

BREAKING THE CYCLE

Roadshow
2010



north west
together **wecan**



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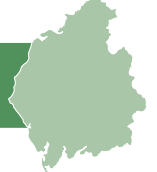
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EXECUTIVE SUMMARY

Breaking the Cycle: Supporting the Delivery of a Sustainable Lesbian, Gay, Bisexual and Trans (LGB&T) Sector was launched in 2009 by The Lesbian & Gay Foundation (LGF). It is a strategy that seeks to encourage the following outcomes:

- Improve organisations in terms of their service delivery to LGB&T people.
- Be more inclusive of LGB&T issues within planning cycles and policy development.
- Increase the involvement of the LGB&T workforce and LGB&T service users.

Breaking the Cycle has three key aims – (1) To develop the LGB&T evidence base (2) To increase the knowledge and engagement of policy and decision makers around LGB&T issues and needs; and (3) To increase the capacity of LGB&T voluntary and community organisations. Leading on from these aims, there are 32 recommendations grouped under five key barriers to LGB&T inclusion and six areas of need.

To check the progress of Breaking the Cycle across the region the LGF held five events in March 2010; one in each of the North West's sub-regions. We wanted to (re-) introduce people to Breaking the Cycle, develop an understanding of what local barriers there are to LGB&T inclusion, how people found Breaking the Cycle and how they personally would be able to take it forward. A rich and varied picture of LGB&T communities emerged. Many examples of good practice were highlighted.

Responses to Breaking the Cycle were mixed but generally positive. Key themes included issues around rurality, transport, outer city boroughs and rural locations feeling excluded by cities (especially Manchester), implementation (how to start conversations around Breaking the Cycle, confidence of people to act as local LGB&T champions and legal requirements), disclosure issues (through monitoring and in local communities), and the relative lack of representation for and on behalf of lesbian, bisexual and trans communities.

The opportunity to specifically network around LGB&T issues was identified as a key unintended positive outcome of the events by 100% of attendees. The events were also rated an average of 4.1 out of 5 (where 5 = excellent).

How The Lesbian & Gay Foundation will Break the Cycle:

- Greater appreciation of local knowledge and voluntary and community activity as a driver for local change.
- Increased opportunities for consultation between LGB&T people and service providers to give local voices greater recognition and a national platform.
- Greater promotion and availability of evidence around LGB&T needs and populations.
- More targeted information around implementing Breaking the Cycle.

