



In All Our Colours

**Lesbian, bisexual and trans
women's services in the UK**

Understanding and supporting
women and their organisations



Acknowledgements

This report has been researched, written and designed by Charlotte Gage, Policy Officer at the Women's Resource Centre. Helen Hill produced the template design for the report and thanks also to Penelope Kenrick for her help and support.

WRC would like to thank all the organisations who have provided research and information which forms the basis of this report as well as those contacted for advice during the writing process.

We would also like to thank the women whose voices have been quoted throughout the report and the many organisations who have agreed for their contact information to be included.

All images in this report and the briefings are courtesy of Women's Health Matters (www.womenshealthmatters.org.uk)

This report is printed on 100% recycled FSC paper, using linseed oil based ink and renewable energy and finished with a biodegradable laminate.

The Women's Resource Centre (WRC) is a charity which supports women's organisations to be more effective and sustainable. We provide training, information, resources and one-to-one support on a range of organisational development issues. We also lobby decision makers on behalf of the women's not-for-profit sector for improved representation and funding.

Our members work in a wide range of fields including health, violence against women, employment, education, rights and equality, the criminal justice system and the environment. They deliver services to and campaign on behalf of some of the most marginalised communities of women.

There are over ten thousand people working or volunteering for our members who support almost half a million individuals each year.

In All Our Colours

Lesbian, bisexual and trans women's services in the UK

September 2010

Published by the Women's Resource Centre

Women's Resource Centre

Ground Floor East, 33-41 Dallington Street, London, EC1V 0BB

Tel: 020 7324 3030 **Email:** info@wrc.org.uk **Web:** www.wrc.org.uk

Become a fan on Facebook: www.facebook.com/whywomen

Follow us on Twitter: www.twitter.com/whywomen

Join the Women's Café: <http://thewomenscafe.ning.com/>

This report is available in other formats.
Contact the Women's Resource Centre on
020 7324 3030 or email info@wrc.org.uk

Contents

Page 5	Preface
Page 7	Key messages
Page 10	Introduction
Page 26	Funding to the L(G)BT sector
Page 32	Recommendations for action
Page 36	Glossary
Page 42	Notes

Briefings online at www.wrc.org.uk/lgbt

- Briefing 1** **Bisexuality**
- Briefing 2** **Trans**
- Briefing 3** **Trans health**
- Briefing 4** **Asylum seeker and refugee lesbian, bisexual and trans women**
- Briefing 5** **Black, Asian and minority ethnic lesbian, bisexual and trans women**
- Briefing 6** **D/deaf and disabled lesbian, bisexual and trans women**
- Briefing 7** **Lesbian, bisexual and trans women facing domestic and sexual violence**
- Briefing 8** **Lesbian, bisexual and trans women and education**
- Briefing 9** **Lesbian, bisexual and trans women and employment**
- Briefing 10** **Lesbian, bisexual and trans women and health**
- Briefing 11** **Lesbian, bisexual and trans women and mental health**
- Briefing 12** **Lesbian, bisexual and trans women and substance misuse**
- Briefing 13** **Lesbian, bisexual and trans women and hate crime**
- Briefing 14** **Lesbian, bisexual and trans women and housing and homelessness**
- Briefing 15** **Young lesbian, bisexual and trans women**
- Briefing 16** **Lesbian, bisexual and trans parents**
- Briefing 17** **Older lesbian, bisexual and trans women**
- Briefing 18** **Lesbian, bisexual and trans women's services across the UK**
- Briefing 19** **LGBT rights as human rights - the international picture**
- Briefing 20** **Lesbian, bisexual and trans women's herstory**
- Briefing 21** **Lesbian, bisexual and trans women's timeline**

Preface

In this report the terms lesbian and bisexual will be used to identify this group of women but we acknowledge that many women may not identify with these identities or this community although they use similar services. Broadly these terms relate to women affected by heterosexism and include women with multiple identities. Other terms could include, gay women, women who sleep with women, queer women etc. and we hope that this report will also prove useful to these women.

We also acknowledge the complexities in the use of the term trans¹ and in this report this term refers to people who identify as trans women which includes female to male transsexuals, male to female transsexuals or those that identify with another transgender identity. We have decided to include in this report female to male trans organisations to provide comprehensive information about the sector and demonstrate the wide range of organisations that exist. We also feel that these groups are further marginalised even within the trans community and we would wish to be inclusive, even though their issues may be less relevant for some women. This is also an acknowledgement that referral pathways may come from the women's sector and we want the directory to provide as wide a resource as possible.

We are aware of the debates around whether trans should be included as part of LGB or should be separate, as in LGB&T, as the term relates to gender rather than sexual identity. In this report trans will be included with lesbian and bisexual women's identities as there are many cross-cutting issues which effect all LBT women as well as distinct issues for certain groups. We also believe that there is a similar marginalisation and invisibility within the voluntary and community sector for these groups.

Throughout this report and the briefings LGBT will be used when referring to research and services that cover this whole community while LGB or LBT will be used to refer to only lesbian, gay and bisexual people or lesbian, bisexual and trans women.

Of course there is not one homogenous group of LBT women who share one specific 'culture' and some of these differences are brought out in the report, however the lack of research and information on this community means that some broad generalisations have had to be made, and we acknowledge that this is not ideal. Similarly the term 'community' is problematic as where an LGBT community is identified it may only represent a minority of visible LGBT people who are active in that community, for example those who are wealthy and privileged enough to be 'out'. However it has been argued that the concept of a 'community of interest' or 'gay community' can be an important indicator of inequalities and discrimination and act as a foundation for learning, empowerment, and consequently social change.²

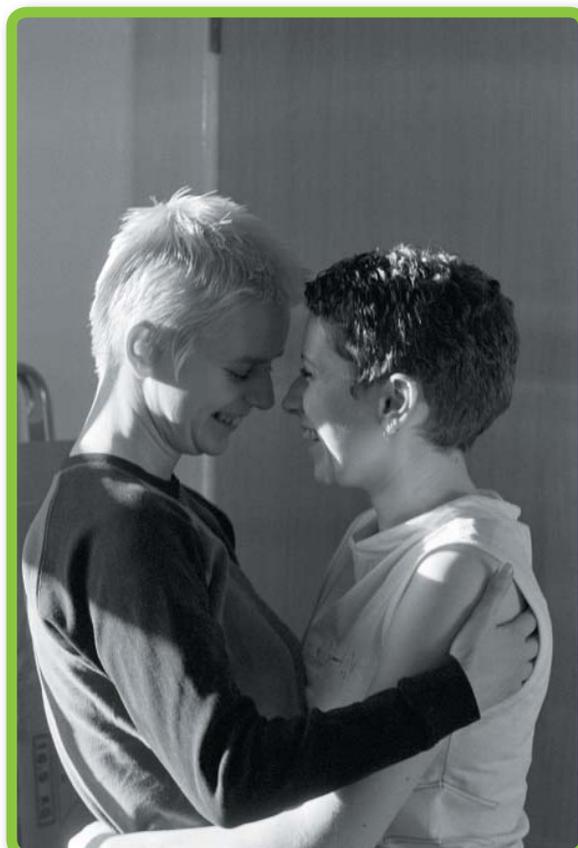
The report focuses on the inequalities experienced by LBT women, however this should not create the impression that being LBT is a negative experience and add to the heterosexist view that LGBT lifestyles are unhealthy and unhappy. The focus on inequalities highlights that there is still some way to go in terms of tackling discrimination and providing appropriate services for LGBT communities in the UK.

The report is aimed at women's and LGBT groups to use as a lobbying tool for better services; to provide a literature review of previous research, statistics and information; and to provide information for referrals to other organisations and services. As well as giving a background to the

sector and highlighting the challenges it faces it hopes to provide information on what services are available and so also act as a directory for the sector in the UK.

Because the LGBT sector is often hidden and many organisations connected with it are informal and volunteer run, and because services are constantly closing or new ones being set up, it would not be possible to include all the organisations and services that exist in the UK at this time. We have tried to give an overview of the main organisations and as many regional organisations as possible to present a picture of the sector and as a starting point for finding out about other services. Where possible we have tried to contact these organisations to verify information about them but this information needs constant updating as organisations frequently close due to lack of support.

We have used existing research, which covers certain groups of LBT women, but overall very little research has been produced and more needs to be done to understand the lives and needs of LBT women across the UK in order to provide them with adequate support. By definition, any literature review is out of date as soon as the cut off date for what can be included has passed. This report has collected evidence up until July 2010, however, there may have been legal changes and new research produced since then. We have also conducted informal consultations with a variety of LBT organisations and their members in order to hear the voices of service users and identify the issues that most affect them currently.



Key messages

- **There are very few services for LBT women across the UK**
- **LBT women's organisations are consistently underfunded**
- **Organisations led by and for LBT women are particularly marginalised in terms of political influence**
- **There is a lack of awareness of the issues facing LBT women and their support needs**
- **There is a lack of information about the LBT population and so their needs are not met**
- **There is little infrastructure and second tier support for LBT organisations and they often become add-ons to existing mainstream support**
- **Most LBT organisations rely on volunteers to deliver their core services and many only operate as informal, local and volunteer-run support and social groups**

Services across the UK

The problem of lack of information and services for LBT women in rural areas needs to be tackled

Asylum seeker and refugee

- No protection or special measures are in place for LBT women asylum seekers to the UK, this needs to be addressed
- Access to appropriate legal advice that can support an asylum claim on the basis of sexuality or gender identity is rare and specialist immigration advice for LBT asylum seekers needs to be expanded
- LBT women and their experiences need to be more visible in Country of Origin Information Reports
- For LBT asylum seekers it is important to create a safe space where they can discuss their experiences and sexuality which led them to seek asylum

BAME

- Current LGBT services need to be made more accessible and appropriate to the needs of the Black, Asian and minority ethnic LGBT communities
- Discrimination is often experienced in combination and many service providers are not aware of the particular issues BAME LBT women face
- Culturally appropriate BAME LBT services should be available to address the particular needs of these specific communities of women

D/deaf and disabled

- Specific strategies are needed to target D/deaf and disabled LBT women as they experience multiple discrimination through homophobia within disabled communities and services, and negative attitudes to disabled people in LGBT communities and services

Domestic and sexual violence

- There is a need for LGBT-specific support and counselling, police officers and safe temporary accommodation for LBT women experiencing violence as well as LGBT awareness training for violence against women support services
- The lack of understanding about LBT women experiencing same-sex partner or homophobic biphobic/transphobic abuse and violence needs to be addressed

Homophobic/biphobic/transphobic hate crimes

- LBT women are not reporting homophobic/biphobic/transphobic hate crime because they fear discrimination which leads to a lack of information on incidents against women
- Specific strategies may be needed to address the lack of capacity and sustainable funding of LGBT voluntary organisations which means they cannot always support people to report violence

Housing and homelessness

LBT women are invisible in most housing and homelessness services therefore there is a need for specific services and housing provision with LGBT residents, specialist workers and LGBT staff

Education

- Homophobic/biphobic/transphobic bullying and attitudes, against both pupils and teachers, must be tackled in the education system as it can have enduring impacts on LBT women's lives
- There is a need for more education and support organisations for LBT women in the education system

Employment

Employers need to do more to support LBT women who continue to face harassment, discrimination and negative stereotypes in the workplace and are excluded from employee networks

Health

- The lack of health services for LBT women and continued discrimination in existing services needs to be addressed
- There is a need to identify and target specific health measures for LBT women in order to ensure improved physical and mental health in the longer term
- There is a need for specifically tailored health services to meet LBT women's needs

Mental health

LBT women do not feel confident using mental health or counselling services and require services that are targeted to their needs

Substance misuse

There are high levels of substance misuse in the LBT population in the UK but a lack of women-only services or services that specifically support LBT women which needs to be addressed

Young women

There is a lack of specific support available locally for young LBT women across the UK and a lack of awareness of their needs which needs to be addressed

