

Identifying Key Issues for the Lesbian, Gay, Bisexual & Trans (LGBT) Communities Living and Working in North East Lincolnshire



Research Aim:

To identify what the main issues are for the LGBT Communities in North East Lincolnshire and how we can best address them.

This work was undertaken on behalf of the North East Lincolnshire LGBT Forum with funding from The Equalities & Human Rights Commission.

Researcher: Beckie Mitchell, BA (hons), MA

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Introduction

Four decades have elapsed since the first tentative steps were made towards the partial decriminalisation of male homosexuality (YouGov, 2007). November 2003 saw Section 28 taken off the statute books, however, it remains a remnant of history which authorised officially sanctioned prejudice towards minority groups by the Thatcher Government. Since the election of a Labour Government in 1997, Britain, if not yet wholly embracing, does acknowledge family forms other than the traditional nuclear family which consists of breadwinner father, homemaker mother and two dependent children. The Civil Partnerships Bill, introduced in March 2004, allowed non-heterosexual couples formal legal recognition of their relationships for the first time in history (Women and Equality Unit, 2005). The Employment Equality (Sexual Orientation) Regulations 2003 offer protection from discrimination and harassment and The Equality Act (Sexual Orientation) Regulations 2007 makes it unlawful to refuse people services on the grounds of their sexual orientation (YouGov, 2007). On the surface it appears significant steps have been taken to ensure equality for those who are not in heterosexual relationships.

The Sociologist Giddens (1992) argues that in a modern, contemporary society we are all the ultimate makers of our own lives. This notion contains the fundamental belief that love relationships are a matter of personal choice and not based on tradition or social norms. If this were true, we should all have the freedom to choose partnerships on an egalitarian basis. It is felt, however, that for the minority of those involved in alternative relationships, Giddens vision forms an ideal rather than a representational image. In reality there remain strong cultural and societal restraints which often limit an individuals opportunities for freedom in partnership decisions with a complex structure of opinions continuing to dominate our society.

In contemporary Western industrialised societies, sex is around us all the time – it is used in films, novels and on television to entertain. Prostitution, pornography and sex aids mean sex itself is sold. Sex is also used to sell a wide range of other products, for example, cars and perfume (Saraga, 1998). Although the image of sex is surrounding us continually, sexual behaviour and practices are supposed to be secret and private; they can often be difficult to talk about, and many people find it hard to read and write about sexuality (Saraga, 1998). Quite often, sexuality may be seen as a social problem, particularly if it challenges traditional morality or aspects of approved social order. Since the 1990s examples of such challenges might include lone-parent families, abortion, prostitution, gay men in the church and the military, age of consent for homosexuality and lesbian and gay parenthood, the list could go on and on.

Despite legislative advancement, it is acknowledged that often changes to the law are not always accompanied with transformations in social attitudes. Lesbian, Gay, Bisexual and Trans (LGBT) people are all too often the recipients of prejudice and discrimination. Cities such as Manchester, and large towns, for example, Brighton, have sizeable communities of LGBT people and feelings of isolation can be averted for many. For those living and working in and around smaller towns, the opportunities for meeting other LGBT people can be extremely limited and the experience of meeting other similar people can appear daunting and unfamiliar.

Purpose of the Research

The purpose of this research was to highlight key issues for LGBT people living, working or spending a considerable amount of time in the North East Lincolnshire area and to address what they identified as critical issues, along with investigating their priorities for a more inclusive and safer social environment for the future. The project was administered by North East Lincolnshire's Lesbian, Gay, Bisexual and Trans Forum which was launched in February 2008 with funding secured from The Equality and Human Rights Commission. The mission of the Forum is to celebrate diversity at all levels of the North East Lincolnshire community and try and break down any barriers which exist and encourage inclusion for all.

The Forum has developed rapidly and now hosts regular meetings, awareness and celebratory events, distributes newsletters, has designed its own web-site and holds training events. Research is a vital part of the process as hearing first hand from LGBT people in the area is the key to both support and progress. The findings from this research will highlight issues which can be utilised to shape the future priorities and activities of the Forum.

Caution must be exercised when reading this document as it is acknowledged that this research was small scale and the results cannot necessarily be taken as representative across the whole of North East Lincolnshire, certain aspects such as ethnicity and disability have been under-represented. It is a snap-shot of a minority of LGBT people who have kindly come forward and offered their time and input to this important aspect of the Forum's work. It was never intended that this work would gather a statistical sample of views from the LGBT community. Instead this document intends to offer a starting point for experiences which can be used to shape the focus of the Forum and future research. Although the low

level of response initially suggests some reluctance in terms of participation, those who took part have offered key first-hand evidence on which the Forum can base future work and priorities.

Demography

The 2001 Census asked for the first time a question about people living in same sex couple relationships. However, the data was very low and inconclusive. Research by YWCA echoes this sentiment by stating that 'the information available surrounding LGBT communities is fragmented' (2004). There prevail numerous reasons why a significant proportion of LGBT people are cautious about revealing their sexuality whether publicly or anonymously, and as such the exact number of LGBT people remains incomplete.

According to Government figures from 2001, there are approximately 3.6 million people in Britain who are part of the LGBT community (Johnson *et al.*, 2001), this amounts to around 6% of the population. Data shows us that during 2007 a total of 8,728 civil partnerships were formed in the UK. These comprised 4,770 male and 3,958 female ceremonies. The total number of partnerships formed since the act came into force is 26,787. The average age of civil partnership commitment is 43 for men and 41 for women (Office for National Statistics, 2008). London was the most popular location in the UK for registering civil partnerships in 2007 with 24% of all partnerships taking place in London. Brighton and Hove are the second most popular areas.

The table below has been adapted from *The Office for National Statistics* and shows the available information for North East Lincolnshire for people who stated they are living in same sex couple relationships.

	All People Aged 16 and Over in Households ¹ <i>Persons Count Apr01</i> <i>Persons Count Apr01</i>	Living in a same-sex couple ¹ <i>Persons Count Apr01</i> <i>Persons Count Apr01</i>
East Lindsey¹ <i>Non-Metropolitan District</i> <i>Non-Metropolitan District</i>	104,481	128
Lincoln¹ <i>Non-Metropolitan District</i> <i>Non-Metropolitan District</i>	66,540	106
West Lindsey¹ <i>Non-Metropolitan District</i> <i>Non-Metropolitan District</i>	62,643	46

Taken from The Office for National Statistics

Summary and Key Findings

Summary

This research asked LGBT people their experiences of:

- Sexuality/gender and how this may or may not have affected their work/career
- Who they are open to both at work and in their home life
- Whether they believe there is an LGBT community in North East Lincolnshire
- What facilities would they like to see made available in North East Lincolnshire
- How various agencies have responded to their individual needs
- Have they ever been the victim of unfavourable treatment
- How safe do they feel in North East Lincolnshire
- Can they put forward any solutions to problems they are aware of in the area
- The experiences of younger LGBT people in the North East Lincolnshire area

Key Findings¹

- General consensus that there is a lack of LGBT facilities in North East Lincolnshire
- There needs to be a greater awareness of LGBT issues along with educating the public and all service providers
- Police are sometimes seen as not taking homophobic issues seriously – a call for zero tolerance in all incidences concerning victimisation around sexuality
- More information should be made available for LGBT people in the area
- Schools and colleges should educate students about all types of sexuality and combat bullying, at present homophobic bullying is not taken seriously

¹ Please note this research contained only a small proportion of the LGBT community and as such these key findings are identified solely by these LGBT respondents. They may not be representative to other areas.

Research Methodology

Publicity Materials – Posters were displayed around the Grimsby Institute for Further and Higher Education, Scunthorpe and Grimsby Hospitals, Lincoln and Hull Universities and via the LGBT Forum connections throughout North East Lincolnshire. This meant that on the whole the posters appeared in a wide range of places within the catchment area; for example, the Humberside Probation Service, Humberside Police and North East Lincolnshire Council. Leaflets were also distributed to contacts for wider dispersal.

LGBT Pubs and Clubs –LGBT venues within the North East Lincolnshire area are very limited, however, posters were sent out to pubs and clubs following on from initial telephone conversations and emails with managers and staff at a few venues within Grimsby. The research was promoted at Gendershift film evenings within The Grimsby Institute.

