may be transsexual or intersexed.
2. An individual who lives in the opposite gender role to that which they were assigned at birth but does not want to undergo surgery.
3. As an alternative to transsexual by some trans individuals who feel that "transsexual" has connotations of being primarily to do with sexual relations.

8. **Transsexual**

An individual who has strong feelings of being the opposite sex to that to which they were assigned at birth. Such individuals usually but not always undergo treatment including hormones and surgery to physically change their bodies.

9. **Gender Recognition Certificate**

Certificate giving recognition in their acquired gender to individuals meeting the criteria of the Gender Recognition Act 2004.

10. **Acquired Gender**

The gender that a transgendered individual feels that they "are" and in which they live.

3. The History of Lesbian, Gay, Bisexual and Transgender Rights Policy Work in Napo

The development of lesbian and gay rights policy work in Napo has evolved slowly since the mid 1970's. The work has taken a number of different turnings, and has been approached from a number of perspectives by different groups. In particular we have tried to focus on support for lesbian and gay members of Napo, supporting and working with LAGIP (Lesbians and Gays in Probation) established in 1983, and on issues concerning the impact of the criminal justice system in Britain on lesbians, gay men, bisexual and transgender individuals. In 2002 LAGIP widened its membership to include bisexuals and transgender. It kept its name as it was now a well known organisation.

The principal policy developments have been:

- 1976 AGM** Resolution on Homosexual Discrimination; resolving to campaign for equalisation of the age of consent and instructing Napo to liaise with the Campaign for Homosexual Equality (CHE).
- 1983 AGM** Southport – ‘Lesbians and Gays in Probation’ (LAGIP) was formed.
- 1984 AGM** Resolution opposing all forms of discrimination against lesbians and gay men, instructing the Equal Opportunities Committee to liaise with all Napo committees and to support the “Gay and Lesbian Probation Officers” group to produce effective proposals to ensure the rights of lesbians and gay men.
- 1987** Introduction of monitoring of Napo’s work to include discrimination on grounds of sexual orientation.
- 1989** Professional Committee policy document entitled “Working with Lesbians and Gay Men as Clients of the Service” (NEC62-89). This policy document encouraged members of Napo to challenge their assumptions of heterosexuality, and to take steps to redress the oppressive, homophobic impact of criminal justice legislation and process.
- 1990** June – NEC resolution urging further work on the implementation of NEC62-89.
- 1990** August – NEC resolution deploring the failure of a probation committee to include sexual orientation in its Equal Opportunity Policy. The committee changes its policy in the same year.
- 1990** September – Guidance for Napo branches negotiating the inclusion on sexual orientation in Equal Opportunity Policies.

- 1990** Implementation of policy on funding for autonomous groups in Napo, including a commitment to provide annual grant for the expenses of members attending LAGIP meetings.
- 1993** Analysis of Probation Service Condition of Service by LAGER (Lesbian and Gay Rights Employment Group).
- 1993/4** Work with LAGIP on Section 95 Criminal Justice Act 1991, "Anti Discrimination Practice – A Framework for action" with ACOP and CPC.
- 1995** All Napo committees review their work to identify the impact of trade union and employment issues on lesbians and gay men in Napo.
- 1995** Napo supported the first LAGIP Conference, subsequently produced proposals for strengthening both local and national support for the Conference.
- 1996** Napo Equal Rights Committee revised its structure and established the Lesbian and Gay rights Implementation and Monitoring Committee.
- 1997** Napo produces, for the first time, a Lesbian and Gay Rights Policy. Napo has been active in the TUC in promoting resolution to Congress on lesbian and gay rights in 1992 and 1994.
- 1997** NEC endorses a policy on "Lesbian and Gay Rights and the Law".
- 1997** Napo training for Branch Representatives on representing lesbians and gay men at work.
- 1996/97** Napo produced the Pink Issue of Napo News.
- 1998 AGM** Napo affiliated to Outrage!, Stonewall and Lesbian and Gay Carers Campaign and LAGER.
- 1998 AGM** Resolution to campaign for lesbian and gay rights – relating to Labour Government's policy on the age of consent in the Crime and Disorder Bill.
- 2000** NEC resolution deploring the level of homophobia expressed by religious leaders in the debate on Section 28.
- 2000 AGM** Resolution – appalled at the level of homophobia emanating from certain religious leaders, House of Lords and the press during debates on Section 28.
- 2001** The commencement of an annual rolling training programme for Branch/Section Representatives, Equal Rights Officers, Anti-Racism officers and NEC Representatives.
- 2002** NEC resolution – LGBT Action Plan.

2004

Branch/Section LGBT Report to AGM as required by Section 9b(c) of Napo's Constitution.

4. Policy Statement and Action Plan on Lesbian, Gay, Bisexual and Transgender Issues

4.1 Napo's policy Statement on LGBT and its Action Plan on LGBT forms the basis of Napo's LGBT strategy. The subject matter outlined in the points of the Action Plan on LGBT will be incorporated into the objectives under section 4.3 of the LGBT policy statement.

4.2 The implementation of this statement, particularly as it relates to representation, may require representatives to consider issues of double and/or multi discrimination. In these circumstances the relevant Napo equality policy should be used in conjunction with this policy. For example, if representation involves a lesbian, disabled black woman, then the Disability, Anti-Racism and LGBT policy and strategy should be used.

4.3 Policy Statement

Napo deplores and opposes LGBT discrimination in all its forms and is committed to combating such forms of discrimination which represents a major social injustice. Napo requires its members to take an active stance against LGBT discrimination in all their activities and relationships.

4.4 Napo regards itself as bound by the provisions and spirit of the Employment Equality (Sexual Orientation) Regulations 2003 and the Gender Recognition Act 2004. It therefore intends to make maximum use of the opportunities created by this and other legislations to discharge its responsibilities.