Parents

LBT women who are parents face a variety of negative attitudes and their needs must be addressed and met through existing mainstream services by providing targeted information and support

Older women

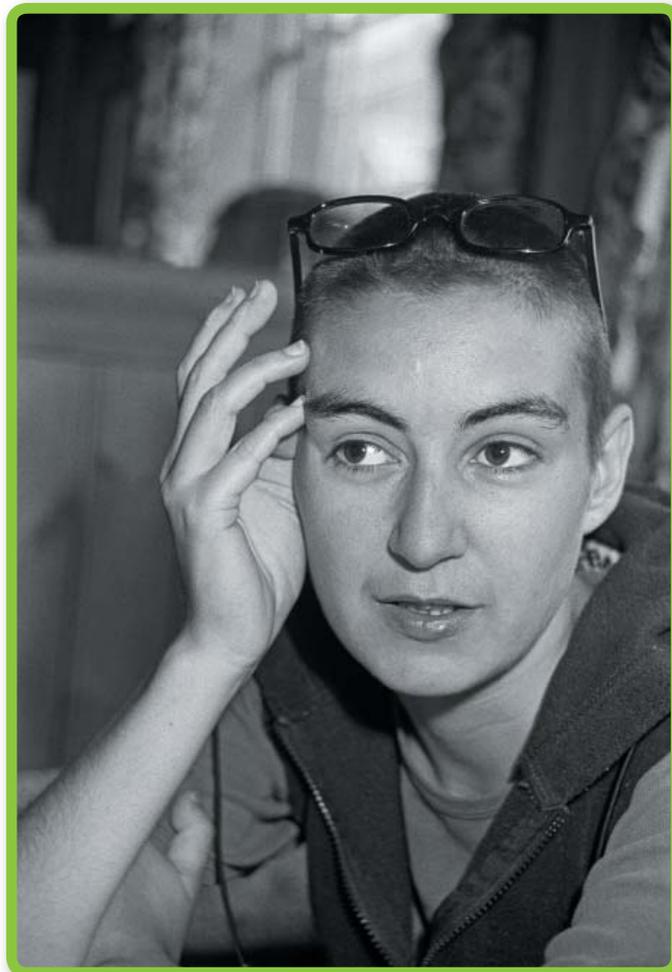
- Older LBT women find it hard to access services and support including residential care and housing and there is a need for specific services that cater for older LBT women in need of care
- There needs to be more training for staff and service providers who work with older people about LGBT issues

Bisexual women

- Specific strategies are needed to target bisexual women as they may be more invisible than lesbian women in terms of being understood and accessing services that cater to their needs
- Bisexual women face many of the same disadvantages and discrimination as heterosexual women and lesbian women and WRC are concerned that some of these are exacerbated by the fact that they identify as bisexual
- Biphobia needs to be addressed as an issue in both LGT and mainstream communities

Trans women

- There is a need for baseline data on the inequalities experienced by the trans population relative to the general population in order to provide appropriate support, funding, services and policies
- There is a need for research into changing attitudes towards trans people to assess the needs of equality legislation
- There is a lack of awareness and continued discrimination facing trans women in healthcare provision which needs to be addressed



Introduction

This report has been produced as a literature review of existing research and information to give an overview of the current situation for the L(G)BT voluntary and community sector with a focus on services for lesbian, bisexual and trans (LBT) women. Women's Resource Centre (WRC) has become aware of a lack of services and support for these women across the UK and we hope that this report will raise awareness about this issue within the women's voluntary and community sector and wider. It is important that women's organisations and the voluntary and community sector (VCS) know about the issues facing LBT women and LGBT services in order to build solidarity and support. This report follows WRC's *Not just bread, but roses, too* (2009) which found that only 1% of women's organisations in England are providing support for LBT women.³ This report aims to paint a picture of some of the issues facing LBT women in the UK and provide information on the sector that supports them, which is itself facing a crisis in funding and visibility.

We are concerned that ...

- **There are very few services for LBT women across the UK**
- **LBT women's organisations are consistently underfunded**
- **Organisations led by and for LBT women are particularly marginalised in terms of political influence**
- **There is a lack of awareness of the issues facing LBT women and their support needs**
- **There is a lack of information about the LBT population and so their needs are not met**
- **There is little infrastructure and second tier support for LBT organisations and they often become add-ons to existing mainstream support**
- **Most LBT organisations rely on volunteers to deliver their core services and many often operate as informal, local and volunteer-run support and social groups.**

(Recommendations for action can be found later in this report)

Who are LGBT service users?

There are an estimated 3.6 million lesbian, gay, bisexual and trans (LGBT) people living in the UK making up from 6% to 10% of the population.⁴ Stonewall also reported that there are 1.8 million lesbian women in Britain.⁵

*"LGBT people are integral to all social or demographic groups including those based on social class, age, education, faith, ethnicity, migrancy, nationality etc. The needs of LGBT people will vary depending on which other social groups they belong to."*⁶

However, statistics are unrepresentative because most of the information collected in the UK fails to even recognise the presence of this population, leading to a lack of information about the people themselves and their needs. Therefore, investment in the areas of economic development, housing, education, health, welfare, culture and social care is supported by statistical analysis that does not measure LGBT people or monitor and address their specific needs. For example, there have never been Census questions on sexual identity and the Office of National Statistics (ONS) does not intend to include one for the 2011 Census despite a campaign for its inclusion.⁷

The Equality and Human Rights Commission (EHRC) recommended that **“a sexual orientation question on the Census would help to promote recognition of sexual orientation as an equality strand, address issues of parity and citizenship and meet user needs”**.⁸

However, the ONS are only planning to introduce a sexual identity question within the surveys which make up the Integrated Household Study. There is also current debate about including a question on trans identity but there are various issues that need to be considered around this.⁹ The Census is used by public bodies to develop their services according to population need, therefore without this information LGBT people will continue to be denied visibility, and services will not fully meet LGBT needs in key areas such as education, health and criminal justice.

Similarly LGBT people are not included in research into social exclusion. For example:

- It is not possible to find out how many people applying for asylum are LGBT people compared to a small number who may have risked applying on those grounds
- It is difficult to find out if lesbian women are subject to any greater risk of particular health conditions in comparison to other groups because the information is not collected or collated centrally
- It is not possible to find out how older LGBT people fare in claiming benefits, compared to other populations, because the information is not gathered
- LGBT people are not asked to identify themselves in the British National Crime Survey, despite evidence compiled by the Home Office and the Metropolitan Police about the extent of crime against LGBT people.¹⁰

One of the major issues is in defining this group and defining what LGBT means. For their *PiP* report *Kairos in Soho* defined LGBT as:

“a community consisting of lesbians, gay men, bisexual and trans people. The term LGBT denotes people affected by heterosexism. It includes many people with multiple identities. For example, the term spans women and men, middle-class and working-class people, female to male transgender people, intersex people, employed and unemployed people, Black and minority ethnic LGBT people, people who identify as queer, disabled LGBT people, older to younger people, LGBT parents, sons and daughters and people across diverse beliefs and religions.

LGBT people have very different histories in relation to the law, both secular and religious, which have been condemnatory and damaging. LGBT people are not defined by, nor confined to reference to a sexual act, just as heterosexual people are not solely defined by a sexual act. Human beings manifest diverse identities associated with behaviour, class, lifestyle, culture, economy, race, history, home, romance, relationships, networks, family and everyday life.”¹¹

What is the LGBT sector?

Communities can be geographical, virtual and/or based on identity. The LGBT VCS is made up of organisations which work for the benefit of a specific community. The diversity within this community represents a microcosm of society which reflects social and economic disadvantage and exclusions.

The LGBT sector is very small, marginalised and disparate in the UK. Organisations work on a variety of issues varying from housing and health to helplines and self-help groups and endeavour to provide both services and policy representation in all of these areas. These organisations have developed in response to poor mainstream services and support.

How many LGBT organisations are there?

- The Register of Charities England and Wales 2009 listed only 96 registered organisations that list LGBT people as a 'beneficiary group' out of 178,800 organisations in total, that is only 0.05% of all registered charities.
- WRC used a keyword search for 'LGBT' and found 74 organisations out of 169,000 organisations in England and Wales, listed on the online database GuideStar¹², although some of these were larger generic organisations which contain LGBT projects within them.
- The Consortium of Lesbian, Gay, Bisexual and Transgendered Voluntary and Community Organisations (LGBT Consortium) is the largest membership body for LGBT organisations but has only approximately 450 members and this is not representative of all groups in the UK.

There are 287 organisations listed in the briefings that go with this report and many of them are not registered with either the Charity Commission or listed on GuideStar, therefore there are likely to be many more organisations across the UK that are not widely known about.

How big are LGBT organisations?

It is likely that most LGBT organisations are small¹³ and unregistered or unincorporated associations. In 2006 Kairos in Soho produced a report *Phase One LGBT Infrastructure Project (PiP)* on infrastructure support in London, the report found that the majority of organisations were small sports and social groups with 51% spending less than £10,000 annually and only 7% spending over £500,000 per year. One organisation accounted for approximately 30% of the total annual expenditure for organisations in London and five organisations accounted for just over 70% out of the 67 organisations surveyed.¹⁴ Therefore the majority of organisations had very little or no expenditure.

The Kairos report found that 81% of the LGBT organisations surveyed (54 out of 67 organisations) had volunteers as part of their team and 46% (31 organisations) were completely run by volunteers who were responsible for a wide range of duties. There were also some who were preparing to deliver core services with volunteers in the event of funding cuts.¹⁵ **This indicates that most LGBT organisations rely on volunteers to deliver their core services and many only operate as informal, local and volunteer-run support and social groups.** Another London study confirmed that there is a particular need within the LGBT sector for further volunteering support. The sector relies heavily on volunteers but lacks the capacity and funds to manage them effectively and does not fully benefit from the volunteering support provided by mainstream organisations such as Volunteer Bureaux.¹⁶

Why are LGBT organisations needed?

In recent years there have been great improvements in the visibility and recognition, in terms of rights, for the LGBT community, and certain groups have been central in moving forward a strong political, economic and social agenda. However, LGBT people still face inequality and are subject to a variety of types of discrimination such as hate crime, homophobia and bullying which occur socially, in the school system, in the work place and through the provision of services. They also experience specific health inequalities, are exposed to media prejudice¹⁷ and generally live in a social climate that is undermining and alienating. In particular the continuing heterosexism in UK society underlies the need for LGBT services and social action.

Specialist LGBT organisations are best placed to respond to these distinct support needs, because of their better understanding of the LGBT community and individuals and the unique challenges they face. While mainstream organisations may be open to all, it is difficult for them to cater for the needs of all as effectively as organisations set up especially to address specific needs. It has always been the most marginalised who are the least likely to benefit from mainstream services. There is also a lack of trust amongst LGBT people that their needs and difference will be treated with respect, as well as the danger that within mainstream services there is little commitment shown to ensuring equal opportunity and that if mainstream organisations take on LGBT issues these will be marginalised or ignored.¹⁸

This is partly related to the historical discrimination LGBT people have faced. For example, Section 28 – legislation that was intended to prevent local authorities from ‘promoting homosexuality’ – although it was repealed in 2003, has resulted in significant gaps in understanding of the LGBT sector as it encouraged homophobia. On the other hand the development of positive legislation over recent years (see below) and increased visibility has led to challenges as well as opportunities and there are concerns that the LGBT sector may be increasingly challenged by assumptions that LGBT issues have now been effectively addressed. Despite these positive changes in legislation there has been an unwillingness by public bodies to implement them.

‘Single interest groups’ also play an important role in building cohesion by strengthening marginalised communities and enabling them to engage in wider society and with other communities. The impact of equality organisations can be significant because they are led by, and for, those with direct experience of inequality and discrimination. They empower and fully respond to needs because they understand and empathise with service users’ experiences. By supporting individuals to become aware that their experiences of inequality and discrimination are not isolated they enable mutual support. They are critical to achieving equality of opportunity, which depends on more than meeting needs, and crucially on the opportunity to take action and have a collective voice and to represent and strengthen the voice of the specific community.¹⁹ WRC, and many others, believe that frontline equality organisations are the only ones that can meaningfully engage isolated communities and bring them to a position where they can take part in, and shape wider public and social life.