Internet – The research project was highly publicised via the LGBT Forum. By asking people to put forward their views either by filling in the on-line questionnaire or by taking part in a confidential interview.

Word of Mouth – The LGBT Forum members and research/diversity team used their own connections to try and increase response levels. This included making telephone calls, emailing details of the project widely, talking to students in tutorials/lessons about the project and raising awareness through regular meetings.

Radio Coverage – Local radio stations were contacted to ask for air time to advertise the research, with Compass FM showing an interest in doing a follow up interview.

Questionnaire Development

The questionnaire was a key part of the project. All the information which the research team were to gain stemmed from this tool. The questionnaire had to be short enough to encourage potential respondents to complete but long enough to incorporate all the information required. Care has to be taken when devising questionnaires to make sure the questions are easy to understand and that it can be completed with the minimum of complications. The final document contained twenty-five questions spread over eleven pages. The final page had the option for respondents to leave contact details if they required more information about the Forum or if they wanted access to the results of the research once the project is complete.

Prior to the first draft being assembled the research team met and discussed the information they required the questionnaire to be able to obtain. The data had to be consistent with the aims of the Forum whilst being presented in a format that would be relatively uncomplicated to analyse, with the final document emerging after a number of consultations.

At the beginning of the questionnaire was a brief account of the aims and objectives of the Forum, what the research hoped to achieve and an outline of plans for the future. It was also highlighted that any information given would be held in the strictest of confidence. The questionnaire comprised both open and closed questions, using tick boxes for many responses with the opportunity to add comments in text boxes if respondents wanted the opportunity to explain their choice of answer or give an account of personal experiences which they considered relevant.

Interview Schedule

The interview schedule would ultimately be drawn from the questionnaire as both research methodologies aimed to extract the same information from respondents and form part of the research analyses.

Primary and Secondary Data

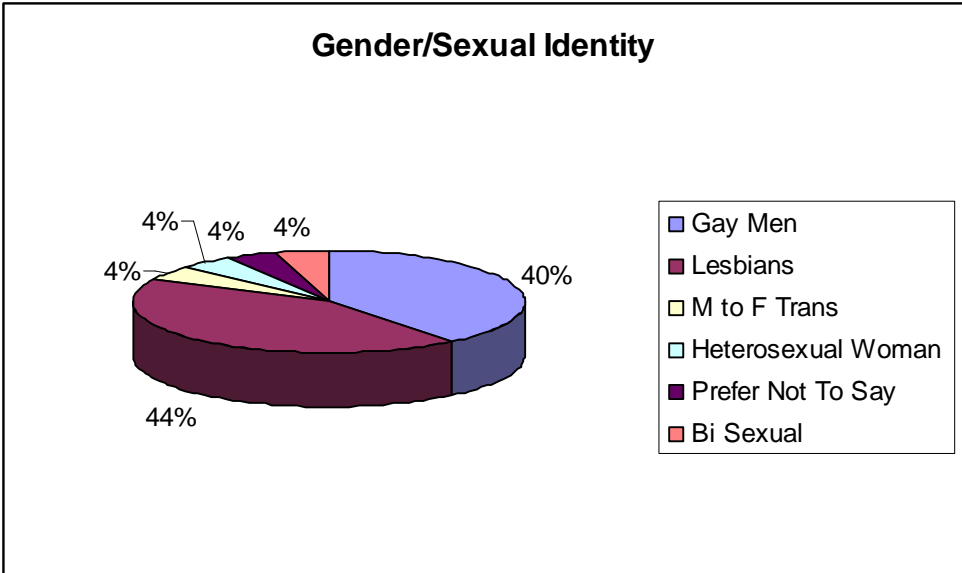
Primary data is information which the researcher has collected themselves, in this case primary data accounted for all the information gathered via questionnaires and through the interview. Secondary data is information that has been obtained by others. For example, previous research conducted about LGBT people or statistics collated by the Government. All secondary sources of information have been listed in a bibliography towards the end of this document and referenced throughout the text in the appropriate places.

When the information in graphs is displayed in percentage terms, a table has been inserted below to indicate the actual numbers of responses in each case. When the numbers do not total twenty-three this is due to the fact that some respondents chose not to answer all questions.

Composition of Respondents

Despite the best efforts of the research team the response to this project has been disappointingly low, twenty-three replies in total. The reasons why many LGBT people feel unable to come forward are fully understood and it was hoped the offer of remaining anonymous would make potential respondents feel more comfortable about taking part. Only one person took the opportunity to interview for the project.

Table 1



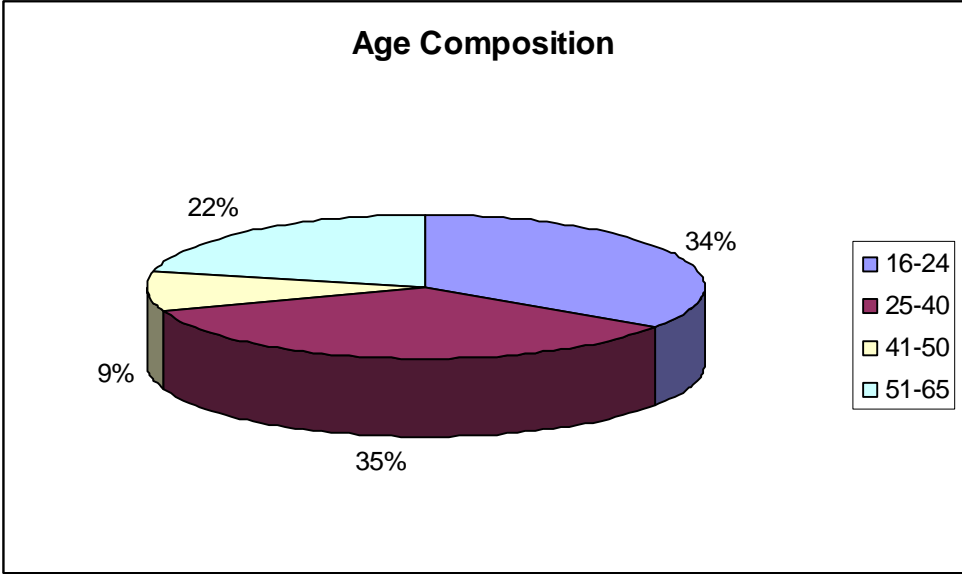
Gay Men	Lesbians	M to F Trans	Heterosexual Women	Prefer Not To Say	Bi Sexual
9	10	1	1	1	1

All respondents who came forward for this research identified themselves as white. This means that, unfortunately, other racial and cultural origins are omitted from this research, an unexpected outcome which is beyond the researchers control. People with disabilities are also underrepresented here as only two respondents identified themselves as having a disability.

The majority of the respondents were from professional or managerial backgrounds (49%). Clerical occupations made up 4% of replies with unskilled manual and skilled non-manual work accounting for 22% of responses, students and volunteers accounted for 21%. One respondent is currently unemployed. The main composite of respondents worked full-time (see table 3 below). One heterosexual woman replied to the questionnaire because she has studied diversity and witnessed discrimination and has taken issues to management level in order to try and raise awareness.