4.5 Napo undertakes these responsibilities in its functions as:

- A trade union
- An influential part of the Criminal Justice and Family Court Systems
- An influence on social policy legislation and practice
- A promoter of good probation and CAFCASS practice
- An influence on social work, probation and community justice training
- A promoter of good practice in the workplace
- An employer
- As a major influence on probation and family court staff and conditions of service.

4.6 Napo's Action Plan on LGBT

Napo has actively and positively promoted bisexual, gay, lesbian and transgender issues and is therefore committed to the development of legislation to protect bisexuals, gays, lesbians and transgendered individuals from discrimination and oppression. Napo is working to develop a better understanding of equality and diversity as it relates to bisexuals, gays, lesbians and transgendered individuals. This Action Plan is a way forward:

- 4.6.1 Produce Pink Section of Napo News annually, to coincide with Gay Pride.
- 4.6.2 Liaise with Stonewall and other relevant organisations.
- 4.6.3 Campaign against homophobia and transphobia at every level.
- 4.6.4 Develop and deliver training on lesbian and gay issues ensuring it is an integral part of the members' Annual Training Strategy.
- 4.6.5 Work to ensure lesbian, gay, bisexual and transgender issues are integral to every aspect of Napo's work.
- 4.6.6 Support LAGIP's Annual Conference.
- 4.6.7 Campaign for the development of a legislative framework for lesbians, gays, transgendered individuals and bisexuals.
- 4.6.8 Develop strategies to ensure the effective representation of lesbian, gay, transgendered and bisexual members.
- 4.6.9 Support LAGIP in its negotiations with employers in particular for the provision of support meetings.
- 4.6.10 Work with consortia, NPD and CAFCASS to develop positive recruitment policies.

5. Lesbian, Gay, Bisexual and Transgender Rights and Religion

- 5.1 Some religions, have strong views concerning sexual orientation and transgender but thankfully most do not advocate persecution of people because of their sexual orientation. People regardless of their sexual orientation or transgender are of many faiths with many concealing their sexuality from their fellow worshippers to avoid discrimination and prejudice.
- 5.2 It has to be acknowledged that in the modern world most opposition to a new approach to sexual orientation and gender identity comes from members of all the major religions, particularly Christianity and Islam.
- 5.3 However, it is not simple. Within all the faiths there are those who are questioning and changing traditional teachings. LGBT people belong to all the faiths and no faith. That is they may be agnostic, atheists or humanists.
- 5.4 This document is not going to enter into theology. Our policy is based on civil values and the law.
- 5.5 Although being sensitive to people's personal values, it cannot be forgotten that much of the oppression of LGBT people is carried out by those justifying their actions by their religious beliefs. That said history shows that atheism can also be oppressive, as in the Third Reich and Stalin's USSR.
- 5.6 It is important to remember that no group is innately homophobic or trans phobic. Societies are where they are because of culture and history.
- 5.7 We recommend that members and employers study ACAS pamphlets on Sexual Orientation and the Workplace and Faith and the Workplace.
- 5.8 The advice applicable to this context can be summarised by saying that no one should be made to feel uncomfortable at work on account of their sexual orientation, gender identity or religion.
- 5.9 Napo will support those groups within all the faith groups who are seeking to improve attitudes to LGBT people.
- 5.10 With regards to employment, the Employment Equality (Sexual Orientation) Regulations provides two kinds of exception, where sexual orientation is a genuine and determining Occupational Requirement and in the case of employment for purposes of an organised religion.
- 5.11 Regulation 7(3) permits 'organised religion' employers to apply a requirement relating to sexual orientation so as to comply with the

doctrines of the religion or to avoid conflicting with the strongly held religious convictions of a significant number of the religion's followers. The High Court has agreed with the government and agreed that the exception requires a very high standard to apply and is very narrow in its scope. It would not cover for example teachers in a faith school as their sexual orientation would be of no relevance to their job. The exact limits of the exception will have to be tested in more detail by employment tribunals and courts.

5.12 People of religion can share a common experience to other diverse groups in that they can face discrimination and harassment on the grounds of their religion or belief.

5.13 Action Points

5.13.1 To support the work of LGBT religious groups e.g. affiliations, invitations to Branch/Section meetings, distribution of publicity material.

5.13.2 To develop strategies to challenge heterosexist attitudes which may claim religious backing.

5.13.3 To develop strategies to support service users and/or colleagues who may come into conflict with religious groups or individuals.

6. Lesbian, Gay, Bisexual, Transgender and Race

- 6.1 Lesbian, gay, bisexual, transgender people (LGBT) who are black experience double discrimination racism and homophobia/transphobia. If a lesbian they face racism, homophobia/transphobia and sexism. Organisations set up to support LGBT people have not often provided appropriate support for black people. Similarly organisations set up to support black people often do not provide provision for LGBT potential members. LAGIP and ABPO have been in contact to improve their ability to work together. This needs to be developed and assisted by the union.
- 6.2 Homophobia and transphobia is to be found everywhere. No race or ethnic group is inherently homophobic or transphobic however, we have to face the fact that some cultures are. At first glance one would think that in predominately white cultures there has been greater progress. Perhaps certain parts of the world have benefited more than others from the development of scientific knowledge and the Age of Reason. However, some of the worst forms of homophobia and transphobia have taken place in predominately white areas of our country. In parts of Eastern Europe and the United States, the home of the modern gay rights movement, there are areas that are white and very homophobic. LAGIP has noticed that where homophobia and transphobia are at there worst it is usually accompanied by racism and sexism.

Transgender

- 6.3 This is a new issue to many people. Now that the law and social attitudes have changed it is reasonable to believe that there will be more people who will accept that gender reassignment is for them. Changing one's gender is not undertaken lightly. It is a difficult journey, people need understanding and support. LAGIP reports that transgender people are subject to negative reaction from colleagues and employers.
- 6.4 The working party decided that more work needs to be done on this issue particularly in the area of people's understanding. It opened contact with Press for Change and other organisations but at this point do not feel ready to make recommendations for action. However, this work should be considered a priority.