Therefore, there is still a great need for services that support and reflect adequately the needs of LGBT people as a particular community, providing advice and information; representation (on Local Strategic Partnerships (LSPs) for example); social activities and befriending services; helplines; employment and volunteering opportunities; implementing Government policies; campaigning; as well as more general services that cater for the specific experiences and meet the specialist needs of LGBT people. We believe that LGBT organisations have a unique and close understanding of where and how discrimination occurs and so are best placed to meet the needs and provide services to this population. They also maintain visibility around LGBT issues and

simply show that this community and its needs actually exist.

The role of frontline equality organisations in the economy is also significant. Through improving the health and employment prospects of their communities they save the state significant sums. For example an economic impact study found that women's organisations are value for money, and represent a return on funding of 385%.²⁰ A similar return is possible from other equality organisations, including LGBT organisations.

What are the barriers to providing LGBT services?

While the Government has been monitoring statistics on equality strands including race, gender and disability for years, LGBT monitoring has been slow to catch on. The EHRC have recently highlighted that the absence of reliable statistical data on sexual orientation is a major obstacle in tackling discrimination and inequality and in measuring specific needs of the LGBT population in the UK.²¹

In 2009 the EHRC identified a continuing nervousness and reluctance to address sexual orientation in social policy research and made various recommendations for future research.²² The lack of consistent monitoring and evidence is a major barrier to sector development and access to statutory funding.

Even without sufficient research it is clear, however, that certain groups within the LGBT population are marginalised in terms of access to services. A study in Glasgow found that female and transgender respondents were more likely to have experienced problems accessing information on health, community, human rights and youth issues than male respondents.²³

“As a sector we need to be pushed...because LGBT organisations are very often white gay men's organisations and the inference is ‘yes you can come along if you are something else but really, do not expect to have any understanding of your needs or experiences’.”²⁴

The lack of recognition about the size of the LGBT population and therefore their service needs, means that most organisations are working across large areas in order to provide for their users but also to obtain the support and funding needed to survive. This leads to most organisations delivering in more than one geographical area and addressing a range of issues, carrying out various activities and serving a broad range of target groups, which over-stretches their capacity. A significant number of LGBT organisations face serious challenges in terms of core funding, premises and an over-reliance on volunteers and many have recently closed or face closure (see below). This means that in many areas in the UK there are no services at all for LGBT people.

Most LGBT organisations do not access mainstream support and existing voluntary sector infrastructure organisations have often failed to acknowledge or provide support for LGBT projects.²⁵ There is a lack of knowledge within mainstream support organisations about the needs and existence of LGBT organisations.²⁶ LGBT organisations are unlikely, alone, to be able to have an impact on policy and this may limit their sustainable involvement in long-term community development.

We are concerned that there is little infrastructure and second tier support for LGBT organisations and that they often just become add-ons to existing mainstream support. The inappropriateness of mainstreaming LGBT infrastructure support and the importance of recognising the LGBT sector as having specific and different needs has been

highlighted.²⁷ There has been an attempt to develop an infrastructure within the sector with the creation of the LGBT Consortium, but this does not have the resources to meet the needs of the whole community, especially women and trans people.

It can be argued that what support there is has been driven by the Government agenda to increase the VCS's role in public service delivery as outlined in the concept of 'Big Society'.²⁸ However, this does not translate into funding or infrastructure support and so has little actual impact on supporting the sector or the people it serves. The policy environment in general has not been supportive of equalities groups with the Commission on Integration and Cohesion, set up in 2006 by the Department for Communities and Local Government (DCLG), including in its final report *Our Shared Future*²⁹ in 2007 a recommendation against funding 'single interest groups'. The increasing cuts to public services and the commissioning agenda have impacted most negatively on frontline organisations providing services to specific equalities groups, such as women and LGBT people.

WRC have found increasing evidence of need amongst our members and through research for this report. However, despite this it would seem that continuing institutional homophobia, lack of awareness and the increasing complexity of the policy and funding framework for the VCS, which marginalises small organisations, has led to no change in funding policy to the LGBT sector.

Have services closed?

While researching this report WRC found that a number of LGBT, and specifically LBT women's services, have closed in recent years due to funding issues. For example Survivors of Lesbian Partnership Abuse (SOLA), which was part of Women's Aid, lost their funding; Daz-Elle the drink and drugs service for LBT women in London no longer provides any services; the Young Lesbian Group at Lewisham Women's Resource Project is no longer running; and Wirral Divas, part of the Terrance Higgins Trust, which provided counselling and group support to lesbian and bisexual women in the North of England has closed due to a lack of funding. Some disabled groups have also closed, such as the Manchester Disabled Lesbians Social Group and Deaf Sisters. In many cases there are no other organisations doing this work. Stonewall have suggested that many LGB groups were established by one-off funding and so once this ran out they could not continue.³⁰

During this research many LGBT voluntary sector groups and services found online were no longer contactable by e-mail leading to a conclusion that they had probably ceased to exist. Out of 410 organisations that were contacted to be included in the directories for this report, 64 had a failed e-mail address, the website was not working or had not been recently updated or the service had closed down due to a lack of funding. An example of this was Pink Scene Gosport which closed in March 2009 as the volunteers could no longer put in all the time, energy and money that was needed to maintain the service.

*"We are not even a charity – there are 4 people... we've all got areas of expertise, but we've all got day jobs."*³¹

Black, Asian and minority ethnic (BAME) organisations in particular have closed. Out of the 11 groups found during this research that worked with Black Afro-Caribbean lesbian women in the UK, only two are still running and many other Black lesbian and gay services have also closed. This trend is in keeping with findings that Black and minority ethnic women's organisations are particularly underfunded. A study of women's organisations in 2002 found that BAME women's organisations were more likely to close or move and experienced a less secure existence than other groups within the women's sector.³²

Other LGBT services have been subsumed into generic services, such as LGBT youth groups becoming part of Connexions services and lesbian lines being moved to lesbian and gay helplines. This risks losing the unique understanding that these organisations have of the needs and experiences of certain groups and also often limits their space and time. This can add to feelings of marginalisation and a lack of safety for women as the services may be within buildings where other groups and people also meet.

How are LGBT people involved in governance and decision-making?

As well as barriers in accessing mainstream support, frontline equality organisations also have varying degrees of access to sufficient specialist equalities support. The social and economic needs of the LGBT community are generally excluded from policy and strategy related to civic renewal and active citizenship and there is an absence or confusion about LGBT needs on most local agendas. The needs and contributions of the LGBT community are almost invisible from processes and policies which promote regeneration, community development and volunteering. For example in 2006 only 2% of the 198 Community Empowerment Network representatives were from LGBT sectors (and 4% from women's organisations).³³

Unsurprisingly there is a lack of LGBT representation in local governance and decision-making and many organisations find it hard to engage with democratic processes strategically and to influence local or national policy. Local planning and funding mechanisms have been increasing and the introduction of Local Strategic Partnerships (LSPs) has increased the methods for VCS engagement and influence. However, this development has coincided with an absence of the needs of LGBT people on local agendas and a lack of representation of the LGBT or women's³⁴ sectors on LSPs. Therefore LGBT organisations are missing out on opportunities to influence funding locally and to support their work. The localisation of decision-making and funding also creates difficulties for the majority of LGBT organisations since many work over large geographical areas.³⁵

Various reasons have been found for the under-representation of LGBT organisations including:

- lack of specialist LGBT representational support and networking capacity and opportunities
- lack of capacity
- lack of data about the needs and experiences of LGBT people
- perceived and real homophobia
- because many LGBT organisations operate across local authority boundaries, which effectively excludes them from local processes.³⁶

Therefore there is a lack of engagement and knowledge about the sector in one direction, and about local government processes in the other direction. Many groups feel that they have no influence at all over LSPs or National Government departments:

“Lack of time to participate in the various forums because [we have] no spare paid staff time and all Trustees have full time jobs, so it is hard to get representatives to attend day time meetings. Once at meetings, LGB issues are not always received supportively, particularly if there are faith groups present.”³⁷

The public perception that one single LGBT organisation can represent the whole of the sector may be a barrier to certain knowledge and experience reaching the wider sector, policy makers and government.³⁸ As you would expect this will negatively affect those groups who are already marginalised and under-represented. Engagement is often tokenistic:

“Most of the time I feel that the commitment at local and national level is very much ‘we’ve spoken to the gay group’.”³⁹

Policy makers are not doing enough to tackle problems for LGBT people around participation and representation and the changes within local authorities connected to devolution have impacted negatively on LGBT representation.⁴⁰

Within LGBT organisations gay men are more likely than lesbian women to be involved in governing bodies, with bisexual people in the significant minority. The diversity within these bodies is usually also limited, with low representation from disabled people, young people and refugees and asylum-seekers.⁴¹

Laws that relate to the LGBT community

In the past 20 years the LGBT community and organisations have played a significant role in changes in the law and policy relating to LGBT rights. In the late 1980s LGBT equality became a mainstream election issue in a way that had not occurred before. Much has been achieved in Parliament for lesbian and gay equality and many of Stonewall’s 2001 general election demands have been met. It has also been found that “changing laws does apparently change culture and can consequently change attitudes”.⁴²

Significant steps forward include:

- **Learning and Skills Act 2000 which passed responsibility for sex education from local authorities to school governors.**
- **Adoption and Children Act 2002 gave adoption rights to same-sex couples.**
- **Sexual Offences Act 2003 repealed discriminatory sexual offences.**
- **Employment Equality (Sexual Orientation) Regulations 2003 gave employment protection to lesbian women and gay men.**
- **Repeal of Section 28 in England and Wales and Section 2(A) in Scotland 2003.**
- **Criminal Justice Act 2003 empowered courts in England and Wales to impose tougher sentences for crimes aggravated by the victim’s sexual orientation.**

- *The Gender Recognition Act 2004 gave transgendered people the right to alter their birth certificates.*
- *The Civil Partnership Act 2004.*
- *The establishment of the Equality and Human Rights Commission (EHRC) 2006.*
- *Equality Act (Sexual Orientation) Regulations 2007 meant that businesses and other organisations cannot discriminate against lesbian, gay or bisexual people. This was extended to include transsexual people in 2008.*
- *The Goods and Services Directive 2004/113/EC December 2007 and Sex Discrimination (Amendment of Legislation) Regulations 2008 extend the scope of the Sex Discrimination Act by requiring public authorities and the private sector to have due regard to the need to eliminate unlawful discrimination and harassment on the grounds of sexuality and gender reassignment in the provision of goods, facilities and services, and the management of premises.*
- *The Gender Equality Duty (became law 2007) requires public bodies to take action on their most important gender equality issues across their functions, which include policy, decision making and service delivery. The aim of the Gender Equality Duty is not to treat women and men the same but to acknowledge that they have different needs and that outcomes should be focused on addressing these needs. Authorities also have an obligation to eliminate harassment and discrimination towards transgender staff and service users.*
- *Criminal Justice and Immigration Act 2008 created a new criminal offence of incitement to homophobic hatred but retains a 'religious defence'.*
- *The Human Fertilisation and Embryology Act 2008 offered legal recognition to both same-sex parents and removed barriers for lesbian women accessing regulated fertility treatment.*
- *Cross-Government Action Plan 2009 set out how the Government is going to address hate crime including homophobic and transphobic hate crime.*
- *The Single Equality Act 2010 (still in process but should come into force fully in April 2011) offers equality to all LGBT people and will potentially oblige institutions to meet different and specific needs and includes provisions to legislate against discrimination in the provision of goods, services, facilities and housing.*
- *Under the proposed Public Sector Equality Duty (still in process) public bodies, such as in the education sector, the NHS and local councils, will have a legal duty to address homophobic crimes and incidents proactively and also address the needs of LGBT people in the design of services.*

(For more details of legislation which applies to trans women see the Trans briefing)

The Government has made strong commitments towards improving LGBT equality including commissioning research and publishing an action plan. There are also international and European Union recommendations and commitments which the UK should follow (see the online briefing on LGBT rights internationally for more information).