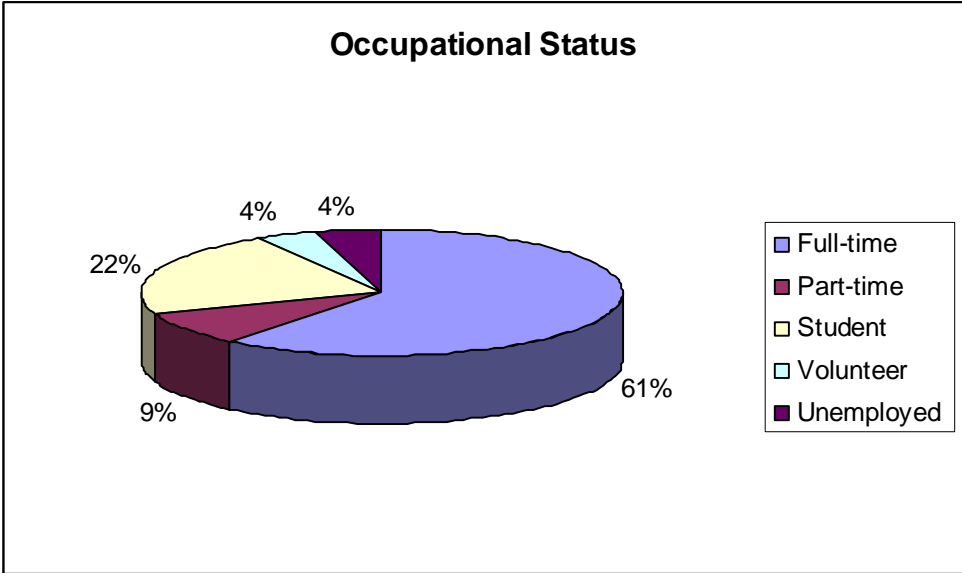
One promising area which emerged from the research is that a large percentage of respondents (87%) confirmed that their sexuality or gender identity had not affected their choice of career. Employment was varied, taking in occupations working in areas such as education, the leisure industry, hospitality and catering and childcare. This is a very encouraging majority and, hopefully, future research will show this figure on the increase.

Table 2



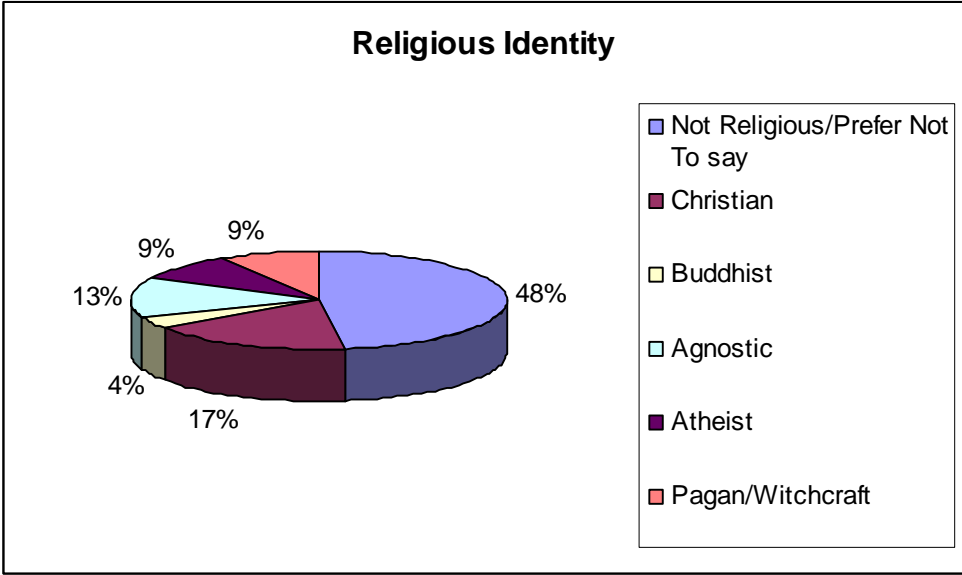
16-24	25-40	41-50	51-65
8	8	2	5

Table 3



Full-time	Part-time	Student	Volunteer	Unemployed
14	2	5	1	1

Table 4



Not Religious/Prefer Not To say	Christian	Buddhist	Agnostic	Atheist	Pagan/Witchcraft
11	4	1	3	2	2

Lessons for the Future

Since the closing date for the return of responses, the researchers have been trying to analyse reasons for the low take-up in respect to the research and put forward solutions which may counteract this in any future research development. One conclusion drawn was that LGBT people in the North East Lincolnshire area feel unsure about voicing their experiences for fear of being identified and the perceived or real affect this may have on their lives. The questionnaire has also been re-evaluated in case its length appeared daunting to potential respondents. Some of the questions, especially the tick box responses, may have been difficult to understand at first glance.

Other ideas for the future have been put forward, including a radio interview with the research team in the hope that the Forum can reach more LGBT people and build up their confidence to come forward in the future. An alternative method considered is forming a focus group in which LGBT people could meet with other individuals they know with a researcher present and discuss issues as a group rather than on an individual basis.

Time constraints might have also had an impact on the response rate, more time would have allowed the researcher to visit avenues which might inadvertently have been overlooked. A longer timeframe might also have given opportunities for other LGBT people to become involved.

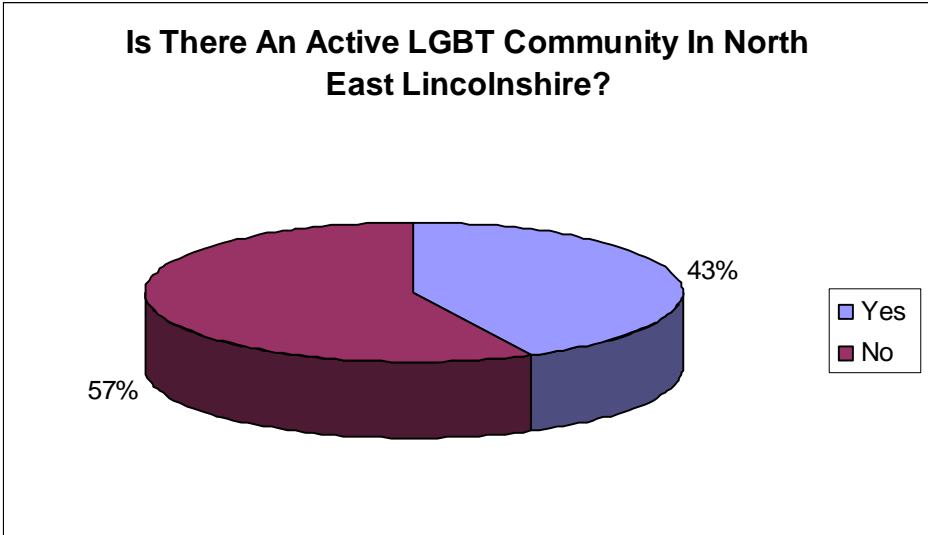
Findings

LGBT Community

One of the first issues which came to light was that, unfortunately, a considerable percentage of respondents did not consider there to be an active 'LGBT community' within North East Lincolnshire (12 out of the 21 who answered). It was mentioned that if there was one, some respondents were not aware of where it was. Those who did acknowledge there was an LGBT community tended to come from the younger age groups. Some respondents acknowledged that there was an LGBT community but for various reasons they did not feel involved, a minority of replies stated they were not interested in being part of any LGBT community and a few people stated they did not think the community would be representative. Most of those who are aware of a community stated they use the Forum and the internet. A significant minority visited pubs and clubs and four replied they met other LGBT people through a youth group. One respondent uses a film club to meet other LGBT

people. Trans workshops were also highlighted as one way of meeting other minority groups. A couple of replies said they socialise through friends.

Table 5



Yes	No
9	12

Openness Surrounding Sexuality

Another promising outcome was that all respondents to this research were open about their sexuality. In relation to this project, perhaps those who are less open would be more unlikely to complete the questionnaire. This openness appeared to be consistent across classes, unfortunately, a comparison cannot be made in regards to ethnicity. It has to be acknowledged, however, that this openness was to varying degrees and often LGBT people are selective towards those they feel able to be fully honest with surrounding their gender or sexuality. One lesbian woman aged between 16-24 is only open to her parents, whereas another lesbian was open to everyone except her parents.

Whilst interviewing one of the respondents it was commented upon that he is 'guarded' about having a male partner and does not attend work parties as he does not feel fully part of the team. Another gay man commented that he is open when asked, but does not routinely disclose his sexuality.

Cooper (2000) suggests ontologically gender, race and sexuality are reinscribed to be socialised forms of organisation. Highlighting the concepts of 'organising principles', Cooper investigates articulate norms in relation to institutions, practices and resources. These 'organising principles' are constructed from ideologies and by complex and inconsistent manners which are historically and culturally impacted upon. Within the same article, Valentine (1996), puts forward the idea that 'sexual regulation takes the form of excluding certain activities, interactions and identities'. She continues to state that 'most lesbians and gay men have internalised heterosexual norms sufficiently to govern themselves, presenting those forms of conduct or appearance that seem required'. Suggesting that lesbians and gay men can pass as heterosexual when they are required to, if they feel threatened by others over disclosing their true identity.