6.5 Action Points

- 6.5.1 Napo will develop its joint work with LAGIP both at national and branch level. In particular it needs to ensure that there is a LGBT representative in every branch and section.
- 6.5.2 Napo will support LAGIP in its efforts to put pressure on the employer to provide sufficient funding.

- 6.5.3 Napo will explore the issues where discrimination against LGBT staff is prevalent. This will entail looking at particular geographical areas in this country. Cultural influences and where faith may play a part. It recognises that this will need to be approached sensitively but should not be shirked.
- 6.5.4 Napo will continue to increase its knowledge and understanding of trans issues and will give this a priority in 2006/07.
- 6.5.5 Napo will ensure that it receives information and act on decisions reached by the LGBT TUC.
- 6.5.6 Napo will explore the issue of monitoring to find a method that allows us to learn about numbers of black LGBT staff, whilst ensuring confidentiality and behaving in a sensitive manner.

7. Lesbian, Gay, Bisexual, Transgender Rights in the Criminal Justice System

- 7.1 The failure of past Labour and Conservative governments to pass legislation to protect lesbians and gay men meant that discrimination and harassment were effectively licensed in Britain in the criminal justice system. The agencies, which tried to introduce lesbian and gay rights policies and training under the Conservative government, were roundly attacked. The police were slow to protect lesbians and gay men from persistent violence and harassment, and only in the mid 1990s did a few areas begin to train officers to recognise the explicit occurrence of offences perpetrated against both gay men and lesbians.
- 7.2 The use of criminal law against gay men was one of the most powerful forces in the continuing oppression of gay men and lesbians. The commonest laws used against gay men were importuning and gross indecency. Importuning means that any type of sexual invitation from one man to another is considered a crime. LAGER stated that where a jury tries these cases, the majority result in acquittals, presumably as juries recognise the absurdity of the law. Gross indecency involved two men having sex with each other in any place defined as “public”. It is for the magistrate or jury to determine whether the act took place in “public”. However, the majority of men charged plead guilty, because of the humiliation of protracted court proceedings.
- 7.3 Prejudice against lesbians and gay men does not only exist in the criminal justice system through the operation of legislation. The agencies of the criminal justice system are both heterosexist and homophobic in the implementation of procedures. The Criminal Justice Act 1991 which introduced Section 95, the duty on the criminal justice system not to discriminate against any persons on improper grounds, failed to include discrimination against lesbians and gay men because the law does not protect them.
- 7.4 The prison system discriminates actively against gay men and lesbians through its refusal to include same sex partners in assisted visits schemes and in procedures for release on compassionate grounds. Individuals in contact with different criminal justice agencies are still only occasionally asked about their sexual orientation and any consequences this may have in terms of vulnerability, accommodation preferences and life style.
- 7.5 The start of 2000 brought with it hope and aspirations. The European Directives on Employment and Equality paved the way for the introduction of the Employment Equality (Sexual Orientation) Regulations, which came into force on the 1 December 2003. The new legislation makes it unlawful to discriminate in employment or training.

7.6 Transgendered individuals also face serious issues when arrested, searched or held in custody. The Gender Recognition Act enables individuals to apply for Gender Recognition Certificates that give them legal recognition in their acquired gender – regardless of whether or not they have had gender reassignment surgery. This raises issues of where individuals should be held if in custody – and, if transitioning during a custodial term, when they should be transferred to appropriate accommodation for their acquired gender.

7.7 **Action Points**

7.7.1 Ensure that all Napo members will challenge homophobic and transphobic attitudes and behaviour where expressed by colleagues at work, clients of the service, or other workers.

7.7.2 Ensure that in the preparation of PSRs and all forms of supervision Napo members are encouraged to challenge the use of homophobic and transphobic legislation which denies lesbians, gay men, bisexuals and transgendered individuals rights and which oppresses lesbians, gay men, bisexuals and where appropriate transgendered individuals.

7.7.3 Actively to maintain and support gate-keeping systems which identify and redress homophobia, transphobia and heterosexism in the reports.

7.7.4 To produce up to date guidance on the preparation of PSRs, FDRs and other reports for courts and prisons, to ensure that sexual orientation and transgender status is addressed where appropriate and relevant, both constructively and confidently, and including guidance on confidentiality.

7.7.5 Ensure that in the preparation of PSRs and all forms of supervision Napo members are encouraged to acknowledge and value difference and to promote and support the rights of lesbians, gay men, bisexual people and transgendered individuals.

7.7.6 Support those who are working in prisons, courts, hostels and in voluntary organisations to introduce staff training strategies which enable lesbians, gay men, bisexual people and transgendered individuals to make positive choices or give positive information about their sexual orientation and/or gender identity without fear of discrimination or oppression.

7.7.7 Support pressure for a cross agency group to address issues of how transgendered individuals should be dealt with in the criminal justice system – particularly in respect of arrests, questioning, searches and custody.

8. Lesbian, Gay, Bisexual and Transgender Rights in Trade Unions

- 8.1 Previous lack of legislation to protect LGBT people from discrimination and oppression had a severe impact on LGBT workers in the workplace. The role of trade unions has and continues to be of paramount importance in promoting the rights of LGBT people, and in fighting structural and individual personal heterosexism and homophobia at work. It is important to note that since 2002 bisexual and transgender has been included in TUC and LAGIP Constitution. Prior to this there was no clear recognition.
- 8.2 The TUC has taken an increasing role in the work of trade unions in lesbian and gay rights. Motions have been passed at successive TUC Congresses. Since 1994 the TUC has held a Lesbian and Gay Seminar annually. At the 1996 Women's Conference a resolution was passed committing the TUC to establish a Lesbian and Gay Workers Conference, following a consultation on the structure and format of the conference. Napo has expressed a clear preference for an annual conference with voting rights and to be for lesbians and gay colleagues with relevant union officials only.
- 8.3 In 1997 TUC Congress voted to develop a motion based conference of lesbians and gay men. The TUC has issued policy on support and representation of lesbians and gay men in cases of discrimination or harassment.
- 8.4 **Action Points**

As a trade union, Napo will take the following steps and will work in the trade union movement to equip trade union representatives to challenge abuse and harassment of lesbian, gay, bisexual and transgender people:

 - 8.4.1 Seek to ensure that all trade union training includes the recognition of discrimination and harassment LGBT and appropriate monitoring and representation.
 - 8.4.2 Promote the active participation of LGBT in trade unions, underpinned by a commitment to anti-racist, anti-sexist, anti-ageist and anti-disablist practices.
 - 8.4.3 Continue to support the TUC LGBT Conference, as a motion based conference exclusively for lesbians and gay, bisexual and transgender people.
 - 8.4.4 Promote the exchange of information between trade unions in support of LGBT rights.