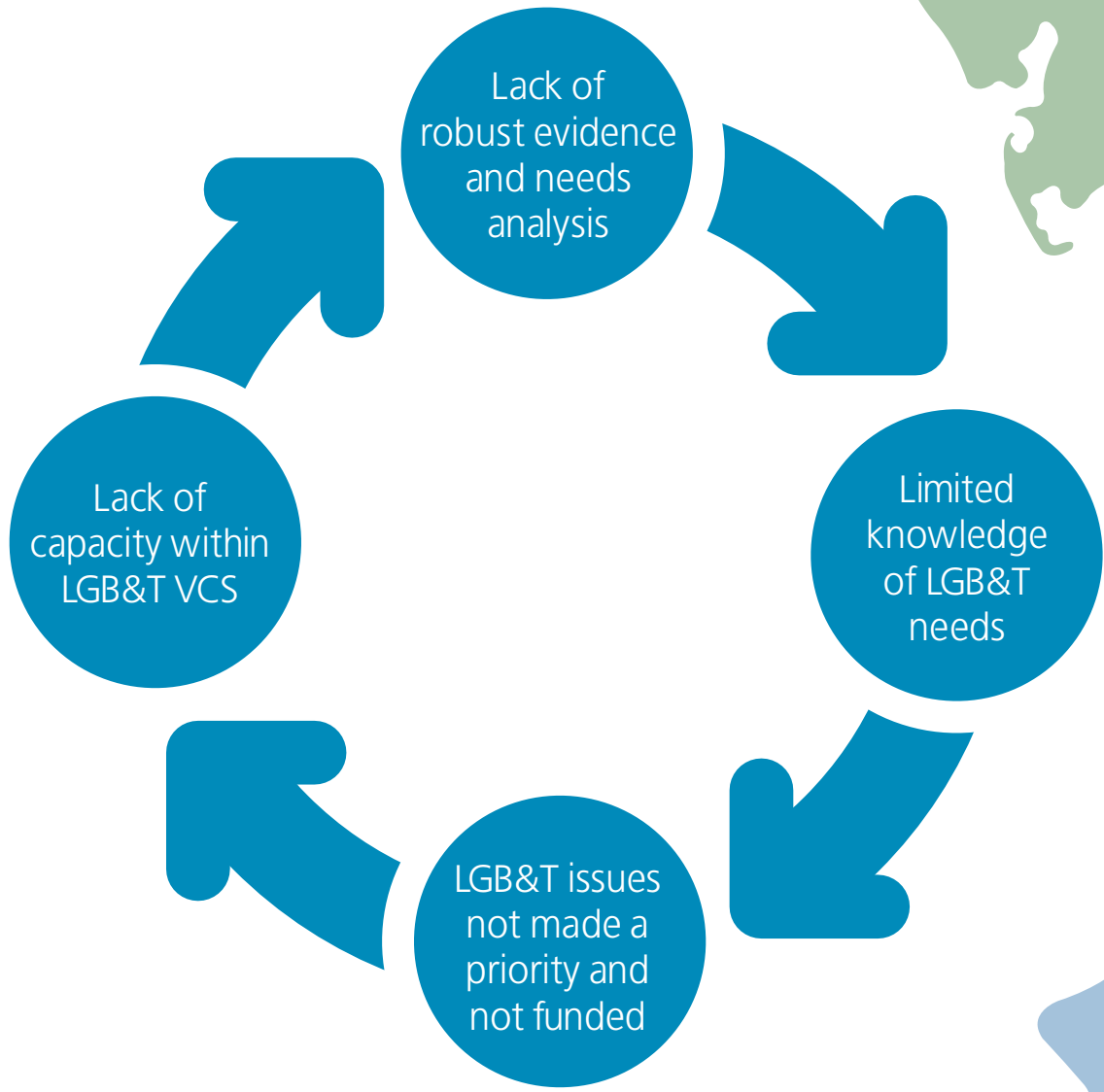
How YOU can Break the Cycle:

- Link Breaking the Cycle with existing policies and frameworks..
- Use as a lever to start conversations with service providers and colleagues.
- Use and develop LGF and other LGB&T networks to share best practice and information.
- Increase reporting of hate crimes and incidents.
- Get into schools through partnership working, make children aware homophobia is a crime.

INTRODUCTION

In 2009 the Lesbian & Gay Foundation (LGF) launched **Breaking the Cycle: Supporting the Delivery of a Sustainable Lesbian, Gay, Bisexual and Trans (LGB&T) Sector** (to see Breaking the Cycle please visit www.lgf.org.uk).

Breaking the Cycle was developed following consultation with 55 of the region's LGB&T voluntary and community sector (VCS) groups and their local partners throughout 2007/08. The essential message of Breaking the Cycle can be seen in the diagram below:



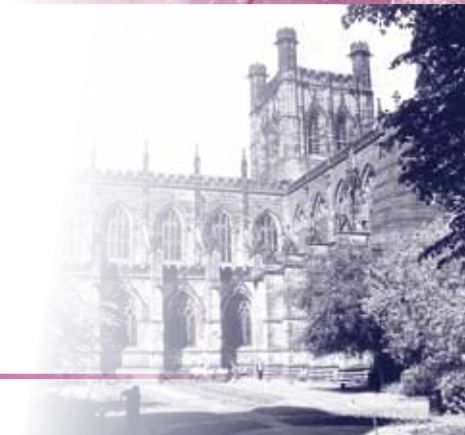
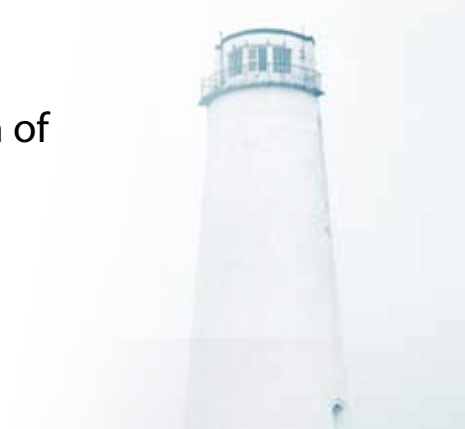
The 3 key strategic aims underpinning Breaking the Cycle are therefore:

- 1 ■ To develop the LGB&T evidence base
- 2 ■ To increase the knowledge and engagement of policy and decision makers around LGB&T issues and needs
- 3 ■ To increase the capacity of LGB&T voluntary and community organisations

Following on from these aims, there are 32 recommendations in Breaking the Cycle grouped under five key barriers and six areas of need. These are:

- Key Barrier 1:* Limited knowledge and understanding of the needs of LGB&T people
- Key Barrier 2:* Invisibility and (mis)representation
- Key Barrier 3:* LGB&T issues are often given low priority
- Key Barrier 4:* Focus is often restricted to the sexual health of men who have sex with men
- Key Barrier 5:* LGB&T equality is not yet established as a basic right
- Areas of Need:* Hate crime and harassment,
Young people (including school bullying),
Housing and homelessness,
Workplace discrimination and bullying,
Healthcare provision and Legislation

These barriers and areas of need (identified following a consultation process with 55 organisations in 2007/08) were not intended to be exhaustive.



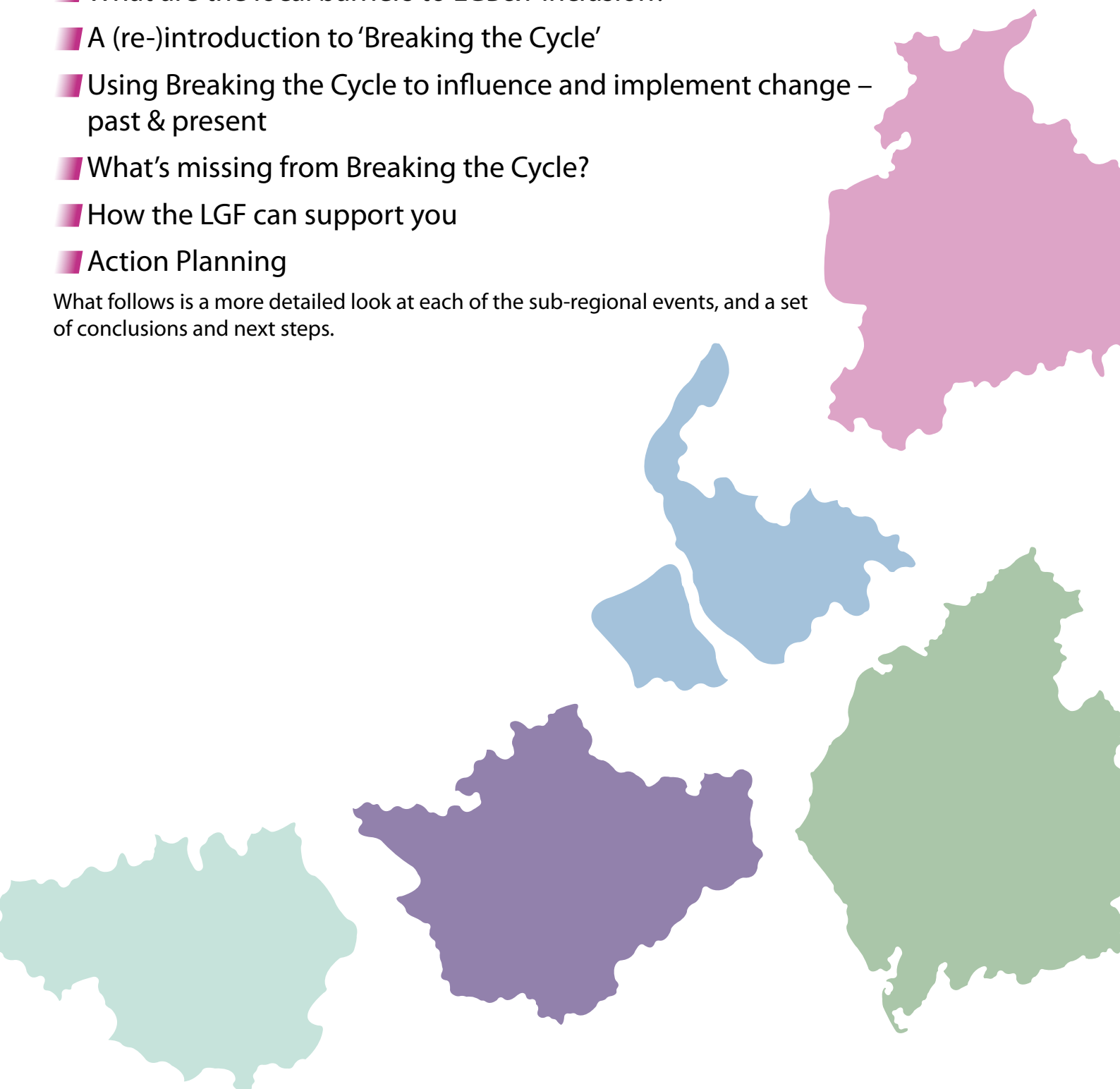
Since the launch, the LGF has distributed over 2,000 copies of *Breaking the Cycle* across the region and beyond. In order to maximise *Breaking the Cycle*'s ongoing effectiveness, it was crucial to find out how it has been used in its first year.