Support From Services In North East Lincolnshire

Respondents were asked how they felt local services such as the police, education and housing responded to their individual requirements. Education and Training appeared to get the most positive responses with optimism that this area has improved. The requirement for anti-bullying policies and a mentor/support person in all schools/colleges was highlighted as areas where education could utilise reforms for LGBT students. Other suggestions included support networks in schools for all teenage relationships whether straight or gay. The

incorporation of awareness days in schools was also put forward with better advertising of events in colleges.

Across the board the denouement was consultation and training. Some comments included:

- "Consultation at a senior level by employers/public services managers with LGBT people".
- "High quality, professional, challenging training of staff providing services" "to ensure genuine improvements are made, not just lip-service".
- "Diversity and equality training needs to improve and be focussed on much more. Many companies and organisations rely on a diversity or equality policy which sounds good but means very little in practice" "policies need to be seen to be implemented".
- "Change attitudes in schools, include LGBT education/awareness in schools".
- "Include trans, gay and lesbian people in all public sector promotions as part of 'normal' life".
- "Local newspapers/free magazines could actively promote meetings and activities for LGBT people".

One person commented that although there have been significant improvements with the police and the media there is still a long way to go. The local media were seen as guilty of slanting some reports to sell their 'news' which detracted away from important messages and often meant that LGBT people did not receive the support to which they are entitled. Eleven responses saw the media as 'poor' or 'very poor', however, ten people declined to answer this question or said they were not sure. Housing and health services were areas which many

respondents did not comment on. The ones who did (eleven), viewed health services as 'average' or 'good', with housing (seven replies) coming out at as a mixed package of 'poor' to 'very good'. On the whole the police were perceived as being normally good or respondents had not had contact with them to be able to comment. Generally, across the board health services, police, education/training, local media and housing appear to be perceived as getting better and this is a promising sign.

However, the police were described as not taking homophobic bullying seriously with one interviewee stating that he and his partner had to move out of North East Lincolnshire as the discrimination was two fold; homophobic and racist as his partner was Indian. He continued by describing how for a period of three or four years the family next door made their lives hell. They had to endure derogatory comments, had eggs thrown at their windows and their cars and property damaged. The police appeared to do very little to help this couple with the outcome that they were driven from their home. It was also suggested, within this interview, that other LGBT people may have suffered worse but have been too afraid of repercussions from the perpetrators to come forward, whilst holding the notion that the police would do very little to resolve the hostility. Reports such as this make very disturbing reading and bring to the fore that there is still a lot of ground to cover for many LGBT people.

Stonewall (2004) in a report commissioned by the Community Fund stated that "Policy makers and practitioners should work with the media to present more positive images of minority groups. They should also work with schools and colleges to train people to interpret more critically the information they receive through the media " (p.9). The report continued to say "Tolerance is conditional on a minority groups perceived conformity and keeping

themselves to themselves. An emphasis on sameness and the importance of minority groups fitting in shows a lack of understanding of diversity". (p.13).

Research commissioned in Rotherham during January 2004 recommended total inclusion of all, with a specific policy for Trans people. Their report continued to say "LGBT issues need to be recognised within all policy and procedure development. Sexuality and gender identity should form part of all the social agendas".

Young People

The general consensus² was that not enough is done in schools and colleges across the region to combat homophobic bullying or to educate other students to the realities of their actions. Suggestions included the incorporation of LGBT issues across the curriculum, "training to be made available to all staff to enable them to have the skills, confidence and techniques to recognise homophobic bullying and tackle it" and "have clear anti-bully policies that include homophobic bullying" (lesbian woman). One suggestion from a gay student respondent was guest speakers from LGBT communities go into secondary schools and talk to all young people about issues faced by minority sexuality groups. The Government were also highlighted as being in a position to push forward LGBT issues within schools and communities.

None of the respondents thought information available to young people was 'very good', most thought it was 'good' and a minority stated that it was very poor. Respondents highlighted that information for LGBT young people should be available in as many locations as possible, including youth clubs, doctors and hospital waiting rooms, via Connexions services,

² Agreement

telephone helplines and through schools, colleges and universities. One suggestion was a weekly slot on a local radio station which was dedicated to LGBT issues.

A minority of respondents highlighted that much work has been done to tackle racism for young people and the equivalent needs to be done to help LGBT young people, via consultation, with the media being identified as a resource which respondents thought could be utilised to help organisations relay vital information.

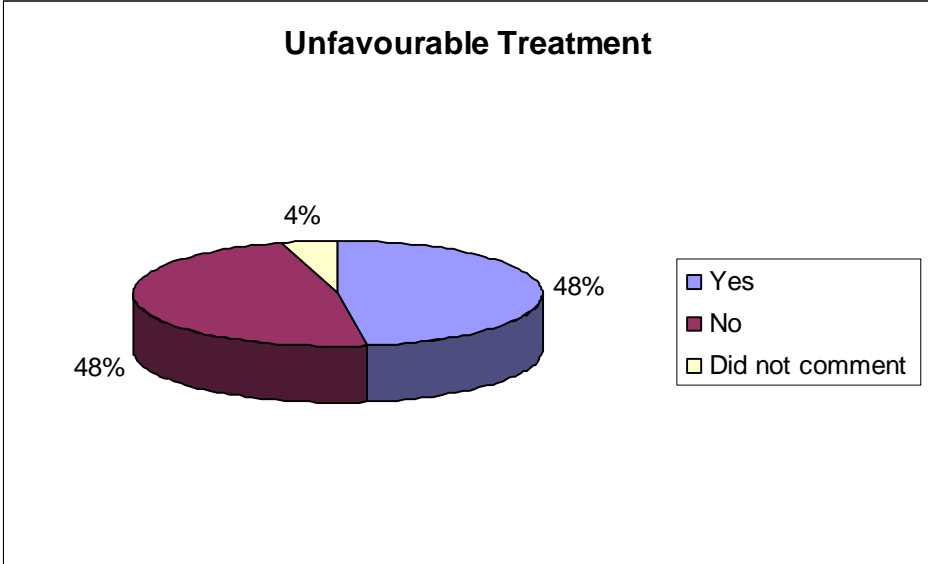
One person thought Britain had a "... national crisis – few teachers are confident enough to come out – bullying is ignored". Nixon and Givens in their 2004 research *Miss You're So Gay* highlight the need for an agenda for re-education and strategies to be implemented to 'break the conspiracy of silence' surrounding the issues of homosexuality in schools. The research recommends curricular inclusion of LGBT issues, awareness raising and the allowance of lesbian and gay people to be able to speak out in educational establishments. This is all well and good and sounds promising until we consider the provisions of the Learning and Skills Act 2000 which stated that 'Schools should ensure that, within the context of talking about relationships, children should be taught about the nature of marriage and its importance for family life' (teachernet).

Unfavourable Treatment

As can be ascertained from the table below an unsettling number of LGBT people recorded they had been subjected to some form of unfavourable treatment. Although the figure is under 50% it is still disturbingly high. Seven of the replies stated that the unfair practice had been within the last 24 months.

There was no significance as to whether the victims were gay men or lesbian women, with about half of each group saying they had been on the receiving end of unfair treatment from the categories given, however, more gay men (five) stated it had been within the last twelve months. Both groups appear to have similar incidences. However, gay men appear to suffer more sustained victimisation.

Table 6



Yes	No	Did not comment
11	11	1

One gay man said the following "*All³* my personal experience of contact with the police over the years has included homophobic attitudes/comments to a greater or lesser extent, from embarrassment of officers to blatant prejudice". The trans respondent said they had not been subject to unfavourable treatment nor had the bisexual woman.

³ Emphasis in the original

For five lesbian women the main focus of abuse was in the direction of name calling, family and children being tormented and discrimination in health services. There were three comments of being avoided and one evidence of vandalism to property. The majority of women said what had happened to them was of 'slight impact'. Made to feel ashamed was also highlighted as a focus of unfavourable treatment by two women. Only one woman reported physical violence which had had a 'significant impact' on her. Family and friends not accepting a relationship was highlighted by three women.