- 8.4.5 Campaign to ensure that equal rights policies at work include the protection of LGBT rights, ensuring that discrimination against an LGBT individual is a disciplinary matter.
- 8.4.6 Promote strategies that enable meetings for LGBT to be held during working hours and that all employers recognise that provision of time off and facilities for the support of LGBT is integral to the creation of a safe and tolerant work environment.
- 8.4.7 Encourage all trade unions to use their own structures to promote LGBT rights.
- 8.4.8 Promote the use of publicity material which presents positive images of LGBT individuals and provides accurate information about rights and resources.
- 8.4.9 Provide specific training for trade union representatives in representing LGBT individuals in employment procedures including grievance, disciplinary, capability and the use of tribunals.
- 8.4.10 Promote harassment policies which actively support LGBT people.

9. Lesbian, Gay, Bisexual and Transgender People in Napo

- 9.1 Our history shows that all Napo policies that related to equal rights for LGBT people were originally brought and developed by LGBT individuals. The same is true for our anti-heterosexism policies. It is only recently that a number of heterosexuals have put time and energy into this, apart from a few individuals in key positions in the union who have struggled alongside LGBT individuals for a number of years.
- 9.2 Napo has now developed structures to ensure these issues are addressed. It is vital that LGBT people feel included in Napo branches/CAFCASS section, can be confident that their issues are taken seriously and that homophobia and heterosexism are discouraged.
- 9.3 Heterosexuals should be aware that for LGBT people there are hurdles to overcome when becoming active in the union: the experience of being rejected or marginalised; the fact that much of the time and energy will need to go on creating a safer working environment for themselves; those who may be members of more than one discriminated group (a black lesbian, for example), will have to decide whether time is spent on issues of racism, sexism or heterosexism.
- 9.4 LAGIP was formed by lesbians and gay men as a support and campaigning group for all lesbians and gay men working in probation. Napo has for a number of years supported this group financially and assisted its functioning. In return Napo has benefited from using LAGIP as a resource in developing its equal opportunity policies.
- 9.5 Those subjected to heterosexism or homophobia are not restricted to particular grades or jobs in the service. Although your position, and therefore your power, affects what happens and the individual's ability to protect themselves, it is not uncommon for those in management roles to experience heterosexist or homophobic oppression from those they manage.
- 9.6 **Action Points**
 - 9.6.1 Napo will establish systems by which LGBT individuals are invited to identify themselves in joining and participating in the work of the union.
 - 9.6.2 Napo will ensure that training for local and national union representation and negotiation incorporates LGBT perspectives including challenging the use of disciplinary action arising from matters for which there is no heterosexual equivalent, including the social and legal position of LGBT relationships, and the particular experiences of black lesbians, gay men and bisexuals and lesbians, gay men, bisexuals and transgendered individuals who are disabled.

- 9.6.3 Napo will actively support all LGBT individuals who experience discrimination, oppression, harassment or unequal treatment at work or within the union.
- 9.6.4 Napo will encourage branches/CAFCASS section to develop and implement strategies which ensure that:
- a) LGBT issues are regularly on agendas;
 - b) Action is consistently taken in response to national requests for policy implementation on LGBT issues;
 - c) Each branch identifies a branch officer to take responsibility for LGBT rights locally e.g. equal rights officer, vice chair.
- 9.6.5 Napo will work in conjunction with LAGIP and other appropriate unions to support LGBT people working in the probation service/CAFCASS Section, and will continue to support LAGIP as an autonomous group through annual grant and practical assistance – subject to ongoing review.
- 9.6.6 Napo will circulate information on LGBT issues to Branches/CAFCASS section include campaigning material and position of black and disabled lesbians, gay men, bisexuals and transgendered individuals.
- 9.6.7 Napo will prioritise the safety of LGBT people in selecting venues for conferences, meetings and training events, and where appropriate we will work with the local community to reduce risk of homophobic harassment.
- 9.6.8 Napo recognises that many lesbians, gay men and bisexuals are not “out at work” in probation or CAFCASS, and are cautious about being “out” in Napo. Napo believes that the work and trade union environment should not discourage lesbians, gay men and bisexuals from “coming out” and will work with other unions and services to create a climate of confidence and support in which neither race, sexual orientation or disability are experienced as negative.
- 9.6.9 Napo will continue to produce the “Pink Issue” of Napo News, at least annually, and will ensure that articles addressing LGBT rights are included regularly in both Napo News, the Family Court Journal and the Probation Journal.
- 9.6.10 Nationally and locally Napo committees, officers, branches and CAFCASS section will take opportunities to improve trade union

practices, working practices, family justice and criminal justice practices to promote LGBT rights and will publicise these within Napo.

10. Lesbian, Gay, Bisexual and Transgender People's Rights in the Probation Service

10.1 Whilst the key issues affecting LGBT people working in probation are the same as those facing all LGBT people at work, there are some aspects of probation work which require an additional focus.

10.2 The probation service works at the heart of the criminal justice system. If the essential functions of the probation service are not to be regarded as homophobic it is necessary for those working in the service at all levels to establish policies and strategies which do not oppress LGBT people, and which promote LGBT rights.