Funding was kindly received from North West Together We Can to enable the hosting of a series of consultation events across the North West. Using internal LGF and external networks, we had 106 people signed up to attend the events from 78 organisations (public, private and voluntary) and two unaffiliated individuals. The events were held in Cheshire, Lancashire, Merseyside, Cumbria and Greater Manchester in March 2010.

The events focused on:

- What are the local barriers to LGB&T inclusion?
- A (re-)introduction to 'Breaking the Cycle'
- Using *Breaking the Cycle* to influence and implement change – past & present
- What's missing from *Breaking the Cycle*?
- How the LGF can support you
- Action Planning

What follows is a more detailed look at each of the sub-regional events, and a set of conclusions and next steps.



Overview

As a rural county, Cheshire attendees felt the lack of an urban centre meant the LGB&T community was less visible than in other places. Transport around the county can be a problem. Cheshire is perceived to be a wealthy place, despite there being pockets of deprivation.

Engagement with LGB&T populations through voluntary and community groups does work, but relatively few groups exist. The public sector needs to be aware that if LGB&T engagement is difficult, it does not mean there are no LGB&T issues or no LGB&T population in Cheshire.

What did Cheshire say?

"What is "inclusion"? What are we trying to make people feel included to?"

"Make Breaking the Cycle into a tool, not just a list of recommendations."

"Recommendations are useful, but what about the legal requirements that organisations have to comply by?"

"Is there an effective way to map Breaking the Cycle into local government equality standards such as Equality Frameworks and World Class Commissioning?"

"The document is too focused on the LGF itself, not the broader sector."

"Plainer English would be better."

"Senior management buy in is essential."

"Could Breaking the Cycle give more tips on how people can empower themselves to make change happen?"

How will people in Cheshire use Breaking the Cycle?

"Use contacts from Roadshow event for support and information."

"Try and get some points included in the Commissioning Cycle."

"Use Breaking the Cycle to get Local Authority to see what services they are willing to provide."

"Speak to management re: benefits of recommendations for service users."

"Try and link it in with existing internal documents."



LANCASHIRE

Overview

Lancashire attendees identified many LGB&T engagement mechanisms within the county. This meant if LGB&T populations were termed 'hard to reach' by the public sector this could have more to do with the embarrassment and heteronormativity that exists. It was felt while LGB&T spaces were important in terms of safety and sharing our common LGB&T experiences, often such spaces are dominated by younger, white, non-disabled gay men. And that they might also contribute to the separation of LGB&T people and wider society.