For gay men the impetus appears to extend more widely, with 'significant impacts' being mentioned by three respondents. Themes which ran in common included; not being given the same education or training opportunities, discrimination by the police, discrimination by health care officials and doctors, being dismissed by an employer, not receiving the same employee benefits as straight couples, damage to vehicles, family and children ridiculed, relationships not being recognised, made to feel ashamed and damage to property along with physical violence. One man made the following comment "Most of the bullying and harassment took place many years ago when I was a teenager but the experience led to me denying my sexuality for a long time and being very discreet when I eventually did begin to accept things. Silly comments continue which could have a potentially damaging impact".

Safety

One point made by a lesbian was that she feels unsafe being out on the streets depending on the time and location, this is not due to her sexuality but because she is a woman. The majority of respondents felt 'safe' or 'very safe' in most locations, with only four women citing exceptions; being on the street and using public transport (when they felt unsafe). One

woman, unfortunately, felt unsafe at college, another area of caution was non-LGBT venues. The best places to be for safety are in your own home and at work.

Again, public transport was an area of relative concern for gay men with a third of men saying they felt 'unsafe', (three replies). One gay man stated that he felt 'very unsafe' in his neighbourhood and at school/college/university. Another man said he felt ill at ease in LGBT venues as there was a fear of people hanging around to 'gay bash'. These concerns were echoed by another man who said "Unless an LGBT venue is membership restricted there is always the potential for trouble and it is not unknown for people with homophobic prejudice to wait outside these venues and subject members of the LGBT community to verbal or physical abuse. Unfortunately, making an LGBT venue members only segregates us which is somewhat counter-productive". On the whole it was promising to see most gay men felt 'safe' or 'very safe' in the surroundings the research identified. For men the safest places to be were at home, at work, in an LGBT venue and at school/college/university.

Referring back to the comments made above, Stonewall (2004) suggested that the best way to reduce prejudice is to bring different groups together. This gives people the opportunity learn about each other and only through improved contact can others begin to educate and encourage a sense of familiarity and control. If people already know someone who is LGBT, they are half as likely to be prejudiced against anyone else from the same group.

Problems and Solutions

An overwhelming number of respondents said lack of LGBT friendly facilities and not knowing any other LGBT people were the main problems in North East Lincolnshire, (seven gay men, nine lesbians and the bisexual woman). No-one mentioned poor travel facilities

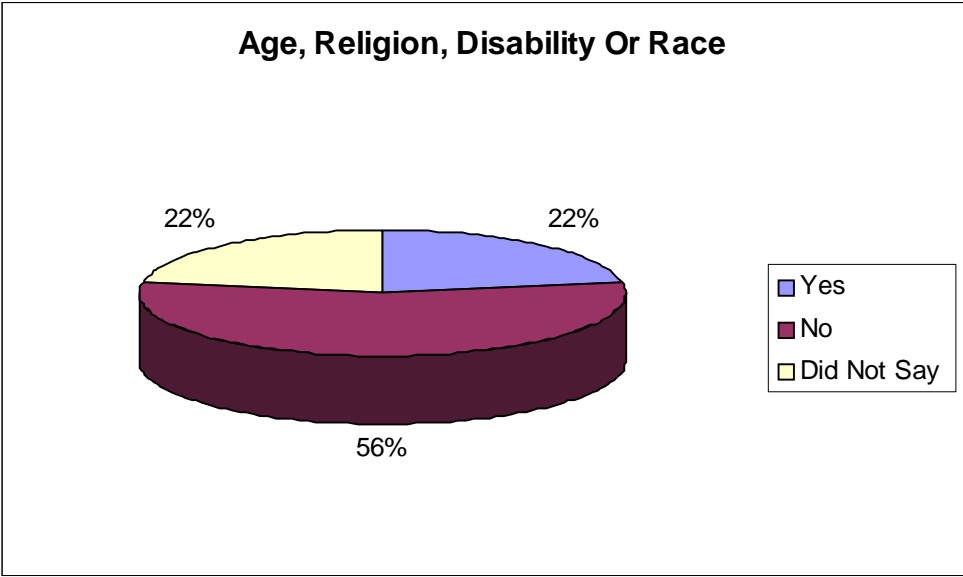
directly, but it was indicated they could be improved. One gay man identified family problems as a potential problem as did a bi-sexual woman and two lesbian women. Just under a third of respondents said they would feel uncomfortable being 'out' in North East Lincolnshire with four men and one woman saying they feared violence. A minority of replies stated feeling lonely and isolated was a problem for them (three).

Respondents were also asked if their age, religion, any disability or race had gone against them or made the experience of being LGBT worse. A slightly lower percentage of lesbian women said they had been discriminated against than gay men. On the positive side, the majority of people indicated they had not been subjected to discrimination in these areas. One woman said she was told she was confused and that she was not a lesbian. Another commented she came out at the age of 12 and people at school did not accept it and made fun of her.

One gay male said he follows a minority religion (Buddhist) and this has been used as an additional 'stick' resulting in cases of him being told he 'prefers to go against the norm.' Unfortunately, the cross-section for religion and disability was not as significant as initially hoped for so comparisons in these areas are not possible.

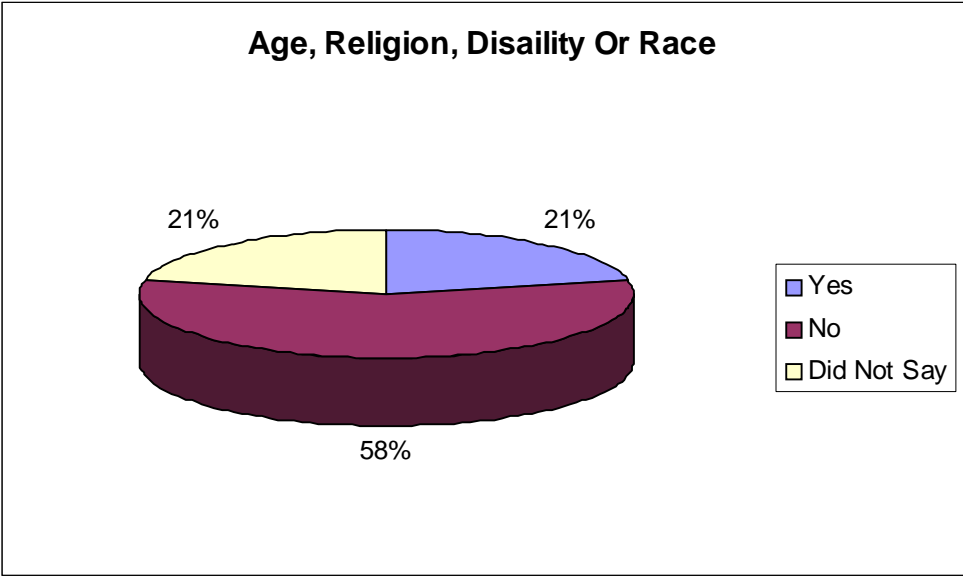
One respondent did not disclose their sexuality/gender identity but strongly argues the case that age discrimination is high. The respondent made some interesting points that they were over fifty when they came out and despite having a level 7 qualification are struggling to work out whether discrimination is age related, gender related or due to reassignment.