10.3 The criminal justice system continues to actively oppress gay men, transgendered individuals, lesbians and bisexuals and the family court system, in its traditional heterosexism, discriminates against LGBT people.

10.4 Probation services therefore need to develop policies for equal opportunities in professional practice and service delivery which promote LGBT rights, which challenge homophobia and which will strengthen and endorse the value and effectiveness of anti discriminatory practice. This policy document addresses in full those areas of professional practice and service delivery under sections on the criminal justice system, legislation. In particular however, policies should:

- Be clear and unequivocal
- Have strategies for implementation
- Be communicated clearly to all those affected by them
- Be monitored and reviewed

10.5 Action Points

10.5.1 Probation services should have in place the following policies, including LGBT rights and anti discriminatory strategies in each

- a) Equal Opportunity Policy
- b) Recruitment and selection procedures
- c) Anti-discriminatory practice strategies for probation practice
- d) Protocol for inter-agency work and partnerships
- e) Anti-harassment and anti-bullying procedures

10.5.2 Probation services should contribute constructively to challenging oppressive laws and stereotypes in the criminal justice system.

10.5.3 Probation services should provide active support for LAGIP which provides a LGBT staff support group which Napo would otherwise urge probation services to offer themselves.

10.5.4 Probation service employers and managers must support members of staff who raise concerns or complaints about homophobia and oppression of LGBT individuals; so that staff raising sensitive issues are offered protection without criticism.

10.5.5 Training, competence development and appraisal for probation work should incorporate recognising and challenging homophobia, LGBT rights and anti discriminatory practices and should recognise the impact of compounded discrimination on black or disabled LGBT individual.

10.5.6 Probation services should advertise all jobs in the gay press.

11. Lesbian, Gay, Bisexual and Transgender People's Rights in CAFCASS

11.1 There is significant potential for prejudice to occur against lesbians, gay men, bisexuals and transgendered individuals (LGBT) as parents or other parties in the family court system. This can happen at various points in the process of their application and in the preparation of CAFCASS reports. Damaging discrimination can take place at the hands of solicitors, local authority staff, the judiciary, magistrates (and their clerks), and last but by no means least by CAFCASS practitioners and other staff.

11.2 It is not unusual for a former partner and parent to use the issue of the sexual orientation of the other parent or the fact that this partner is transitioning from one gender to another against them as the main reason why a Contact Order or Residence Order should not be granted to them. Reasons like "not being a good example to the child", "exposing the child to inappropriate sexual behaviour", "being deviant", "embarrassing the child socially" or "being likely to sexually abuse the child" have all been used by adversarial heterosexual ex-partners. Similar attitudes may affect the chances of potential adoptive or foster parents to have children placed with them.

11.3 Behaviour which would probably cause no comment between heterosexual partners (such as kissing or cuddling) in front of a child may be deemed inappropriate between lesbians or gay men. Societal attitudes (prejudice) may be used inappropriately to discredit the parent or carer, e.g. "the child may be teased at school" or "other parents might isolate the child from their children".

11.4 It is all too easy for CAFCASS staff to collude with these, either because of their own prejudice (or sometimes, religious beliefs) or because of the extreme difficulty of challenging heterosexist, homophobic or transphobic attitudes in others. It is vitally important that parents' or other's ability to care for children and the child's right to a positive relationship with both parents or other prospective carers are considered in light of relevant criteria and not in light of homophobic, transphobic or heterosexist prejudice.

11.5 It is also likely that CAFCASS is not experienced as a 'safe' organisation for LGBT staff to be 'out'. Homophobic or transphobic attitudes may be used in similar ways to the above to undermine CAFCASS staff who are out (and their unwelcome recommendations).

11.6 Action Points

11.6.1 To develop and promote policies and strategies which ensure that considerations of parents' ability to meet their children's needs are based on criteria other than sexual orientation or transgendered status.

- 11.6.2 To develop and promote policies and strategies which challenge the experience of oppression of LGBT people as parents or carers.
- 11.6.3 To develop and promote policies and strategies which challenge discrimination against LGBT applicants and respondents in contested public or private law applications at all levels of proceedings.
- 11.6.4 To develop and promote policies and strategies which take into account the impact of racism, sexism or disablism as additional forms of oppression experienced by lesbians, gay men, bisexuals and transgendered individuals.
- 11.6.5 Put pressure on CAFCASS as an organisation to set up and resource a support group for LGBT staff and to ensure that they can attend in office hours on full pay.
- 11.6.6 To develop and promote policies and strategies to ensure that the criteria in the Welfare Checklist is applied equally to all parties irrespective of sexual orientation.
- 11.6.7 To develop and promote policies and strategies which ensure that children's rights to enjoy relationships with both parents after their separation are not threatened by discrimination regarding the sexual orientation or transgendered status of their parents.
- 11.6.8 To develop policies and strategies to ensure that all CAFCASS reports are monitored to ensure they do not discriminate against any party on grounds of sexual orientation or transgendered status.
- 11.6.9 To encourage CAFCASS to develop and promote training strategies which strengthen the anti discriminatory perspective of family court work.
- 11.6.10 To encourage all CAFCASS staff to challenge their attitudes and to redress the possibility that there is projection of homophobia or transphobia.
- 11.6.11 To press CAFCASS to advertise all vacancies in the gay press.
- 11.6.12 To press CAFCASS to ensure that all staff are properly trained in the recent legislation relevant to LGBT issues such as The Civil Partnership Act 2004, Gender Recognition Act 2004 and the Children and Adoption Act 2002 etc.

12. Napo as an Employer

12.1 As an employer Napo seeks to promote LGBT rights and to use positive recruitment and selection procedures. Napo needs to ensure that all staff are aware of and contribute to the commitment to LGBT rights, and should use training to address this.

12.2 Napo still needs to review our conditions of service and pension arrangements to ensure that unmarried and same sex partners are entitled to equal benefits as married, heterosexual partners.