*Stonewall have produced a guide to LGB legal rights –
http://www.stonewall.org/documents/the_colour_of_your_money_final_2.pdf*

*The Government Equalities Office has a factsheet on LGBT equality -
http://www.lawcentres.org.uk/uploads/LGBT_Fact_Sheet_GEO.pdf*

Larger LGBT organisations in the UK

The LGBT Consortium –

A specialist infrastructure organisation which develops and supports LGBT groups, organisations and projects in the UK

www.lgbtconsortium.org.uk

Stonewall –

Works to achieve equality and justice for lesbians, gay men and bisexual people and lobbies and campaigns for legal changes. They also run an Information Service for people who want to know more about the rights of LGB people.

www.stonewall.org.uk

Stonewall Info Line – 0800 050 2020

LGBT commemorative days

- *In the UK February is LGBT History Month www.lgbthistorymonth.org.uk*
- *May 17th is the International Day Against Homophobia*
- *September 23rd is International Bisexuality Day*
- *November 20th is the Transgender Day of Remembrance*
- *International Women's Day on March 8th or the International Day for the Elimination of Violence Against Women on November 25th could be seen as appropriate days for the lesbian community although they do not highlight their issues directly*

What about lesbian, bisexual and trans women?

“I do not fight to live in the lesbian community; I fight to live in the whole world.”⁴³

The difficulty in accessing accurate statistics, and the lack of breakdown of statistics around sexuality, means that statistics connected to lesbian, bisexual or trans (LBT) women’s sexuality are either inaccurate or unrecorded. There is a lack of research on the experiences of LBT women compared to gay men, and the impact of gender is not always explored in general research on sexual orientation.⁴⁴



Organisations working specifically with and for LBT women are consistently underfunded. Both within and outside the LGBT sector, organisations that support lesbian, bisexual and trans people, and those supporting LGBT people belonging to additional equality groups (including Black, Asian and minority ethnic (BAME) people, children and young people, disabled people, older people, people of particular religion or belief and refugees and migrants) are even more under-resourced and marginalised.⁴⁵

The LGBT Consortium estimate that 70 out of 450 of their members are LBT women’s organisations.⁴⁶ The state of the women’s VCS itself is critical and we know that women’s organisations working with specific equalities groups are often marginalised within other equalities sectors, including lesbian and bisexual women’s organisations within the LGBT sector. Lesbian organisations have virtually disappeared as part of a gradual fall in funding for the women’s sector and **little is known about LBT social, economic, sexual and health experiences so their needs cannot be met.**

The sexism and heterosexism in the VCS has been highlighted⁴⁷ with LGBT and women's VCS organisations often ignored. However, the invisibility of LBT women in mainstream society and within the LGBT sector means that they are doubly discriminated against (for example there is a focus on gay men for AIDS/HIV sexual health services). Other forms of difference can also be obscured by the category LGBT, therefore women with multiple identities (e.g. BAME LBT women) experience further intersectional discrimination which can marginalise them even more.

"I think that I miss some of the politics of the eighties. We had a lesbian-only help group, I worked in a women's housing scheme, we had a Black women's house, an Asian women's house, a lesbian women's house - I'm not saying that's the way to go, but it was some recognition of the fact of difference and that if that difference is not commonly understood then access to goods and services is not good."⁴⁸

The Kairos in Soho *PiP* report found that in London organisations served more gay men than lesbian women (29.7% compared to 17.1%) and bisexual and trans people were served even less often (14.6% and 11.2%).⁴⁹ Therefore there are challenges within the sector in terms of the exclusion of marginalised groups and a lack of understanding of more complex multiple identities and needs.

What are lesbian, bisexual and trans women's organisations like?

LBT women's organisations tend to be small social or informal support groups (as listed in the directories of this report) and there are very few research, policy or campaigning organisations specifically for these women.

The increase in the use of the internet and access to internet services has definitely supported the creation of more networks and support for the most marginalised groups, such as LBT women. Virtual communities can be created locally or internationally and there can be an instantaneous transfer of information as well as making links with other people locally. The number of online communities and directories of services also adds to a sense of international solidarity (see trans briefing for the impact of the internet on this community). This technology may have assisted a rise in LBT support and social groups which are run solely by volunteers, although these are still not as numerous as those for gay men.

Why are lesbian, bisexual and trans women's organisations needed?

LBT women, in particular, have to deal with many different issues including institutional homophobia, sexism, economic insecurity and familial and societal expectations, particularly for women 'coming out' later in life. Living in a predominately heterosexual and often heterosexist society, and the personal challenges that this presents, form the background to why organisations which support these women are so necessary. LBT women's organisations provide essential services and often fill gaps in service provision by other LGBT and more general bodies who do not understand the complexities of multiple identities.

“It is empowering just to be in contact with other lesbians, you don’t feel like an outsider... For me it is a normalising thing, you immediately have that similarity as soon as you walk in the door. The group is so supportive and non-threatening...”⁵⁰

They provide an important sense of community and shared understanding, one study found that over eight out of 10 women felt a significant sense of community with lesbian women.⁵¹

LBT organisations are set up as a means of countering misinformation and homophobia, psychological and physical abuse, harassment at work, and institutional pressures in the workplace or not being able to talk about your sexuality in different social environments. They also create a safe-platform and space for creativity, mutual support, self-expression, protest and education, and a way for groups and individuals to claim space and a sense of visibility in society as a whole as well as within a mixed LGBT world in which lesbian women are often marginalised and may still feel societal pressure to conform.

As with all women’s, and particularly women-only, services, there are issues with societal stereotypes and prejudices. However the 1980s societal perception of a fringe of radicalised lesbian activists is no longer applicable, and legal changes as well as media visibility have altered public perception of the lesbian community. This said, inequality remains and fear of discrimination means that many LBT women will not access services; there is also still a need for women-only spaces.

“I can say that if there’d been a man on the other end of the line when I’d phoned up to ask about the group, I would’ve put the phone down straight away.”⁵²

What do lesbian, bisexual and trans women’s organisations and services provide?

These organisations provide a range of essential services including mental health support, access to legal advice, sexual health and other information dissemination, drug and alcohol services, and befriending and social facilities, all of which address isolation and social exclusion. Many organisations provide a wide range of services from a small office with few, if any, paid staff.

The social aspect of service provision is also very important and a means of building confidence and a sense of visibility in entering public social spaces such as bars and clubs which on the ‘gay scene’ still remain male-dominated.

“The support is really unique because it extends way past the monthly meetings and the friendships I have developed with individuals in the group are very dear to me.”⁵³

The impact of LBT organisations can be seen in their role in the community and the ‘added-value’ they provide. Organisations also build personal safety (through self-defence classes for example) building women’s self-confidence and their ability to protect themselves, both through ego-based development, physical skills and stress management. There is often a strong empowerment side to the creativity, personal development and confidence from which women can then express themselves differently out in the wider world - whether that’s with their GP,

employer or family and friends, increasing their self-assuredness in society.

In other services which do not cater to LBT women's needs women are stigmatised, ignored or sometimes receive abuse. This means that they are less likely to access these or any other services. In contrast services which are overtly catering for the needs of LBT women are described as **“friendly services where I am treated like anyone else”, “feel like I am taken seriously”** and **“lesbians in the workforce provide understanding of my needs and lifestyle”**.⁵⁴

Why do we need women-only services?

In the WRC report *Why Women-only?*⁵⁵ the case was made for the values and benefits of by-women for-women services. Feedback from the lesbian focus groups in the report was that having a man in the group or on the staff would be self-defeating and reinforce all the stereotypes of the marginalisation of women that services are working to counter. By a man being involved, the security and shared lived experience of the women in the group could never be felt or expressed. Many women also feel more comfortable socialising in a female-only environment, this being especially true of women who are questioning their sexuality or have 'come out' later in life.

“Why would we want to mix with a normal women's group, we do that all the time anyway, we know that in this space we all understand each other, we don't have to be guarded or feel like you are alone, or are the only person who has experienced doubts and worries.”⁵⁶

In the focus group research with the Leicester Lesbian Group, the women felt that the importance of this group was not that it was specifically 'gay', but that the issue of identifying as 'lesbian', the sense of always having to constantly 'come out' at work or with friends and family, could be set aside. In this space sexuality is almost irrelevant but also highly relevant at the same time, in the knowledge that every woman there has a common bond and has had a struggle to reach that point.

“We are all at different stages on a journey but it is the same journey, that's what links us.”⁵⁷

The benefits of providing a space for specific communities of women include mutual understanding and support, staff who have expertise in issues, and generally empowering women through role modelling and solidarity. Being able to share experiences with other women that they know 'will get it' because of similar histories, identity or culture is crucial to engaging women in a service. One of the key points that has come up in relation to LBT services is that they provide a safe and comfortable space for women:

“From the women's group, I've understood very clearly that they appreciate and come to that women-only and lesbian-only space. [...] When women come, I almost feel a sense of a huge relief to hear the word 'lesbian' banded around again, like it's alright, like there's nothing wrong with it! I think, 'you can just say 'lesbian' and be lesbian in here and it's fine!”⁵⁸

However, there is increasing pressure for women's organisations to justify their women-only status and to open up their services to men. This has obvious implications for services which deal with issues such as domestic and sexual violence and also has an impact on services for LBT women. Those services that work with a particular group, such as LBT organisations, are often seen as exclusionary because of this and so have to justify themselves further. They often have to fight against persistent negative stereotypes and perceptions of women-only spaces and there is often disbelief that there is a need for such space and services, reinforcing the marginalisation of these women.

*"I get really angry when people say there is no need for these groups. Lesbian women are a minority group and therefore will suffer in the society we live in. There needs to be more of them, especially outside London."*⁵⁹

The *Why Women-only?* report highlighted the need for women who are in minority and marginalised groups to run their own specific services. Women-only services develop to meet the need of these groups and are crucial. In a focus group for the report one of the users of a women's group at an LGBT centre felt that attending the lesbian-only space helped her to go out into the (predominantly) heterosexual 'world out there':

*"I go away with a feeling of collective girl power, that I can live life in a certain way and I'm going to be proud of it. We know that it's not a lesbian world out there, this is a little corner to ourselves. It's so nice not to have to play the 'pronoun game' where you are always watching what you say. Society is still heterosexual... I haven't got the energy to keep explaining it to people. In the group, you walk in the door and fit in straight away."*⁶⁰

The research from the report indicates that cohesion and integration are developed by having centres that are open to women from diverse backgrounds and enable them to mix, as well as providing separate spaces for specific minority groups of women so that they can develop a sense of autonomy and self-determination and better participate in wider society.

Support for LBT women

Avon Lesbian Line - 0117 907 7567

Belfast Lesbian Line - 028 902 38668

www.lesbianlinebelfast.org.uk

Bristol Lesbian Line - 01179 290855

Corby Lesbian Line - 01536 263156 run by

Corby women's centre but no specific

services for lesbian women on the website

<http://www.corbywomenscentre.org.uk>

Cornwall Lesbian Line - 01736 754225

Glasgow Lesbian Line - 0141 847 0547

Kent Lesbian Line - 01622 763573

Leeds Lesbian Line - 01132 453588

Lothian Lesbian Line (Edinburgh) -

0131 557 0751 still running as part of Lothian

Gay and Lesbian Switchboard

Newcastle Lesbian Line - 0191 2612277

www.newcastlelesbianline.co.uk

Northampton Lesbian Line -

01604 250887 / 39723

North Wales Lesbian Line - 01248 351263

York Lesbian Line - 01904 646812

<http://www.yortime.org.uk/yortime/asp/groupdetails.asp?groupid=649>

Have lesbian, bisexual and trans services closed?