Table 7 - Male Respondents



Yes	No	Did Not Say
2	5	2

Table 8 – Female Respondents



Yes	No	Did Not Say
3	8	3

Solutions to problems raised were:

- ü First and foremost a greater awareness of LGBT issues relating to the council, police, health services and educational establishments
- ü A close second was the necessity for more and better information for LGBT people
- ü More LGBT venues and groups was also an essential part of the agenda for numerous respondents
- ü Educating the public was viewed as a must
- ü Better sexual health services was also identified as a priority
- ü Better public transport was raised as an issue for a small minority

Some possible actions included:

- Specific, in-depth diversity training
- Zero tolerance against harassment and discrimination
- The use of personal experience to relay the message
- More social opportunities to stop LGBT people feeling isolated
- Seminars and workshops to get the point across we are all equal
- More support for victims of hate crime
- Helping parents and employers to be more understanding

North East Lincolnshire was, unfortunately, not seen in a very positive light by many. Here are a selection of quotes from respondents:

"I would imagine North East Lincolnshire is not great for *any*⁴ minority community. There are narrower horizons here and more limited contacts". (gay man)

"I'm okay, just wish I had more gay mates who I know I can talk to about stuff". (gay man)

"It's really quite awful. Homophobic prejudice on various levels is endemic within some sections of the community. This leads to very negative feelings which only makes people struggling with their sexuality more depressed and introverted." (gay man)

"The lack of social opportunities makes it difficult to meet new people and widen your circle of friends. Life can feel very lonely if you are single". (lesbian woman)

"Apprehensive, not sure when violent situation might erupt and when you would be a victim. Certainly not a gay friendly place". (gay man)

"There seems to be a prevailing attitude that it is wrong to go against the mainstream, without any real recognition that we are all unique and very different in our own way" (gay man)

"Very Supported". (lesbian woman)

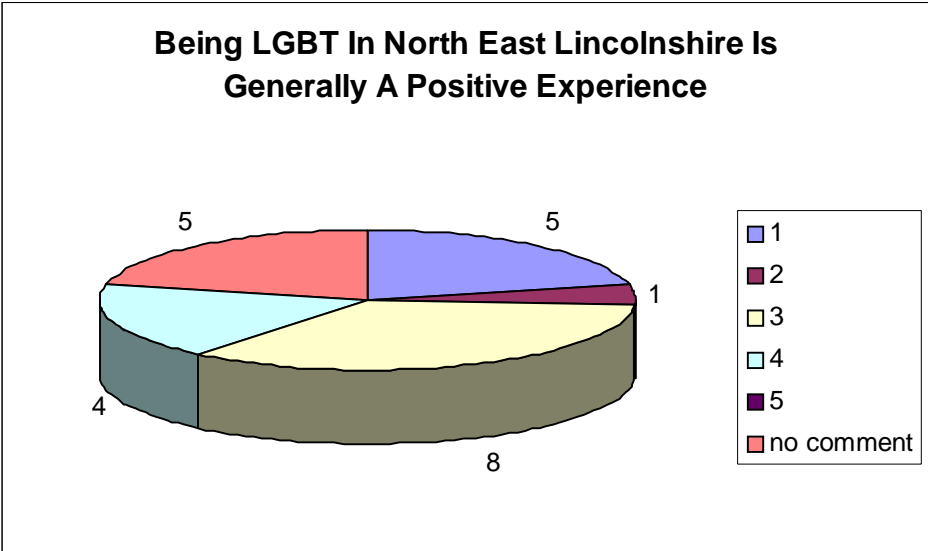
"Unique, individual, proud". (lesbian woman)

⁴ Emphasis in original

Other Related Issues

Respondents were asked to evaluate the following statement: *'Being LGBT in North East Lincolnshire is generally a positive experience'*. The ranking for analyses was as follows; 1 strongly disagree up to 5 strongly agree. As is indicated in the graph below eight respondents picked the middle-range option, five respondents thought being LGBT in North East Lincolnshire was not a positive experience and only one person thought it was a positive experience.

Table 9



Respondents were also asked to consider the following statement; *'Based on my experience, I feel that being LGBT in North East Lincolnshire is more difficult than in other UK areas'*.

Table 10

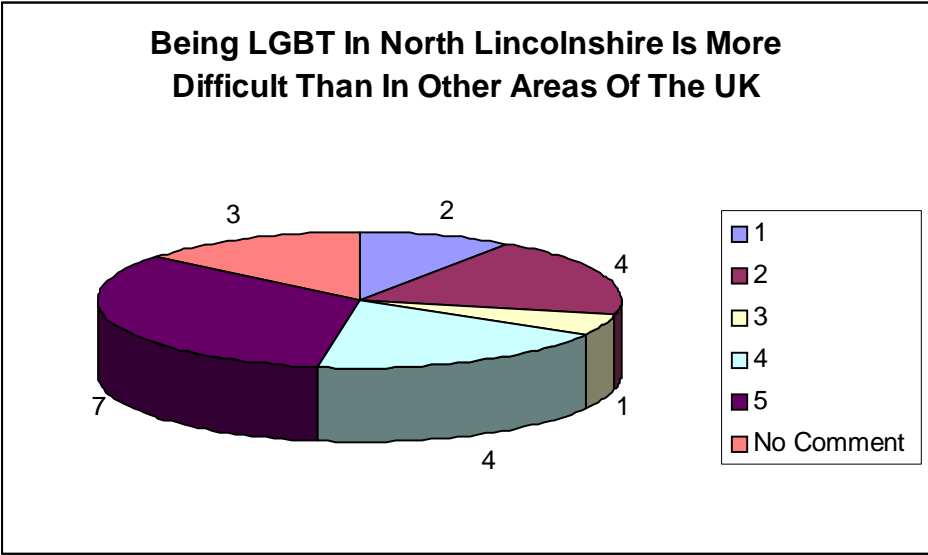


Table 10 above indicates that respondents feel it is difficult being LGBT in North East Lincolnshire, possibly more so than in other areas of the UK. A number 5 highlighted that respondents considered this statement to be true and number 1 meant they disagreed.

Regarding the LGBT Forum the question was asked whether LGBT people thought it was important and if the work should continue, with twenty of the people strongly agreeing that it was important and that the work should continue. Almost all respondents also commented that they thought more research and consultation needs to be undertaken to increase awareness of LGBT people and try and reduce the barriers faced. When asked if it was perceived that life would get easier for LGBT people over the next five years within North East Lincolnshire ten people (43%) neither agreed or disagreed it would, with three replies (13%) envisaging no change and two people (9%) thought life would improve over the next five years. Three people (13%) chose not to comment on this aspect. The remaining 22% fell in between categories.

Concluding Comments

Caution must be exercised when reading this document as it is acknowledged that this research was small scale and the results cannot necessarily be taken as representative across the whole of North East Lincolnshire, certain aspects such as ethnicity and disability have been under-represented. It is a snap-shot of a minority of LGBT people who have kindly come forward and offered their time and input to this important aspect of the Forum's work. We must take into account that those who responded are possibly more comfortable with their identity and this research failed to incorporate those from harder to reach groups, such as those with learning difficulties or severe disability, or those who are cautious. Whilst small, this sample of LGBT people has been valuable as a starting point for highlighting the requirements of this minority group. It is hoped that this project has been a significant beginning on which to build upon to allow the LGBT community in North East Lincolnshire to be accepted and to be able to combat all the problems which have come to light during this project. It is acknowledged that there is still a considerable distance to go but these challenges are not insurmountable if there is joint working.

Findings appear to coincide with other research previously conducted with LGBT people, for example, Valentine and McDonald (2004), YouGov/Stonewall (2007), YWCA (2004) and Rotherham (2004). Key issues identified within this research and those highlighted above are indicated below:

Key Findings

- General consensus that there is a lack of LGBT facilities in North East Lincolnshire
- There needs to be a greater awareness of LGBT issues along with educating the public and all service providers
- Police are sometimes seen as not taking homophobic issues seriously – a call for zero tolerance in all incidences concerning victimisation around sexuality
- More information should be made available for LGBT people in the area
- Schools and colleges should educate students about all types of sexuality and combat bullying. At present homophobic bullying is not taken seriously

Recommendations

- ü LGBT issues should be evident in the curriculum and presented as a normal and equal part of life. Schools/colleges and universities should ensure they have rigid anti-bullying policies which incorporate homophobic bullying and that these policies are implemented in all instances of homophobia without exception. Teachers should be made to feel confident about their sexuality and be able to act as positive role models.

- ü Education and awareness raising is vital if LGBT issues are to be put at the forefront of equality. LGBT issues need raising across all sectors of the community, workforce and the media. Dedicated and well-trained personnel should be delivering diversity training and policies should be taken seriously. Any breaches should be investigated without exception. Educating the public and employers is an important necessity.

- ü The police have to take all forms of homophobic bullying seriously and address any issues of prejudice within their ranks. Training and awareness of LGBT minority groups should be made a priority in the same way as race has been addressed. Too many LGBT people continue to be concerned about how seriously their complaints will be taken.

- ü LGBT people need more information and advice with increased opportunities for socialising in a safe environment. All too often LGBT people feel isolated and lack a wider network of friends. Provision should be made for pubs, clubs and social events to allow LGBT people the chance to belong to a community of like-minded individuals.