12.3 Action Points

12.3.1 In recruitment and selection Napo will advertise in the gay press and will review procedures to ensure that they do not discriminate against LGBT people.

12.3.2 Napo as an employer will ensure that all staff are aware that discrimination against LGBT members would be subject to disciplinary action.

12.3.3 Napo will review conditions of service, pensions and other benefits regularly to ensure that these:

- a) do not discriminate against LGBT people, and,
- b) have included conditions of service or arrangements which actively promote LGBT rights

12.3.4 Napo as an employer will ensure that all staff receive equal rights training which includes LGBT rights within 12 months of appointment, or as soon as possible thereafter.

12.3.5 As an employer Napo will develop an anti-harassment and anti-bullying policy which will include harassment and bullying of LGBT individuals, including definition of harassment, what should be done if harassment occurs and the importance of support for the complainant.

13. Conclusion

- 13.1 The implementation of this policy and strategy is the responsibility of every member of Napo. The Equal Rights Executive Committee is responsible for assisting committees and individuals to implement the policy and strategy and for the overall monitoring and implementation.
- 13.2 All members understand that the consequences of homophobic behaviour in this trade union is that disciplinary action may be taken against any individual member.
- 13.3 All meetings of Napo shall set aside time to discuss LGBT issues.
- 13.4 All Napo policy documents, guidelines, reports, claims and annual reports shall include a section addressing the LGBT issues arising from the subject.
- 13.5 The implementation of this strategy will be reviewed annually.

Appendix 2

Job Description

The following job description is applicable to all equal rights post holders:

Election

The Equal Rights Officer(s) should be elected annually and any member of the branch/section is eligible for nomination. The Equal Rights Officer(s) should be member(s) of the branch/section Executive Committee, and should report to branch/section meetings regularly and to the branch/section AGM. The duties of branch/section Executive Committee members are set out in branch/section constitutions.

The Equal Rights Officer(s) is asked to submit an annual report to Napo office on implementation of the Anti Sexism Policy, the Disability Policy and Strategy and the Lesbian, Gay, Bisexual and Transgender (LGBT) Policy and Strategy. This report should be completed on the ERO Pro-forma or can be the same report as that submitted to the branch/section AGM.

Role and Responsibilities

The Equal Rights Officer(s) should work in liaison with the Equal Rights Committee on:

Anti-sexism
Disability
LGBT issues

The Equal Rights Committee will pass on to Equal Rights Officers requests for information, policy implementation, advice and information on e.g. new legislation. The Equal Rights Committee will make every effort to co-ordinate their requests to branches so that they are not an onerous burden on local representatives.

The main responsibilities for the ERO are:

- To ensure that the branch/section places disability, lesbian and gay rights and anti sexism on agendas regularly, and continues to address the wider range of equal rights issues.
- To ensure that branches/section have in place an effective monitoring system for these areas of discrimination.
- To work with Napo officers to obtain Napo representation on service committees which develop and implement policy on equal rights issues.
- To work with branch/section officers to encourage services to develop policies of positive action in the recruitment of women, LGBT staff and staff with disabilities, and to monitor these policies and the treatment of these groups of staff.

- To work with the branch/section to challenge discrimination in the work of the probation service, the criminal justice system and the family court system.
- To monitor the work of the branch/section in terms of equal rights policies, identifying the need for campaigning, policy development, training or strategy development, and assisting in carrying these forward.
- To produce a report for the national Annual Report, in July, on the implementation of equal rights policies locally.

National Support for Equal Rights Officers

Nationally Napo will provide support for EROs which will include:

- Liaison with the Equal Rights Committee
- Circulation of information and advice on equal rights developments relevant to criminal justice, the family court system and trade unions
- Training for Equal Rights Officers to be identified through the annual training strategy
- Access to the Equal Rights training budget for Branches (currently £5,000 per year)
- Advice in supporting and representing disabled, LGBT members and women members and other groups of discriminated against members.

Time Off for Trade Union Duties

The duties of the Equal Rights Officer will be eligible for time off for trade union duties where they can be recognised as related to pay and conditions of service, including equal pay, training, recruitment and retention, and also including health and safety. This is important because health and safety at work now clearly includes stress, harassment, bullying and abusive or violent situations at work. Whenever the work of the ERO involves the health and safety of members this should be claimed as time off for trade union duties.

Appendix 3

History of Lesbian, Gay, Bisexual and Transgender Issues

It is difficult to state where one should say the movement for change began. The fact that some people relate sexually to members of their own gender and some choose reassignment of their gender is probably as old as the human race.

It was not until the 19th Century that “homosexuality” was defined by scientists. Prior to that the general belief was that some people chose to be different leading to fear, hatred and persecution. Much of the persecution was due to the view amongst many religions that “homosexuality” was wrong and against divine law. It is probably no coincidence that the areas of the world where progress has been made were areas that benefited from the “Age of Reason”. This 18th Century movement made people re-think their views in light of the development of science. This did not mean that everybody abandoned their religion but were made to re-think definitions and interpretations.

There was no great advantage for LGBT people to move from being considered bad to being considered mad. Indeed the fact that more people were aware of something that was often taboo to talk about led to the legislation in the 19th Century that was used to prosecute Oscar Wilde. Historically there seems to have been a pendulum that meant a period of tolerance and advance and periods of prosecution. Anyone living in Europe in the 1920s would have witnessed more people “coming out”. Berlin was a haven for LGBT people and there were scientists challenging the belief that LGBT was a form of deviation. Then in the 30s came the rise of fascism culminating in tens of thousands of gay men and bisexuals, an uncounted figure of lesbians and transgendered people perishing in the concentration camps. Those who had gone through sex change operations in those days would have been lumped together with “homosexuals” during this period. Sadly their persecution continued after the defeat of the Nazis. The early Bolsheviks did away with laws against gay men but these were reintroduced by Stalin. Although heterosexism is seen within religion both the Nazis and Stalinists were formally atheist states but their brutality was greater than any seen before or since. Though perhaps like anti Semitism the hatred spreads from one culture to another.

