

1

## Background

Historically people have been discriminated against as a consequence of their sexual orientation or gender. In the UK gender and sexual orientation are 'protected characteristics' in the 'Equality Act 2010'. To harm someone because of their identity as lesbian, gay, bisexual or trans is considered a 'Hate Crime'. 'The Civil Partnership Act 2004' made it legally binding for same sex couples to obtain essentially the same rights and responsibilities as everyone else, in England and Wales 'The Marriage Act 2013' enabled same sex couple's full marriage rights introducing opportunity for those in civil partnerships to convert into marriage.

2

## Why it matters

Despite equality legislation homophobia, transphobia, biphobia still exists in the UK. In 72 countries worldwide LGBT people are not protected and do not have rights. Adults, children and young people across the UK are suffering mentally, emotionally, socially, and physically from the effects of LGBT prejudice and lack of support. Young people have rights but are less likely to report such hate crimes/incidences for fear of repercussions or lack of faith in adults around them providing the right kind of support.

3

## Information

Key findings from the [Stonewall School Report 2017](#) show that: Nearly half of LGBT pupils are bullied for being LGBT. Seven in ten LGBT pupils report that their school says that homophobic and biphobic bullying is wrong, however, just two in five LGBT pupils report that their schools say that transphobic bullying is wrong.

The report also found significantly high self-harm rates in LGBT students as well as attempted suicide.

4

[LGBT Britain – Hate Crime 2017](#) found that the number of LGBT people who have experienced a hate crime or incident in the last year because of their sexual orientation has risen by 78 % since 2013. Four in five LGBT people who have experienced hate crime or incident did not report it to the police.

5

[Public health matters](#) have suggested that responding to mental health challenges is not something that can be achieved by any specific organisation in isolation. Working together at both national and local level between the public, private, the third sector and most importantly the LGBT community itself, there is potential to support better mental health and wellbeing improve the lives of all lesbian, gay, bisexual and trans people of all ages.

6

## What to do

Avoid stereotyping, everyone is a unique individual. Don't assume a person's gender or sexuality, use correct pronouns.

Use gender neutral language. Be aware of LGBT groups/services locally and nationally, promote events and significant days. If you are concerned about an adult or child discuss it with your safeguarding lead and follow procedures if necessary.

7

## Questions to consider

Are there images/[information](#) leaflets promoting inclusion?

Maintain confidentiality, the impact of outing someone without their permission can ruin lives.

Do your policies and practices acknowledge diversity?

Do you have gender neutral toilets?

Have you considered applying for an LGBT Charter Mark from Lancashire LGBT or Stonewall?