A lot of LGBT and women's services have closed. In London in the 1980s the London Lesbian and Gay Centre and the Black Lesbian and Gay Centre opened, both funded by the Greater London Council (GLC). At this time the GLC was providing a lot of financial support to equalities groups and the LGBT sector, which attracted considerable attention and has been linked to building a negative public reaction to LGBT issues.⁶¹ Both these organisations have since closed and the GLC no longer exists which is seen to have led to a decline in attention to LGBT issues in London.

*"In the 20 years since the demise of the GLC mainstream community organisations/voluntary organisations have not risen to the challenge of meeting the needs of LGBT service users."*⁶²

In 1986 there were 54 specifically lesbian organisations listed in The London Women's Handbook, in 2009 only five still exist, and that is only in London. Of 29 lesbian helplines listed online⁶³ only six are still running and some have closed and merged with more generic LGBT helplines losing the women-only service. Therefore there are very few helplines for LBT women regionally and in some areas no services at all (see above for the current helplines). In terms of LGBT helplines, out of 56 listed online, 27 are no longer running, therefore this is also a problem for LGBT advice more generally. Women's organisations are also closing with one in five having closed in England between 2004-2007⁶⁴ and many more facing an uncertain future. **Therefore there are very few services for LBT women across the UK.**

The wider closure of women's and VCS services in the UK also needs to be taken into account. For example Rape Crisis centres are facing a funding crisis and they provide an important women-only space to women who have experienced sexual violence and abuse, many of whom will be LBT women.⁶⁵

Although there is a lack of services and funded organisations specifically for LBT women, the existence of a range of small informal and volunteer led groups/websites/chat rooms etc. demonstrates that there is a need, interest and a population for further services. In London a need for an LGBT social action centre came out of the Kairos report as a shared community space and central focal point for the LGBT community. This was also echoed by other groups and their service users:

*"Somewhere cheap and cheerful to hang out, and with other things like classes, and groups going on there, somewhere central to find out info about events campaign etc...I'd also like it to house gay and lesbian friendly groups and events that are community based rather than strictly commercial in nature."*⁶⁶

Funding to the lesbian, (gay), bisexual and trans sector

In 2005 a report into the LGBT voluntary and community sector (VCS) found that *“serious issues, especially funding, fragile infrastructure and multiple organisation and environmental issues threaten the LGBT sector and inhibit change”*.⁶⁷

WRC conducted a snapshot audit of 26 different central Government funding streams in 2006. The research found that, both lesbian, gay, bisexual and transgender (LGBT) organisations, and the women’s sector, receive less funding than any other equalities groups in the funding stakes.⁶⁸ The LGBT sector has historically been marginalised and under funded leading to it being isolated and disparate. Many groups operate exclusively through the use of volunteers because of a lack of funding, and income for the sector remains incredibly low at 0.03% (£10million per year) of national charitable income.⁶⁹ A recent survey found that 43% of LGBT groups have an annual turnover of less than £10,000 and 90% have no or only one paid member of staff.⁷⁰

In 2008 WRC conducted an audit of other major funders which shows that between 2003-2007 only 2% of funding went to LGBT organisations through the Department of Health Section 64 grants scheme. None of these projects or organisations were specifically supporting LBT women. Funders such as the Big Lottery have also neglected both the LGBT and women’s sector. Between June 2006 and June 2008 only 0.19% of Big Lottery grants went to LGBT projects and organisations. Of these, projects working with older and younger LGBT people and gay and bisexual men were funded, but nothing working specifically with LBT women. Arts Council funding has also missed these important groups with only 0.25% of regular funding between 2005-2008 going to LGBT groups, which is the same as to women’s organisations. The Treasury and Home Office to date have never provided any funding to the LGBT sector.

We believe that despite increasing evidence of need for LGBT services, continuing institutional homophobia, lack of awareness and the increasing complexity of the policy and funding framework for the VCS, has led to no change in funding policy to the LGBT sector. Social attitudes can also have an effect on funding for example one study in Scotland found that 60% of respondents thought that funding to LGBT groups and organisations in their area was a ‘waste of money’.⁷¹ **Organisations led by and for LBT women are particularly marginalised in terms of funding and political influence.** The way funding is distributed to the voluntary sector forces women’s organisations to frame their funding applications within the areas of need recognised by funders.

“At the moment we have to hide behind the others (other equality and diversity strands) to get a foot in the door.”⁷²

These areas do not include the systematic discrimination experienced by women as a group, nor the overlapping and multiple discriminations experienced by LBT women.

“There is a hierarchy about who is allowed a voice and who is most important.”⁷³

However, clearly this should not be the case:

“There’s lots of research that compounds to say that 7% of the population are lesbian and gay and obviously 50% are women - so if you’ve got funding targets around ... poverty... then 7% or 50% are going to be women or are going to be LGBT, so funders have a choice: they must either make sure that projects that they’re funding under those headings are spending half of their money on women’s services or 10% on developing LGBT services, or they must give that money to organisations who are proving need and then working at the grass-roots level with women or with lesbians.”⁷⁴

Research into the women’s VCS has also found that only 1% of all women’s organisations surveyed between 2004-2007 focussed on lesbian, bisexual and trans (LBT) women.⁷⁵ Therefore these groups are also underrepresented and marginalised within this sector.

“We don’t have any specific funding. We haven’t been able to look beyond three months of sustainability in the last four years and that’s because, despite a large number of grant [applications] being submitted, we don’t get the high rewards. [...] There are institutional barriers and institutional homophobia that prevents us from accessing funds. When we’ve gone to the few women’s funders that remain, we haven’t had a positive reception in relation to the lesbian side of the work.”⁷⁶

There is also an adversity to funding LGBT voluntary and community organisations (VCOs) more generally. Of course a lack of funding and resources has a huge negative impact on the services that organisations can provide and the people they support.

“This is the only group out there, if it didn’t exist we would find a way to keep it going but without the resources there would not be the continuity, having this building allows women to attend who might not come regularly, we are able to make contacts and the group can be refreshed within the centre.”⁷⁷

What are the funding challenges?

The main challenge affecting the women’s and LGBT VCS continues to be practical funding, not being able to provide services also adds to a lack of understanding and political awareness. More support is needed, particularly for on-going and successfully running groups. Even if the political will was there, it is very hard to get a group set up and to make it sustainable.

“[The main barrier is] resources (massively) and lack of equality awareness within government. Another way that I like to look at this is that the very nature of voluntary and community action is chaotic or rather, spontaneous, in that it emerges where it’s needed - where the systems of life are breaking down, where there are poor people or excluded people community action evolves which, by it’s very nature, you can’t predict at all. So government is constantly trying to framework, streamline, control and build a kind of rationale around the voluntary and community sector when actually, its very nature means that it doesn’t have one.”⁷⁸

Equalities organisations, such as LGBT and women’s organisations, are often smaller in size and there are various factors which are implicated in the gradual erosion of the capacity of these types of VCOs. For example the funding relationship with government has significantly changed as funding criteria is assessed on whether organisations are **“directed to socially useful purposes judged important by government and whether they contribute to the success of departmental or wider governmental objectives”**.⁷⁹ Consequently policy and strategy around civic renewal, social exclusion and active citizenship in London, continue to omit reference to LGBT people’s social and economic needs.⁸⁰

There has also been a fall in resources more generally following recent economic crises which has literally decreased the amount of money available especially from smaller grant funders. Concurrently an increase in the number of VCOs means that there is an increased competition for funding and particular issues take priority under different governments and at different times.

There is also a focus on funding ‘issues’ which restricts who can apply for funding and how those applications are framed.

“There is nothing for you unless there is something wrong with you. In other words, unless you have a mental health problem, you are homeless, young and coming out or you are worried about sexually transmitted infection, then there is nothing for you.”⁸¹

This leads to the LGBT community being ‘problematised’ and confined to specific areas of operation (e.g. HIV/AIDS) which is often why LBT women are ignored. For example one London organisation that provided a helpline found that a particular funder for HIV/sexual health was **“not that interested in us trying to increase the number of calls from women”** demonstrating the absence of attention to the needs of LBT women.⁸² As well as providing frontline services, policy and lobbying work is crucial in order to provide better services for the LGBT community more generally, yet this work is not funded.

The Kairos report found that only a small number of groups in London were in receipt of formal funding and only larger organisations were able to access statutory funding. The most frequently accessed sources of funding were independent and non-statutory, with charitable trust funding most frequently received. Self-generated unrestricted income sources (individual donations, fees, income from events, trading and earning) also accounted for over 50% of all

income sources accessed by organisations.⁸³ However the study also found that two thirds of organisations interviewed did not have sufficient funds to reach the end of the current financial year.

“We are facing a big challenge this financial year and next. When I started we had lots of three year grants which have all run out and we are struggling like mad to replace them...so at the moment we are funding our core [activities] out of reserves, and we cannot do that next year.”⁸⁴

There are also issues around what such little funding can be used for, it may only cover running costs and does not allow for any improvements in services. Alternatively funders may not provide core funding and will only fund a particular project. Therefore organisations may feel the need to alter their work as a coping strategy to fit funding streams or submit applications under alternative strands.

“We always end up going into another group, so it is the older people’s worker or the younger people’s worker. It means you end up with these projects that are not what you would necessarily have done.”⁸⁵

This means that organisations may ‘over-stretch’ to work in a specific area rather than developing the organisation holistically.

There is a lack of infrastructure support for the LGBT sector. There are similar issues as those identified above around the importance of recognising the LGBT sector as having specific and different needs which means that mainstreaming LGBT infrastructure support is inappropriate. The importance of specific LGBT infrastructure is highlighted in the Kairos report **“It is not commonplace that you can go to a [local CVS] and book a room in the name of your community group and receive fairness, and be treated with respect, and be able to invite your members to that meeting, knowing they are not going to be subject to some homophobic abuse”**.⁸⁶ In the past there has been support and commitment to research, policy and infrastructure for the sector but this has not been sustained or institutionalised. Larger LGBT umbrella organisations also face funding issues and many smaller organisations and groups do not have the capacity to be involved in infrastructure, or geographic barriers, such as being outside London, may stop them from gaining support.⁸⁷

A number of studies have been done into the infrastructure needs of LGBT organisations and the main issue revealed consistently, is funding. Identified threats to the LGBT sector in London include funding, the localism agenda, public perceptions of LGBT people, and their invisibility. Priorities for the sector include mapping and research into the population, their experience of discrimination and their needs, as well as into the capacity of the LGBT VCOs and the development of training and monitoring for statutory bodies in relation to LGBT issues.⁸⁸ London LGBT organisations have reported that funding is a major challenge taking up a significant amount of management time and attention. The over-reliance on small grants which have excessive monitoring, and a lack of information, capacity and skills in fundraising is time consuming and detrimental to the actual provision of services.⁸⁹ This problem is replicated across the VCS more generally.

“I have seen far too many voluntary organisations that get funding and then spend 50% of their time trying to get their funding for next time.”⁹⁰

A study of support needs for LGB groups in Yorkshire and the Humber found that support with funding was by far the most popular area of need. There was also a need for support in targeting specific groups of under-represented people including women and particularly Asian women. Most of the respondents stated that they needed help with identifying sources of funding, finding free meeting space and resources, help with funding applications, and with developing a funding strategy.⁹¹ The majority of the groups were managing with very little funding restricting their development and the services they could provide. There was also a general lack of funding specifically for LGB groups particularly around staff salaries and expenses for volunteers.