In the UK post war there was a slow but determined effort to obtain equality. Spearheaded by the Campaign for Homosexual Equality. This was given added impetus by the imprisonment of a peer and an RAF officer. The sympathy generated led to the first reform in 1967 making sex between men over 21 and in private lawful. There was no legislation covering lesbians. Part of a denial of women’s sexuality generally.

In 1970 Justice Ormrod ruling in the April Ashley divorce case said that male to female transsexual people were “male for the purpose of marriage”. In 1973 the Court of Appeal decided you could not be a man for one purpose and a woman for other purposes. Thus ensuring the continued oppression of trans people. Until the Gender Recognition Act people were not even allowed to be buried other than in their gender as specified by a birth certificate.

In the USA the Gay Liberation movement gained momentum by the Stonewall riots when gay men, cross dressers and transsexual individuals rioted against police brutality in 1969.

The movement had become more political and was inspired by the civil rights demonstrations by black people. By the 70s pride marches began both in the USA and several Western European countries. Similar movements were developing in South America, Australia, New Zealand. Meanwhile LGBT people in Eastern Europe, Africa, Asia and the Caribbean were struggling against much more difficult odds. It is thought that a history of colonialism has had an effect. Sometimes associating sexual behaviour with the exploitation of people during periods of oppression and slavery.

Appendix 4

Benefits for Lesbian, Gay, Bisexual and Transgender Individuals in the Workplace

Until now someone with the same sex partner was likely to be excluded from at least some workplace benefits. Although pensions are at the top of the list other types of benefits that may be affected include leave arrangements, health insurance, travel concessions and relocation allowances. A report based on a survey of LGBT members of the TUC found that next to harassment, the most frequent discrimination took the form of denial of benefits enjoyed by heterosexual colleagues.

The Civil Partnership Act 2004 comes into force in December 2005. This will mean that all pension schemes, whether occupational or private will be obliged to provide survivor partners pensions to couples who choose to register their partnership as they currently do for spouses. The parity of treatment between civil partnerships and spouses will also apply to other employment related benefits.

Leave for bereavement or family emergencies, is designed to help employees balance their workload and home commitments so they can be more effective in the long term. A policy that excludes leave for same sex partners can cause considerable personal trauma and lead to discrimination claims.

In the past there were particular issues around benefits that affected transgender people as there were previously unable to gain full recognition of their new gender. People are able to apply for Gender Recognition thereby removing the need to disclose their gender history when applying for jobs, seeking insurance or pensions.

Appendix 5

Standard Equality Definitions

The following definitions represent Napo's standard equality definitions. These definitions are relevant to all Napo members and staff regardless of the particular subject or context of a given policy. The reason is that very few individuals fit comfortably into a category; individuals by nature are not one dimensional, they are diverse and complex. The following are therefore relevant to this policy, for example, a woman can be a mother, a lesbian, black and disabled.

1. **Sexual Harassment**

Sexual harassment is a form of victimisation or intimidation which uses gender as a basis for undermining or attacking a person, or seeking favours.

Sexual harassment is overwhelmingly a problem experienced by women. However, it needs to be acknowledged that such harassment can be directed against men; although as sexual harassment stems from this abuse of power, it is generally women who are subjected to this treatment in a male dominated society.

For black women the experience of sexual and racial harassment is interconnected. Gender is not the sole determinant of black women's fate. As a group black women are in an unusual position in this society, collectively they are at the bottom of the occupational ladder and overall their social status is lower than that of any other group. Occupying this position black women bear the brunt of sexist, racist and classist oppression; whilst simultaneously they have not been socialised to assume the role of exploiter or oppressor. White women and black men can act as oppressors, or be oppressed. Black women have no institutional "other" that they may discriminate against, exploit or oppress. Therefore black women are particularly vulnerable at all levels they occupy within hierarchies.

Attacks on gay men, lesbians or bisexuals on the grounds of sexual orientation also constitutes sexual harassment. However, due to heterosexist assumptions and attitudes in society, gay men, lesbians and bisexuals may be particularly reluctant to complain about sexual harassment.

For black women the dividing line between racial and sexual harassment is often blurred. They can be particularly vulnerable if they occupy relatively powerless positions within hierarchies.

Sexual harassment is about power. It is conduct that is imposed on another person because of her/his sex, often with coercion or a job-related threat. It can take many forms. Sexual harassment can range from unnecessary touching through to sexual assault. It can be verbal: sexual propositions, unwanted comments on dress and appearance, or verbal

abuse of a sexual nature. Other forms of sexual harassment include staring, leering, displaying sexually offensive or pornographic material, suggestive gestures, compromising invitations and demands for sexual favours.

Sexual harassment can either manifest itself in single, overt instances, or be the culmination of persistent unwelcome behaviour which is covert and undermining over a period of time.

2. **Access**

Access means the ability to participate on equal terms in all situations; i.e. to be able to enter and move about within all premises, to be able to receive and understand the spoken and written work, and to have both the right and the facilities to respond and contribute in situations e.g. at work, in meetings, conferences, political processes.

3. **Disability**

Disability is defined as the disadvantage or restriction of activity caused by a contemporary social organisation that takes little or no account of people who have impairments and thus excludes them from participation in activities.

4. **Disabled person**

Someone who as a consequence of their impairment experiences social oppression of whatever kind. We are not using the term "people with disabilities" as this tends to relate the source of discrimination back to the individual. It is the way society is organised that disables. "Full integration will not be achieved by pursuing 'cures' for disability, but must be achieved by breaking down the barriers in society which prevent the full and equal participation of disabled people".