ü Younger LGBT people require honest and impartial advice. Mentors should be available in all educational establishments and information should be readily accessible in locations such as doctors and hospital waiting rooms, youth centres, via Connexions, through sex education, in bars and clubs, telephone helplines and through schools/colleges and universities. It should not be assumed that everyone is heterosexual.

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Research funded by The Equality and Human Rights Commission and administered by Grimsby Institute of Further and Higher Education.

This work is a starting point to highlight priorities for the LGBT communities.

We want to identify key issues of the communities when living and working in North East Lincolnshire. Therefore, you will need to live or work within this area.

All information will be confidential.

To arrange a private interview, or if preferable, to request a questionnaire, please contact:

Beckie on *** *******



We need your thoughts



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Beckie on *****





This questionnaire can be completed independently and emailed or posted back to us, or you can arrange an informal meeting with the researcher who will work through it with you. It is aimed at lesbian, gay, bisexual and/or trans people that work, live or spend regular time in NE Lincs. We estimate this questionnaire will take only 15 minutes to complete – many of the questions are multiple choice and some sections may not apply to you. Informal meetings may take a little longer.

Thank you for showing interest and support for North East Lincolnshire's Lesbian, Gay, Bisexual & Trans (LGBT) Forum. The launch event for the group took place in February 2008 and we were delighted to secure 12 months of funding from The Equality & Human Rights Commission (EHRC) in April 2008.

The forum's mission is to celebrate diversity at all levels in our community and break down the barriers faced by lesbian, gay, bisexual and trans communities within North East Lincolnshire. A number of key organisations are already involved - including the NHS, Fire & Rescue Service, Humberside Police, The Grimsby Institute, British Transport Police, Shoreline Housing, North East Lincolnshire Council, Gendershift, Voluntary Action North East Lincs - to name only a few.

The EHRC money has allowed us to develop quickly and has funded a number of things including regular meetings, awareness raising / celebratory events, web-site development, newsletters, an LGBT youth network and training sessions. This income has also funded three research projects which will help us identify the most significant issues, plan for future activity and educate the people of North East Lincolnshire.

Community involvement in the research is an essential part of the process and we would like to encourage you to take part - a small amount of your time can have a very valuable impact on this work and the findings. We will not record your name meaning individual responses are completely confidential - only a summary of findings will be released.

The aim of this particular piece of work is to identify key issues facing LGBT communities living, working or regularly spending a significant amount of time in North East Lincolnshire. The resulting report should highlight a range of issues that may shape future priorities and activities of the LGBT forum. It will be used to assess local priorities for the LGBT communities and be used to identify critical issues and sign post recommended actions.

We want to support you in understanding and taking part in this research. If you have any difficulties please let us know in confidence by speaking to the researcher directly, by calling 01472 311222 ext.428 or by emailing lgbt-nelincs@grimsby.ac.uk. The questionnaire can be supplied in different formats (please ask for further details).

A. About You

Providing certain information about yourself will help focus the research and its findings. Please answer the following questions.

A1. How do you describe your sexuality/gender identity? Although we appreciate this is a sensitive question, this is key to the main aims of the research.

- Gay man
- Bisexual man
- Undecided

- Lesbian
- Bisexual woman
- Trans

(continued overleaf)

If you have selected 'Trans' please provide more detail (e.g. transgender, transsexual, female-to-male, etc.) in the space:

Other, please describe your sexuality/gender identity:

A2. Please identify your age category?

- | | |
|-----------------------------------|----------------------------------|
| <input type="checkbox"/> Under 16 | <input type="checkbox"/> 16 – 24 |
| <input type="checkbox"/> 25 - 40 | <input type="checkbox"/> 41 – 50 |
| <input type="checkbox"/> 51 – 65 | <input type="checkbox"/> 65+ |

A3. Which best describes your racial or cultural origin?

- | | |
|--|--|
| <input type="checkbox"/> Bangladeshi | <input type="checkbox"/> Black African |
| <input type="checkbox"/> Black Caribbean | <input type="checkbox"/> Black Other* |
| <input type="checkbox"/> Chinese | <input type="checkbox"/> Indian |
| <input type="checkbox"/> Pakistani | <input type="checkbox"/> White |
| <input type="checkbox"/> Irish | |

Other (please specify): _____

A4. Which religion (if any) do you identify with?

- | | | |
|--|---------------------------------|-----------------------------------|
| <input type="checkbox"/> Christian | <input type="checkbox"/> Hindu | <input type="checkbox"/> Islamic |
| <input type="checkbox"/> Buddhist | <input type="checkbox"/> Jewish | <input type="checkbox"/> Sikh |
| <input type="checkbox"/> Atheist | <input type="checkbox"/> None | <input type="checkbox"/> Agnostic |
| <input type="checkbox"/> Prefer not to say | | |

Any other religion, please state: _____

A5. Do you consider yourself as having a disability and/or learning difficulty? We ask this question so we can establish if you face any issues or barriers because of this.

- Yes No

If 'Yes' (and you are prepared to do so) please describe your disability and what effect this has on your life (e.g. what barriers you may face):

A6. How would you describe your current occupational status?
(you may need to tick more than one box)

- | | |
|---|---|
| <input type="checkbox"/> Employed full-time | <input type="checkbox"/> Employed part-time |
| <input type="checkbox"/> Unemployed | <input type="checkbox"/> Student |
| <input type="checkbox"/> Retired | <input type="checkbox"/> Volunteer |

If you have selected 'Employed' please select the most appropriate option below:

- | | |
|---|---|
| <input type="checkbox"/> Professional | <input type="checkbox"/> Managerial |
| <input type="checkbox"/> Skilled non-manual | <input type="checkbox"/> Skilled manual |
| <input type="checkbox"/> Manual unskilled | <input type="checkbox"/> Clerical |

Other (please specify): _____

Please also tell us which sector you work in (e.g. building, food processing, education).

A7. Did your sexuality/gender identity affect your choice of job/career?

- Yes No

If yes, please give details

A8. If you do work within North East Lincolnshire are you out/open about your sexuality or gender identity to any of the following? (Please tick as many as appropriate).

- | | |
|---|--|
| <input type="checkbox"/> Open to everyone | <input type="checkbox"/> Line manager |
| <input type="checkbox"/> Immediate boss | <input type="checkbox"/> Work colleagues |
| <input type="checkbox"/> Supervisor | <input type="checkbox"/> Top management |
| <input type="checkbox"/> Customers/clients | <input type="checkbox"/> Suppliers |
| <input type="checkbox"/> Pupils/students | |
| <input type="checkbox"/> Other (please state _____) | |

Please also tell us whether you are you out/open about your sexuality or gender identity to any of the following? (Please tick as many as appropriate).

- | | |
|---|---|
| <input type="checkbox"/> Parents | <input type="checkbox"/> Partner, husband or wife |
| <input type="checkbox"/> Other family members | <input type="checkbox"/> Your children |
| <input type="checkbox"/> Employer | <input type="checkbox"/> Work colleagues |
| <input type="checkbox"/> Neighbours | <input type="checkbox"/> Your faith group |
| <input type="checkbox"/> Teachers/lecturers | <input type="checkbox"/> Your doctor |
| <input type="checkbox"/> No-one | <input type="checkbox"/> Everyone |
| <input type="checkbox"/> Other (please state _____) | |

B. About Your Community

Please tell us about your experience of living or working in North East Lincolnshire as an LGBT person.

B1. Please tell us how you spend your time in North East Lincolnshire?
(you may want to tick more than one box).

- Live Work
- Spend regular time for another reason (please state) _____

B2. Do you feel there is an active LGBT community in North East Lincolnshire? By community we mean a group of LGBT people that either socialise or communicate (either formally or informally) regularly regarding common issues they may face.

- Yes No

If 'Yes' please tell us in the space below how this group communicates (e.g. by meeting frequently, by emailing or internet):

If 'Yes' do you feel a part of this community? Yes No

If you answered 'No' to the question immediately above, is it because:
(please tick as many as applicable)

- You are not interested Not aware of a LGBT community
- Travel problems The community is not representative
- Other commitments Happy as I am
- Don't know how to get involved Don't want to reveal my sexuality / gender identity
- Other (please specify) _____

B3. It will be useful for us to know if or how you interact with other LGBT people within North East Lincolnshire. Which activities do you participate in, access or support with other LGBT people?