Another study in the North West found that the LGBT sector is currently very fragile and under resourced with most organisations relying on annual financial turnovers of less than £1,000.⁹² The report also identified a cycle that restricts the establishment, growth and sustainability of LGBT specific services. This is based on a lack of robust evidence and a limited knowledge of LGBT needs, leading to these needs not being made a priority or funded, and a lack of capacity in the sector. This cycle simply perpetuates itself and many organisations find it impossible to break out of it as the issues are too overwhelming for a small organisation to tackle. A fundamental barrier to breaking the cycle is that individual organisations do not have the capacity to gather evidence or be influential without collaboration and support.

“How do you capacity build the capacity builders? How do you get more people involved so that the responsibility does not fall on the few people... you can't just do it on a kind of goodwill gesture... how do we get some resources to be able to say we need some workers to actually work up proposals and evidence it?”⁹³

The lack of socio-economic data about the LGBT community is also a barrier to both funding and greater influence.

The Yorkshire and the Humber study found that time and capacity were the largest barrier to being able to fundraise effectively, as well as training needs. Others barriers were, identifying sources of funding; prejudice and discrimination such as negative perception of lifestyle; lack of acknowledgement of BAME LGB people and LGB young people and their needs; lack of understanding by funders as to why LGB groups and services are needed.⁹⁴

Many of these issues are familiar and relevant for organisations across the VCS but there are also funding barriers that are specific to the LGBT sector, many of which relate to homophobia. In London, Kairos found that there are only a small number of potential funders who are willing to fund LGBT VCOs which increases competition for funding. **“Very, very few funders treat ‘LGBT’ as a client group in itself, or a priority in itself.”⁹⁵** There is also little acknowledgement or understanding of actual need amongst funders.

“There is enormous work to be done with funders to educate them about this [LGBT] community, what its experiences and needs are, and really what its capacity is as well because the stuff that we are asked to do is phenomenal compared to the size of the sector.”⁹⁶

This is also related to a lack of evidence and data about this community and a need for ‘proof’ of need. **“They turned us down because we could not prove that no-one else was doing the work. They said if we did a survey [to prove] that nobody else was doing the work [they would be more likely to fund it]”** this is prohibitive for small groups who are unable to conduct such research without funding!

There is also a reported fear from funders of media and public backlash for funding LGBT organisations⁹⁷ which is very worrying. Geographic obstacles can also cause problems, for example funding is increasingly being targeted locally but organisations with a national or wider regional focus are not able to access it. Therefore the geographic focus of activity is significant in terms of funding, strategic influence and infrastructure support, particularly for smaller organisations.⁹⁸

Changes in funding models such as the push for commissioning and procurement will further disadvantage LGBT organisations, in the same way as it does women’s and other small equalities VCOs. These models exclude LGBT organisations in local delivery and policy development and threaten their sustainability.

As the LGBT sector is small and most organisations have very low capacity, infrastructure organisations need to build support with funders and encourage networking and partnerships.

“[The sector] needs to build partnership-type funders...you do not need to have LGBT at the top of everyone’s agenda, you just need to have some people heralding it for a while.”⁹⁹

In America there is a specific organisation that funds lesbian, gay, bisexual, transgender and queer individuals, projects and services.¹⁰⁰ This ensures that these projects are understood and legitimised and provides support as well as a voice to other funders about the needs of the sector. A similar fund in the UK would make an important difference as well as recognising that policy makers and service providers may not have a knowledge or understanding of the issues faced by LGBT people even if they are aware of inequalities and discrimination.

Resources on funding the LGBT sector

Reaching Out: A guide for trusts and foundations on the charitable needs of lesbians and gay men –

Produced by The Association of Charitable Foundations (ACF)

<http://www.acf.org.uk/publicationsandresources/publications/index.aspx?id=98&eid=426>

Recommendations for Action

What can women's organisations do to better support lesbian, bisexual and trans women?

- The profile of LBT women's issues and organisations needs to be raised across the women's VCS
- Ensure that equality of outcome for everyone is accepted as a right throughout your organisation including all LBT women
- Ensure you have an equality and diversity policy but be aware that people fit into more than one social category and that all their needs must be met
- Ensure you know your legal responsibilities in relation to monitoring, as an employer etc. and fully implement legislation
- Have a clear statement on your commitment to equality based on sexual orientation and gender identity
- Have guidelines on discrimination and harassment on the grounds of sexual orientation and gender identity
- Communicate and work with other service providers who also work with women e.g. LGBT organisations and look for ways to support each other
- Provide awareness training and good practice guidance for staff on working with LBT women
- Involve LBT women in reviewing your services
- Ensure all publicity is inclusive of LBT women including positive and diverse imagery

Recommendations for public services

- Seek knowledge and information about LGBT populations and their needs to enable appropriate provision of services
- Introduce sexual orientation and trans status monitoring to all services
- Assess all your service delivery activities and ensure that they are relevant and accessible for all LGBT people
- Work in partnership with LGBT organisations and other public services to increase their knowledge and engagement
- Recognise and support the need for LGBT specialist and user-controlled services
- Ensure that mainstream and generic services are accessible to all LGBT people
- Mandatory training for all front-line staff should include training on LGBT equality alongside other equality issues
- Preventing homophobia, biphobia and transphobia should be an integral part of inspection processes and contract monitoring
- Monitor public service delivery in partnership with LGBT people and organisations
- Review policies on gender recognition to achieve equality of outcome and processes that respect the privacy and dignity of your service users

Recommendations for local public bodies

- Gather further knowledge and information about LGBT residents in partnership with local LGBT organisations – mapping of local LGBT support and services
- Actively adopt a quality assurance scheme which ensures that LGBT equality is given the same recognition as other equality strands
- Recognise LGBT needs in all strategies, policies and actions in equal measure to other equality strands and enforce this
- Involve local LGBT people in the process of Equality Impact Assessments (EIAs) of all policies and practices and in regularly monitoring performance
- Consult with and involve LGBT people in decisions about local strategies
- Involve the LGBT community in Local Strategic partnerships (LSPs)
- Develop independent regional or local LGBT networks or forums supported by local government and/or hosted by appropriate local LGBT organisations – these need to be supported financially and be representative
- Government departments and local authorities should have an LGBT Development Officer and a Trans Policy Officer to work with LGBT organisations and the local LGBT community
- Develop a strategy for LGBT inclusion within all communication and promotional activities e.g. add logos and links to your website for local LGBT groups and LGBT History Month
- Ensure that equality of outcome for everyone is accepted as a right throughout your organisation including all LGBT people by using Equality Impact Assessments (EIAs)
- Local authorities need to make specific reference to sexual orientation and gender identity in their statements on equality
- Ensure that policies take into account the distinct needs of each LGBT community and ensure that these are addressed equally and separately if appropriate
- Involve LGBT people in reviewing good practice guidance, equality audits and monitoring policies e.g. LGBT focus groups
- Train staff on the application of equality legislation and its practical effect
- Ensure you have an equality and diversity policy but be aware that people fit into more than one social category and that all their needs must be met
- Ensure you know your legal responsibilities in relation to monitoring, as an employer etc. and fully implement legislation
- Have a clear statement on your commitment to equality based on sexual orientation and gender identity
- Have guidelines on discrimination and harassment on the grounds of sexual orientation and gender identity
- Provide awareness training and good practice guidance for staff on working with LGBT people
- Ensure all publicity is inclusive of LGBT people including positive and diverse imagery

Wider recommendations to Government, funders etc.

Monitoring/Knowledge of LBT population

- Develop an evidence base for LBT women and their needs
- There must be a commitment to funding and producing an evidence base so that priorities and policies can be made on the basis of knowledge
- Questions on LGBT lives should be included in the national census or alternative research should be funded to provide robust baseline data
- Research must demonstrate the demographics of the LBT community in all its diversity
- Research must investigate the needs and experiences of LGBT people across a wide range of issues and communities
- Consult with LGBT people at national, regional, local, individual and organisational levels in partnership with the LGBT VCS

- Consultation with LGBT communities must be sustainable for those involved and recognise and value their knowledge and involvement
- Engage with LGBT organisations to develop methodologies that provide evidence that is acceptable to funders and commissioners
- Disseminate publicity and evidence of need from research to funders and public bodies
- The needs of LBT women need to be assessed locally in order to plan services and address discrimination, including within existing services

National LGBT Strategy

- There needs to be proactive leadership from government, public bodies and service providers to take a lead in reducing discrimination and addressing the needs of LGBT people in partnership with the LGBT sector
- There should be a national strategy to challenge prejudice and discrimination against LGBT people including reducing homophobia, biphobia and transphobia and preventing hate crime
- Local strategies could also be developed to address local needs
- Public bodies and organisations that can influence attitudes should be targeted e.g. schools, employers, political parties and religious organisations
- LGBT people's representation needs to be addressed e.g. MPs, Councillors etc.
- There should be a national community website and networking and training events for LGBT organisations
- Widespread public information should be available on LGBT services and support
- Information for specific LGBT communities on specific issues should be developed
- LGBT community education around equality issues such as disability and racism should be included
- The media should be targeted to ensure fair and equal representation of LGBT people and challenge invisibility and misrepresentation and have appropriate best practice guidance
- The Press Complaints Commission must take homophobic, biphobic and transphobic conduct seriously and demonstrate this
- LGBT history month should be more widely acknowledged and celebrated

Capacity build the LGBT sector

- The number and nature of LGBT organisations and groups within a particular locality and what they need to deliver support to LGBT people needs to be understood
- The capacity of the LGBT sector must be increased to better meet the needs of LGBT people and campaign for LGBT rights
- LGBT infrastructure organisations need support and resources to develop appropriate model for capacity building the sector
- LGBT projects and organisations need funded access to a wide range of support and information including peer support and skills exchange
- LGBT organisations need support to produce research and share this with the wider LGBT sector as well as public bodies and funders
- LGBT organisations need help with funding e.g. the capacity to fundraise, fundraising skills, resources for fundraising, information on funders
- LGBT organisations need support with marketing and outreach
- LGBT organisations need support to help them become more accessible to other equality groups e.g. disabled LGBT people
- LGBT organisations need skills and training for trustees
- Communication is needed between government/public bodies and the LGBT sector
- LGBT organisations need access to greater participation in government policy and processes including involvement in consultations

Recommendations for funding the LGBT sector

- There should be a specific fund for LGBT people, projects and services in the UK or specific funding streams developed with ring-fenced funding
- Government and local authorities should develop a small grants scheme for LGBT organisations to develop work with specifically targeted LGBT communities where needs are identified
- Strategic funding must be secured for the LGBT sector that includes grants for volunteers as well as service users to attend external forums and meetings
- Funders need to be made more aware of the specific needs of LGBT people and organisations and the issues they face and how to support them effectively and appropriately
- LGBT people need to be recognised as a 'community of interest' in funding schemes and social inclusion programmes
- There should be legislation around funding equality groups to ensure a parity of provision
- Funders should work in partnership with infrastructure and equality organisations to create strategic relationships and coherent approaches to funding equalities
- There should be funding to carry out regular mapping and produce a directory of LGBT groups and organisations in the UK

Glossary

Androgyne people

People who do not feel either fully male or female or reject defining themselves in terms of the male or female gender. Androgyne people also sometimes refer to themselves as polygender, genderqueer or third-gender. Androgyne people span a very wide range of desire to transition: some have no interest, others partially transition, while others follow the same transition route as transsexual people but reject identifying simply as the gender they transition to.

Acquired Gender

A term from the Gender Recognition Act of 2004. It means the gender that a person has transitioned to in order to match their self-perceived gender identity.

ART

Assisted Reproductive Technology

Asylum seeker

An asylum seeker is someone who seeks to be recognised as a refugee as they have fled their country of origin and are seeking asylum in another country. These people are not legal immigrants and must then prove to the other country that they should remain there as they cannot return.

BAME

Black, Asian and Minority Ethnic. In this report Black, Asian or minority ethnic (BAME) defines all groups who are discriminated against on the grounds of their race, culture, colour or nationality. This includes but is not exclusive to those people of African, Asian, Caribbean, Eastern European, Irish, Jewish, Roma and South East Asian descent.