5. **Impairment**

Impairment is defined as a limitation or impairment of functions that are customarily expected of body or mind. Such impairment may arise through genetic causes, trauma, accident, disease or the ageing process. These impairments may not always be visible (e.g. hearing impairment, epilepsy, heart conditions, dyslexia). There are primarily three categories which cover most impairments; mental ability, mobility and senses/channels of communication. Each presents their own different, distinct issues. Some impairments may not be physically evident and may be difficult to detect though they may limit access to services. In this paper we use the term "person with a learning difficulty" (in place of the term "mental handicap").

6. **Ageism and Sizeism**

Ageism and sizeism constitute other forms of discrimination particularly (although not exclusively) experienced by women. They are based on negative assumptions and stereotypes formed by a culture in which women are expected to be of a specific age and size e.g. young and slim. Such negative assumptions can lead to many levels of discrimination, both

overt and subtle, which have far-reaching effects and deny a person their rights and dignity.

7. **Black**

Black is used in its political sense and includes persons of African-Caribbean, African and Asian origin.

8. **Racism**

Racism is a systematic form of oppression, and in Britain it is black people who are the victims of racism and its perpetrators are white. In our multi-cultural society, racism is a problem created and maintained consciously and unconsciously by white people. Napo therefore defines racism as a combination of power and prejudice exercised by white people and white institutions, the effect of which is to systematically oppress black people. In short therefore, racism is the systematic oppression of black people.

9. **Institutional Racism**

Institutional racism is the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour that amounts to discrimination through unwitting prejudice, ignorance, thoughtlessness and racial stereotyping that disadvantages minority ethnic people.

Stephen Lawrence Inquiry report (1999)

10. **Black Perspectives**

Black perspectives is much more than a string of words. It is an expression of assertion that cannot be bound by a semantic definition. The factors that prescribe a black perspective have a long history of subjugation and subordination. The circumstances that shape a black perspective stem from the experience of racism and powerlessness, both past and present. The motivation that energises a black perspective is rooted to the principle of racial equality and justice. "The articulation that voices a black perspective is part of a process that is committed to replacing the white distortion of black reality with black writing of black experience". Bandora Ahmad, (1990)

Black perspectives are therefore a process of deconstruction and reconstruction; reconstructing what is perceived as the 'norm'.

11. **Black Feminism (Womanism)**

Black feminism is a process of self-conscious struggle that empowers women and men to actualise a humanist vision of community. Black feminism contextualises the experience of black women and black people in 'race', class and gender framework, that gives understanding of the needs and problems of black women, that is distinct from white women and black men, and thus black women's struggle for equality both as blacks and as women.

12. **Double Discrimination**

Double discrimination refers to black women's position in this society. Black women belong to two groups designated as inferior – black and female. The problems they face in society (particularly in employment) though similar are different to those of black men and white women. Black women experience sexism which is exacerbated by racism, 'whilst white Anglo-Saxon women do not experience direct racism nor black men direct sexism'. (Williams, 1989).

19 **Ethnicity**

Every individual regardless of their gender, race, ability and/or sexual orientation has an ethnicity and therefore belongs to an ethnic group. Ethnic is about the 'things' that bring people together; that is shared; that they have in common as a group, community, country and/or society. For example, religion, dress, language, colour, region, food and beliefs. The size of an ethnic group within a particular society will determine to what extent that ethnic group is a minority.

20 **Diversity**

Diversity is relevant and specific to every human being, because there are no two people in the world who are entirely alike – everyone is different. Individuals should be valued and respected because they are different, not because they are like everyone else. Diversity is therefore about embracing and valuing differences in people. Visible and non-visible differences such as race, ethnicity, culture, gender, disability, class, sexual orientation, marital status, religion, age, financial means and any other factors which may lead to individuals, groups or communities being subjected to discrimination and oppression.

Appendix 6

Lesbian, Gay, Bisexual and Transgender Organisations

LAGER (Lesbian and Gay Employment Rights)

Unit 1G

Leroy House

436 Essex Road

London N1 3QP

Tel: 020 7704 8066 (lesbians)

020 7704 6066 (gay men)

Advice and support for lesbians and gay men facing problems at work.

STONEWALL

46 Grosvenor Gardens

London, SW1W 0EB

Tel: 020 7881 9440

Mini: 020 7881 9996

Email: info@stonewall.org.uk

BLACK LESBIAN AND GAY CENTRE

Room 113

5-5A Westminster Bridge Road

London SE1 7XW

Tel: 020 7620 3885

GALOP (Homophobic violence and the police)

Unit 2G

Leroy House

436 Essex Road

London N1 3QP

Tel: 020 7704 6767

OUTRAGE!

5 Peter Street

London W1V 3RR

Tel: 020 7439 2381

GAY AND LESBIAN LEGAL ADVICE (GLAD)

Central Station

37 Wharfdale Road

London N1 9SE

Tel: 020 7837 5212 (Mon-Thurs 7pm-9:30pm)

Minicom: 0207 833 2909

Advice line run by lesbian and gay lawyers

LONDON LESBIAN AND GAY SWITCHBOARD (24 hours)

Tel: 020 7837 7324

REGARD (Disabled Lesbians and Gay Men)

Unit 2J
Leroy House
436 Essex Road
London N1 3QP
Tel: 020 7 688 4111
Fax: 020 7 688 4114
Email: regard@dircon.co.uk

ALBERT KENNEDY (Young Lesbian and Gay homeless teenagers)

Unit 305A
16-16A Baldwins Gardens
London EC1N 7RJ
Tel: 020 7831 6562
Email: london@akt.org.uk

CONSORTIUM (of Lesbian, Gay, Bisexual, Transgender voluntary and community organisations)

Unit J414
Tower Bridge Business Complex
100 Clements Road
London SE16 4DG
Tel: 020 7064 8383
Email: admin@lgbtconsortium.org.uk

LONDON FRIEND

86 Caledonian Road
London N1 9DN
Tel: 020 7837 3337 (Mon – Fri 7:30pm-10pm)
Email: etalk@londonfriend.org.uk

LGBT ADVISORY GROUP

Tel: 0795 2970813
Email: info@lgbtag.org.uk