- Visiting pubs/clubs Self-help groups
- Activity groups Youth groups
- Health groups Political groups
- Sports/leisure groups Religious groups
- Other group(s) please state: _____

B4. On a scale of 1 to 5 (1 being very poor and 5 being very good) how do you rate the support provided to LGBT people in North East Lincolnshire by the following services? Please also say whether you think this level of support is better or worse than support provided to 'non-LGBT' people. If you don't know or are unsure, please say so.

	Very Poor					Very Good					Much Worse					Much Better					Don't Know / Unsure
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	<input type="checkbox"/>
Health services	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	<input type="checkbox"/>
Police	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	<input type="checkbox"/>
Education / training	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	<input type="checkbox"/>
Local media	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	<input type="checkbox"/>
Housing	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	<input type="checkbox"/>

If you would like to highlight any further information based on your judgements above, please do so in the space below. Specific examples / experiences are welcome as well as general viewpoints.

B5. Please state three ways in which services to LGBT people in North East Lincolnshire could be improved. General comments are welcome but specific suggestions are potentially more useful.

1.
2.
3.

C. Unfavourable Treatment

C1. Have you experienced harassment, violence or any other kind of unfavourable treatment in North East Lincolnshire because of your sexuality or gender identity?

Yes No

If 'Yes' please select the level of impact this had on you personally and whether this has been in the last 24 months. If 'No' please go to C3.

	No Impact	Slight Impact	Significant Impact	In last 24 months
Physical violence/bullying	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Name calling/public ridicule	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Verbal abuse/harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vandalism to your property	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Being ignored or avoided	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made to feel ashamed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your relationship not recognised	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Families/Friends not accepting you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your family/children tormented/ridiculed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Damage to vehicles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not receiving the same employer benefits as straight people/couples	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Been dismissed by your employer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Been evicted from your home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discriminated by GP/Health Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discriminated by Housing/other Council Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discriminated by the Police	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not been given the same Education or Training opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Further details on selections you have made above are welcomed in the space below.

C2. With regards to the treatment(s) that have had the most profound and negative impact on your life, what preventive measures or actions could be taken to prevent this happening in the future? (Please ensure the unfavourable treatment to which you refer is clear).

C3. Please indicate how safe you feel in the following environments?

	Very Safe	Safe	Unsafe	Very Unsafe	N/A
On the street	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In an LGBT venue (e.g. gay bar)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In your neighbourhood	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
At work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
On public transport	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In hotels/B & B	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In a non-LGBT venue	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In your own home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
At School/college/university	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other 1 _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other 2 _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

For environments where you have selected 'Unsafe' or 'Very Unsafe' it would be useful if you could provide details / reasoning in the space below:

D. Young People (16-25)

The next few questions (D1-D3) relate to young lesbian, gay, bisexual or trans people aged 16-25 in North East Lincolnshire. You do not have to be within this age bracket to answer the questions (we realise many older people will be in regular contact with younger people) but if you feel you cannot answer them please say so.

D1. How do you rate the availability and quality of the information available to young LGBT people to allow them to deal with anything relating to their sexuality and/or gender identify?
(e.g. support services, health services, hate crime, bullying, counselling).

- Very Poor Poor Average Good Very Good Not Sure

Where should it be available?

- Youth clubs Hospital waiting rooms LGBT clubs
 Connexions Bars/clubs Telephone helplines
 Doctor's surgeries Schools/colleges/uni Sex education
 Not sure Other, please specify: _____

Please give any specific examples of where access to / quality of information could be improved for young people in North East Lincolnshire.

D2. Do you think learning and training providers (e.g. schools, colleges) in North East Lincolnshire do enough to raise awareness of diversity in terms of sexuality and gender identity?

<input type="checkbox"/> Nowhere near enough, no evidence to speak of	<input type="checkbox"/> Should be doing more, little evidence	<input type="checkbox"/> I'm not sure how much activity there is	<input type="checkbox"/> Some good activity but more would be good	<input type="checkbox"/> Already do a lot, not much room for improvement
---	--	--	--	--

D3. In the space below please tell us what do you feel schools/colleges/universities need to do in order to promote a positive social environment for all young people and adults and to ensure inclusion?

E. Problems & Solutions

E1. Please tell us which problems and difficulties you face living/working in North East Lincolnshire because of your sexuality or gender identity:
(please tick all that may apply)

- Travel and transport are poor
 - Feel lonely and isolated where you live
 - Lack of LGBT-friendly facilities
 - Don't know any/many other LGBT people
 - Family problems relating to my sexuality or gender identity
 - Wouldn't feel comfortable 'coming out' in the NE Lincs area
 - Fear violence
 - Fear discrimination/harassment

 - Any other reason, please specify:
-

E2. What could be provided, within North East Lincolnshire to improve the services, facilities and community of LGBT people? (please tick as many as apply)

- More/better information
- Better transport/travel services
- Greater awareness of LGBT issues – Council, Police, Health, Education
- Better sexual health services
- Educating the public

- Any other solution, please tell us what: _____

E3. Think about what LGBT training or awareness raising is needed by workers and community members in NE Lincs. In order to improve the situation, what do you think should be developed and offered to these groups? Please state below:

E3. Please can you sum up in one or two sentences what it feels like to be in a minority sexuality living or working in the North East Lincolnshire area? Are there any key words which you can use to describe your experiences?

E4. Please indicate to what level you agree with the following statements:

	N/A	Strongly Disagree			Strongly Agree	
		1	2	3	4	5
Being LGB and/or T in North East Lincolnshire is generally a positive experience	<input type="checkbox"/>	1	2	3	4	5
My employer is aware of my sexuality / gender identity and this has no effect on my treatment at work	<input type="checkbox"/>	1	2	3	4	5
Based on my experience, I feel that being LGBT in NE Lincs is more difficult than in other UK areas	<input type="checkbox"/>	1	2	3	4	5
I think the work of the LGBT forum is important and should be continued	<input type="checkbox"/>	1	2	3	4	5
I feel excluded due to my sexuality and/or gender identity	<input type="checkbox"/>	1	2	3	4	5
If I went to a job interview in the near future I would try to hide my sexuality / gender identity	<input type="checkbox"/>	1	2	3	4	5
I don't expect the experience of being LGBT in NE Lincs to get any easier within the next 5 years	<input type="checkbox"/>	1	2	3	4	5
I think more research and consultation needs to be done to better inform the actions taken to try increase awareness and reduce barriers of the LGBT communities	<input type="checkbox"/>	1	2	3	4	5
Due to unfavourable treatment I have received (based on my sexuality or gender identity) I have seriously considered moving away from NE Lincs at least once	<input type="checkbox"/>	1	2	3	4	5
When I go out for an evening I don't feel restricted with regards to where I go (based on my sexuality or gender identity)	<input type="checkbox"/>	1	2	3	4	5

E5. Have any negative experiences you have had as an LGBorT person been made worse because of your age, religion, disability or race/ethnicity?

Yes No

If 'Yes' please tell us about this in the space below:

Please also tell us how you think this treatment could be avoided in the future:

Future Contact

We would like to keep you informed of future forum developments. Would you be interested in joining the forum circulation list?

Yes No

If 'Yes' tick here if you do not want your email address to be visible to other members

Please provide contact information in the space below:

(This information will not be used for any other purposes without your consent).

Name _____	Email _____
Organisation / Job Title (if appropriate) _____	
Telephone (optional, will be kept confidential) _____	

If you would like us to try and supply you with any further information (relevant to what has been covered in this exercise) please let us know in the space below. (By doing so, you are consenting to us using your contact details for this purpose).

--

We hope to release the report resulting from this work in February 2009. Would you like us to notify you when this happens?

Yes No

If you haven't already done so please provide us with some contact details in the space below to allow us to do this (i.e. tel. no. / address / email).

--

THANK YOU for your time and completing this questionnaire. The information you have provided will remain strictly confidential.

Hard copies can be posted to The Diversity Office, The Grimsby Institute, Nuns Corner, North East Lincolnshire, DN34 5BQ. Electronic copies (or queries) can be emailed to mitchellr@grimsby.ac.uk.