BAMER

Black, Asian, Minority Ethnic and Refugee

‘Big Society’

UK Coalition Government agenda that seeks to shift power from politicians to people including devolving power to communities and local government, a greater role in public services for voluntary and community organisations and civil society organisations and supporting the voluntary and community sector.

Biphobia

Hatred or fear of bisexual people.

Bisexual

A sexual orientation characterised by attraction, romantic love or sexual desire for members of either or both genders.

BLGB

Black, lesbian, gay and bisexual

BME

Black and Minority Ethnic.

Civil partnership

A legal marriage between couples that are gay or lesbian. Once a civil partnership occurs between these couples, they are entitled to receive similar treatment and benefits as that of any married couple

‘Coming out’

Describes the process or experience of LGBT people disclosing or revealing their sexual orientation or gender identity to their family, friends or others.

Compound discrimination

Describes a situation in which discrimination occurs on the basis of two or more grounds at the same time and where one ground multiplies or intensifies in the same instance the discrimination experienced on another ground. For example, in a segregated labour market where migrants are disproportionately represented in low-pay, low-status jobs and where women suffer a gender-specific pay-gap, migrant women are likely to both experience under-employment, being relegated to lower status jobs than the majority population, and to receive lower pay than their male counterparts for such work due to the gender pay gap.

CVS

Community and voluntary service

D/deaf

We understand the issues surrounding this term. The capital ‘D’ is a politically defined term used to describe culturally Deaf people who are members of the Deaf community, a particular cultural and linguistic group who use British Sign Language (BSL). The other form ‘deaf’ is a generic, medically based term used to encompass all deaf people. While ‘deaf’ encompasses all those who have less than average hearing, the use of ‘Deaf’ indicates the person being referred to has probably been deaf since childhood, uses BSL and is a member of the Deaf community. Other terms used to describe those who lose their hearing, often in adult life, include ‘deafened’ and ‘hard of hearing’. In this report we aim to be as inclusive as possible by including both terms when referring to D/deaf people

Disablism

Discrimination against disabled people

EHRC

Equality and Human Rights Commission

Equalities strands

The UK government recognises nine equality strands (called Protected Grounds – detailed in the Equality Act 2006): age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

FtoM

Refers to a person who has or is transitioning from female to male.

‘Gay scene’

This term encompasses venues, events, organisations, groups and places that are specifically for the LGBT community and are used by many LGBT people

‘Gay villages’

Areas, usually in urban centres, with a high concentration of gay venues, businesses and places that are specifically for the LGBT community and are used by many LGBT people

Gender dysphoria

The medically recognised term to describe anxiety and discomfort associated with feeling that the way you look on the outside and the way you are expected to behave does not match the way you feel. Dysphoria means unhappiness. This is not a mental illness, but sometimes support and treatment can help.

Gender identity

Refers to a person's self-expression and identity in relation to social categories of masculinity or femininity. According to Amnesty International, a person's subjectively felt gender identity may be at variance with their sex or physiological characteristics.¹⁰¹ The specific terms people use and expression of gender identity varies widely from culture to culture.

Gender reassignment

The process of transition that a person goes through when they change from being the gender they were assigned at birth – either male or female – to living in the gender with which they identify.

GRC

Gender Recognition Certificate - allows a person to be legally recognised in his or her acquired gender for all purposes. A full GRC gives the holder the means to obtain a new birth certificate. Once a person has obtained a GRC, they are deemed in law to be of the gender to which they have transitioned, and must be treated in that gender with respect to jobs, etc. Medical treatment, including surgery, is not required to obtain a GRC

Heteronormativity

This is a term to describe the marginalization of nonheterosexual lifestyles and the view that heterosexuality is the normal sexual orientation.

Heterosexism

This term applies to attitudes, bias, and discrimination in favour of solely opposite-sex sexuality and relationships. Links prejudice and discrimination to a set of institutionalised beliefs, practices, laws and policies.

Heterosexual

A sexual orientation characterised by attraction, romantic love or sexual desire exclusively for members of the opposite sex or gender.

Homophobia

Hatred or fear of homosexual people.

Homosexual

A sexual orientation characterised by attraction, romantic love, or sexual desire exclusively for another of the same sex. Usually only used as a medical/legal term as lesbian and gay are usually preferred.

Infrastructure organisations

Infrastructure organisations or networks exist to support voluntary, community or social enterprise sector organisations to achieve their aims.

Intersectional discrimination

Describes a situation where several grounds operate simultaneously and interact in an inseparable and indivisible manner. This has the effect of producing distinct and specific forms of discrimination. Intersectional discrimination multiplies and amplifies the obstacles women face, thus leaving them in a situation of further disadvantage. The intersection of gender discrimination with other forms of discrimination, similarly has a multiplicative effect. Women from racialised and other minoritised ethnic communities are often subjected to specific types of prejudice and stereotyping and face specific types of discrimination, not experienced by minoritised men or majoritised women in general. For us, the notion of intersectional discrimination is best understood by way of a metaphor relating to a traffic intersection

Intersectionality

Intersectionality holds that the classical models of oppression within society, such as those based on gender, class, race/ethnicity, sexual orientation, religion, belief, or disability do not act independently of one another; instead, these forms of oppression interrelate creating a system of oppression that reflects the 'intersection' of multiple forms of discrimination.

Intersex

People who are born with anatomy or physiology which differs from norms associated with male and female anatomy.

Islamophobic

Prejudice against Islam or Muslims

LBT

Lesbian, bisexual and transgender

LGB

Lesbian, gay and bisexual

LGBT

Lesbian, gay, bisexual and transgender

Local Strategic Partnerships (LSPs)

Made up of representatives from local authorities, health, police, local business and the voluntary and community sector, these are a key mechanism for deciding on local priorities and determining where the majority of local funding will go.

MtoF

Refers to a person who has or is transitioning from male to female.

Multiple discrimination

Describes a situation in which discrimination occurs on the basis of two or more grounds operating separately. For example, a woman with a physical disability may be discriminated against on the basis of her gender in access to highly skilled work and on the basis of her disability in a situation where public office buildings are not wheelchair accessible. In this case, multiple discrimination describes the cumulative or additive impact of distinct and separate experiences of discrimination.

NGO

Non-governmental organisation

NHS

National Health Service

PCT

Primary Care Trust

Queer

A term reclaimed from a derogatory homophobic insult. Queer theory is a set of ideas that emerged in the early 1990s around the idea that identities are not fixed and do not determine who we are forever. It builds upon both feminist challenges to gender essentialism and the examination of the socially constructed nature of sexual identities in LGBT studies. Queer encompasses any kind of sexual activity or identity that falls into deviant categories.¹⁰²

Real Life Experience

NHS requires that a person live in their acquired gender for at least two years, and must intend to live permanently in their new gender, before they can access gender reassignment surgery

Refugee

The 1951 Refugee Convention, states that a refugee is a person who flees to a foreign country or power to escape danger or persecution **“owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion, is outside the country of their nationality, and is unable to or, owing to such fear, is unwilling to avail him/herself of the protection of that country.”**¹⁰³

Sexual orientation

Separate to gender identity and covers sexual desires, feelings, practices and identification and sexual orientation can be towards people of the same or different sexes. This is the current term used in equalities legislation, for example in the Employment Equality (Sexual Orientation) Regulations ‘sexual orientation’ is defined as **“an orientation towards persons of the same sex; the opposite sex or both sexes”**.¹⁰⁴

STD

Sexually transmitted disease

STI

Sexually transmitted infection

Substance misuse

This refers to drug abuse, drug addiction, and chemical dependency, as well as alcoholism, and the use of substances in a manner outside sociocultural conventions. All use of controlled drugs and all use of other drugs in a manner not dictated by convention (e.g. according to physician’s orders or societal norms) is abuse according to this definition.

Trans

An all-encompassing term that includes all people that cross gender boundaries, permanently or otherwise. Trans includes, but is not limited to: people who live in the opposite gender to that registered at their birth, whether or not they have undertaken gender reassignment surgery, transvestites who cross-dress, intersex people who are born with anatomy or physiology which differs from norms associated with male and female anatomy, and others who do not identify with traditional female and male norms. Some people may not identify with being male or female and may prefer ‘third gender’.

Transphobia

Hatred or fear of trans people.

Transsexual

The medically and legally recognised term to cover people who intend to undergo, are undergoing, or have gender reassignment. Individuals may or may not have a Gender Recognition Certificate (GRC).

Transvestite people

Transvestites (usually males) dress as the opposite gender for emotional satisfaction, erotic pleasure, because they feel more comfortable doing so or to explore feelings and behaviours associated with the opposite gender. Transvestite people are generally happy with their birth gender and have no wish to permanently alter their bodies. Although they enjoy cross-dressing, some find it difficult to come to terms with their desire to do so and struggle with feelings of shame or fear. In due course, most are able to move beyond these negative feelings and simply enjoy cross-dressing. While many will self-identify as transgender, it is quite rare for those who cross-dress for purely erotic reasons to. Those who occasionally act as drag queens or kings usually do so with an emphasis on performance and fun, have gender identities which completely match their birth gender and do not consider themselves to be trans.

UKBA

United Kingdom Border Agency

VCOs

Voluntary and community organisations

VCS

Voluntary and community sector

Women-only

A space or service accommodated around the needs and experiences of women and which allows only the attendance of self-identified women.

WRC

Women's Resource Centre

Notes

1 Press for Change use the all embracing term 'trans' www.pfc.org.uk

2 Morrison, C. and Mackay, A. *The experience of violence and harassment of gay men in the city of Edinburgh*. (2000) Edinburgh: Scottish Executive

3 Women's Resource Centre. *Not Just Bread, But Roses, Too: Funding to the women's voluntary and community sector in England 2004-07*. (2009) Women's Resource Centre: London

4 Platzer, H. *Rounding up the usual suspects: Towards a better understanding of factors affecting participation in research and the nature of social exclusion in the lesbian and gay population*. (2003) DTI

5 Hunt, R. and Dr. Fish, J. *Prescription for Change: Lesbian and bisexual women's health check*. (2008) Stonewall: London

6 Keogh, P., Reid, D. and Weatherburn, P. *Lambeth LGBT Matters: The Needs and Experiences of Lesbians, Gay Men, Bisexual and Trans Men and Women in Lambeth*. (2006) Sigma Research: Lambeth

7 There were two key reasons for this. Firstly it was felt that there might be a detrimental effect on response rates due to the sensitive nature of the subject of sexual orientation and possible respondent concerns about confidentiality and disclosure in the context of a compulsory Census. Secondly there were doubts about the accuracy of data produced by a question or questions that had not been adequately tested in terms of public understanding of the concept of sexual orientation and the administration of such a question (for example, interviewer or self-administered surveys). It is worth noting that similar issues were raised in relation to the proposed inclusion of questions on religion and belief prior to the 2001 Census. Mitchell, M., Howarth, C., Kotecha, M. and Creegan, C. *Sexual Orientation Research Review 2008*. (2009) EHRC: Manchester

8 Mitchell, M., Howarth, C., Kotecha, M. and Creegan, C. *Sexual Orientation Research Review 2008*. (2009) EHRC: Manchester

9 Mitchell, M. and Howarth, C. *Trans Research Review: EHRC Research Report 27* (2009) NatCen and Equality and Human Rights Commission: Manchester

10 Kairos in Soho. *The PIP Project: Phase One LGBT Infrastructure Development Project* (2006) Kairos in Soho: London

11 Ibid

12 www.guidestar.org.uk

13 The Charity Commission define a small charity as having an annual income of under £20,000

14 Kairos in Soho. *The PIP Project: Phase One LGBT Infrastructure Development Project* (2006) Kairos in Soho: London

15 Ibid

16 Nea, B. and Cox, D. *Gaps and Solutions: Supporting London's Equality Sectors* (2008) HEAR/ROTA: London

17 Guasp, A. *Unseen on Screen: Gay People on Youth TV* (2010) Stonewall: London

18 Respondent in Kairos in Soho. *The PIP Project: Phase One LGBT Infrastructure Development Project* (2006) Kairos in Soho: London

19 Nea, B. and Cox, D. *Gaps and Solutions: Supporting London's Equality Sectors* (2008) HEAR/ROTA: London

20 Matrix Research and Consultancy. *The economic and social impact of the women's voluntary and community sector - a pilot study* (2006) The Women's Resource Centre: London

21 Equality and Human Rights Commission. *Beyond Tolerance: Making Sexual Orientation a Public Matter* (2009) EHRC: London

22 Mitchell, M., Howarth, C., Kotecha, M. and Creegan, C. *Sexual Orientation Research Review 2008*. (2009) EHRC: Manchester

23 Beyond Barriers and FMR. *First out...Report of the findings of the Beyond Barriers survey of lesbian, gay, bisexual and transgender people in Scotland* (2002) Beyond Barriers: Glasgow

24 Respondent in Kairos in Soho. *The PIP Project: Phase One LGBT Infrastructure Development Project* (2006) Kairos in Soho: London

- 25 Ibid
- 26 Nea, B. and Cox, D. *Gaps and Solutions: Supporting London's Equality Sectors* (2008) HEAR/ROTA: London
- 27 Kairos in Soho. *The PIP Project: Phase One LGBT Infrastructure Development Project* (2006) Kairos in Soho: London
- 28 www.thebigsociety.co.uk
- 29 The Commission on Integration and Cohesion. *Final Report: Our Shared Future* (2007)
- 30 Stonewall. *The Equalities Review: Sexual orientation research review*. Stonewall Housing Association (2007)
- 31 Respondent from Lesbian and Gay Foundation. *Breaking the Cycle: Supporting the Delivery of a Sustainable Lesbian, Gay, Bisexual and Trans (LGB&T) Sector in the North West Region* (2009) Lesbian and Gay Foundation: Manchester
- 32 Davis, S and Cook, V. *Why Do Black Women Organise? A Comparative Analysis of Black Women's Voluntary Sector Organisations in Britain and their Relationship to the State*. (2002) Policy Studies Institute: London
- 33 WRC briefing to Ed Milliband, Minister for the Third Sector (2006)
- 34 Gudnadottir, E. Smith, S. Robson, S. and Corry, D. *Where are the Women in LSPs?: Women's Representation in Local Strategic Partnerships* (2006) WRC, Urban Forum and Oxfam: London
- 35 Nea, B. and Cox, D. *Gaps and Solutions: Supporting London's Equality Sectors* (2008) HEAR/ROTA: London
- 36 M. Vergara, B. Nea, et al. *Supporting Equality Groups: An overview of support to the diverse third sector in England* (2008) National Equality Partnership: London
- 37 Ibid
- 38 Kairos in Soho. *The PIP Project: Phase One LGBT Infrastructure Development Project* (2006) Kairos in Soho: London
- 39 Ibid
- 40 Mitchell, M., Howarth, C., Kotecha, M. and Creegan, C. *Sexual Orientation Research Review 2008*. (2009) EHRC: Manchester
- 41 Donahue, K. *Opportunities for All: LGBT Volunteering and Infrastructure Engagement in Greater London* (2007) LGBT Consortium: London
- 42 Hunt, R. and Valentine, G. *Love Thy Neighbour: What people of faith really think about homosexuality*. (2008) Stonewall Housing Association and House of Commons Education and Skills Committee (March 2007).
- 43 Respondent in Lesbian and Gay Foundation. *Breaking the Cycle: Supporting the Delivery of a Sustainable Lesbian, Gay, Bisexual and Trans (LGB&T) Sector in the North West Region* (2009) Lesbian and Gay Foundation: Manchester
- 44 Mitchell, M., Howarth, C., Kotecha, M. and Creegan, C. *Sexual Orientation Research Review 2008*. (2009) EHRC: Manchester
- 45 Nea, B. and Cox, D. *Gaps and Solutions: Supporting London's Equality Sectors* (2008) HEAR/ROTA: London
- 46 In 2009
- 47 Women's Resource Centre. *Why Women? The Women's Voluntary and Community Sector: Changing lives, changing community, changing society* (2006) WRC: London
- 48 Respondent from Kairos in Soho in research for Women's Resource Centre. *Why Women-only? The values and benefits of by women, for women services* (2007) Women's Resource Centre: London
- 49 Kairos in Soho. *The PIP Project: Phase One LGBT Infrastructure Development Project* (2006) Kairos in Soho: London
- 50 Respondent from Leicester lesbian focus group for Women's Resource Centre. *Why Women-only? The values and benefits of by women, for women services* (2007) Women's Resource Centre: London
- 51 Burkitt, H. *Speak Out: Lewisham Lesbian, Gay, Bisexual and Transgender Survey* (2007) Lewisham Council: London
- 52 Respondent from Leicester lesbian focus group for Women's Resource Centre. *Why Women-only? The values and benefits of by women, for women services* (2007) Women's Resource Centre: London
- 53 Quote from *Kiss and Tell: Members Speak Out, celebrating over 5 Years of the KISS group* (2005) Naz Project: London
- 54 Consultation with lesbian service users of Account 3 women's co-operative in East London, WRC 2009
- 55 See http://www.wrc.org.uk/includes/documents/cm_docs/2008/w/whywomenonly.pdf
- 56 Respondent from Leicester lesbian focus group for Women's Resource Centre. *Why Women-only? The values and benefits of by women, for women services* (2007) Women's Resource Centre: London
- 57 Ibid

58 Respondent from Women's Voice/Kairos in Soho in Women's Resource Centre. *Why Women? The Women's Voluntary and Community Sector: Changing lives, changing community, changing society* (2006) WRC: London

59 Respondent from Leicester lesbian focus group for Women's Resource Centre. *Why Women-only? The values and benefits of by women, for women services* (2007) Women's Resource Centre: London

60 Ibid

61 Kairos in Soho. *The PIP Project: Phase One LGBT Infrastructure Development Project* (2006) Kairos in Soho: London

62 Ibid

63 <http://www.galha.org/dir/lgb/support.html>

64 Women's Resource Centre. *Not Just Bread, But Roses, Too: Funding to the women's voluntary and community sector in England 2004-07* (2009) Women's Resource Centre: London

65 See Women's Resource Centre and Rape Crisis (England and Wales). *The Crisis in Rape Crisis* (2008) Women's Resource Centre: London

66 Respondent to consultation, WRC 2009

67 Kairos in Soho. *The Funding Climate and Organisations serving Lesbian, Gay, Bisexual and Trans Communities* (2005) Kairos in Soho: London

68 Women's Resource Centre. *Why Women? The Women's Voluntary and Community Sector: Changing lives, changing community, changing society* (2006) WRC: London

69 Statistic from The Consortium of Lesbian, Gay, Bisexual and Transgendered Voluntary and Community Organisations (2009) www.lgbtconsortium.org.uk

70 Reedman, M. *LGBT Sector Needs Analysis: An Overview. A data review of research evidence surrounding LGBT capacity and infrastructure requirements.* (2007) Consortium of Lesbian, Gay, Bisexual and Transgendered Organisations: London

71 Bromley, C. and Curtice, J. *Attitudes to Discrimination in Scotland.* (2003) Scottish Executive Social Research and NatCen Scotland

72 Respondent from Lesbian and Gay Foundation. *Breaking the Cycle: Supporting the Delivery of a Sustainable Lesbian, Gay, Bisexual and Trans (LGB&T) Sector in the North West Region* (2009) Lesbian and Gay Foundation: Manchester

73 Ibid

74 Respondent from Women's Resource Centre. *Why Women-only? The values and benefits of by women, for women services* (2007) Women's Resource Centre: London

75 Women's Resource Centre. *Not Just Bread, But Roses, Too: Funding to the women's voluntary and community sector in England 2004-07* (2009) Women's Resource Centre: London

76 Respondent from Women's Voice project at Kairos in Soho in Women's Resource Centre. *Why Women? The Women's Voluntary and Community Sector: Changing lives, changing community, changing society* (2006) WRC: London

77 Respondent from Leicester lesbian focus group for Women's Resource Centre. *Why Women-only? The values and benefits of by women, for women services* (2007) Women's Resource Centre: London

78 Respondent from Women's Voice project at Kairos in Soho in Women's Resource Centre. *Why Women? The Women's Voluntary and Community Sector: Changing lives, changing community, changing society* (2006) WRC: London

79 Commission on the Voluntary Sector (1996)

80 Kairos in Soho. *The PIP Project: Phase One LGBT Infrastructure Development Project* (2006) Kairos in Soho: London

81 Respondent in Kairos in Soho. *The PIP Project: Phase One LGBT Infrastructure Development Project* (2006) Kairos in Soho: London

82 Ibid

83 Ibid

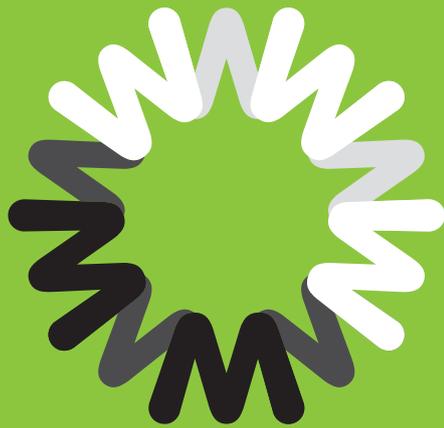
84 Ibid

85 Ibid

86 Ibid

87 Gaps and Solutions Paper, London Regional Consortium Equalities Sub-Group (2005)

- 88 Cant, B. and Taket, A. *Setting the Agenda for Research: Report of a scoping exercise of the lesbian, gay, bisexual and trans voluntary and community sector in London* (2004) South Bank University and Greater London Authority: London
- 89 Kairos in Soho. *The PIP Project: Phase One LGBT Infrastructure Development Project* (2006) Kairos in Soho: London
- 90 Ibid
- 91 Macredie, S. *Report of the Support Needs Audit Of LGB (Lesbian, Gay and Bisexual) Groups and Organisations in the Yorkshire and Humber Region* (2007) Equity Partnership: Bradford
- 92 Lesbian and Gay Foundation. *Breaking the Cycle: Supporting the Delivery of a Sustainable Lesbian, Gay, Bisexual and Trans (LGB&T) Sector in the North West Region* (2009) Lesbian and Gay Foundation: Manchester
- 93 Ibid
- 94 Macredie, S. *Report of the Support Needs Audit Of LGB (Lesbian, Gay and Bisexual) Groups and Organisations in the Yorkshire and Humber Region* (2007) Equity Partnership: Bradford
- 95 Respondent in Kairos in Soho. *The PIP Project: Phase One LGBT Infrastructure Development Project* (2006) Kairos in Soho: London
- 96 Ibid
- 97 Kairos in Soho. *The PIP Project: Phase One LGBT Infrastructure Development Project* (2006) Kairos in Soho: London
- 98 Ibid
- 99 Ibid
- 100 <http://www.lgbtfunders.org/index.cfm>
- 101 <http://www.amnestyusa.org/lgbt-human-rights/about-lgbt-human-rights/page.do?id=1106573>
- 102 *Lesbian Movements: Ruptures and Alliances* (2009) ILGA
- 103 <http://en.wikipedia.org/wiki/Refugee>
- 104 <http://www.opsi.gov.uk/si/si2003/20031661.htm>



women's resource centre

The Women's Resource Centre (WRC) is a charity which supports women's organisations to be more effective and sustainable. We provide training, information, resources and one-to-one support on a range of organisational development issues. We also lobby decision-makers on behalf of the women's not-for-profit sector for improved representation and funding.

Our members work in a wide range of fields including violence against women, employment, education, rights and equality, the criminal justice system and the environment. They deliver services to and campaign on behalf of some of the most marginalised communities of women.

There are over ten thousand people working or volunteering for our members who support almost half a million individuals each year