The geography and political structures of Lancashire can be a barrier to doing Lancashire-wide work. The county is split by the M6, with western Lancashire residents often accessing Blackpool services and eastern Lancashire residents going to Manchester. The unitary authorities of Blackpool and Blackburn with Darwen also complicate county-wide partnerships.

What did Lancashire say?

"Could a campaign be launched to get people to enter LGB&T as their religion on the census? (as a protest due to it's exclusion from the census, as religion is the only 'free type' category on the census)"

"Trans imagery can be difficult to include as trans people may not 'look' trans."

"Why are gay men much more 'heard' within and outside of the LGB&T community than lesbians, bisexual or trans people?"

"Self confidence is essential for affecting change in organisations."

"Breaking the Cycle is inaccessible for community groups and activists."

How will people in Lancashire use Breaking the Cycle?

"Look into support group for BME LGB&T people."

"Increase knowledge and education around LGB&T issues."

"Increase reporting of hate crimes and incidents."

"Get into schools through partnership working, make children aware homophobia is a crime."

"Be open to identifying allies in the straight community."

"Continue to build on the success of the LGB&T VCS in Lancashire."



Overview

LGB&T issues have not always had a high priority on Merseyside; attendees felt this was possibly due to the focus given to racial and religious issues. For such a significant UK city as Liverpool, there has been a relative lack of an independent LGB&T infrastructure, mainly due to historical, political and cultural reasons.

This is now changing and there are groups active across Merseyside, and statutory agencies are becoming more open to dealing with LGB&T issues. Established services for LGB&T populations do exist. The decentralised nature of the non-Liverpool boroughs means that their LGB&T populations can lack visibility.

What did Merseyside say?

"There exists a hierarchy of equality strands – the perceived consequences of ignoring LGB&T issues are less than for other strands."

"LGB&T people advocating LGB&T rights may be criticised for 'protecting their own' – this wouldn't be said to a BME person advocating BME issues."

"Breaking the Cycle's content and imagery is far too Manchester-focused."

"Breaking the Cycle doesn't speak to/for LGB&T families."

"Resistance to change and bureaucratic inertia are big issues to overcome. Monitoring sexual orientation remains particularly controversial; LGB&T people themselves are also not comfortable disclosing sometimes."

"Big successes have taken place in Merseyside but high-profile hate crimes/incidents give the incorrect impression Merseyside is homophobic."

"LGB&T infrastructure on Merseyside remains under-resourced, what role can the LGF play?"

How will people in Merseyside use Breaking the Cycle?

"The aims of Breaking the Cycle fit into the aims of the Liverpool LGB&T Network."

"Increase partnership working with other organisations."

"Speak to my colleagues about Breaking the Cycle's messages."

"Use LGB&T research to help affect change."

"Encourage LGB&T groups to apply for funding."

"Use as lever to start conversations around LGB&T rights."



Overview

Cumbria is a very rural county accounting for 48% of the North West landmass. The Eden local authority area is the most sparsely populated in England. Road and public transport links between towns and cities are sometimes indirect and time consuming. Public transport can be expensive and does not run late into the evening. Around the Lakes and the Sellafield Nuclear plant there are pockets of high incomes, but other areas of the county are deprived.

LGB&T people in Cumbria are likely to access services from outside the county in cities such as Newcastle, Manchester and Glasgow. LGB&T people in Cumbria have lacked visibility in the past but there are areas of significant LGB&T VCS activity across the region.

What did Cumbria say?

"LGB&T people find it difficult to come out in small conservative towns, particularly as Cumbria's population is aging."

"Transport issues should have been addressed in Breaking the Cycle. Any proper discussion of other rural issues is also missing too."

"LGF and other services in Manchester/Newcastle etc are OK for those that can travel, but people actually live in Cumbria and there should be some sort of provision locally. Local role models would be useful too."

"The LGB&T community needs to empower itself to get more involved and active. We rely on the LGB&T VCS in Cumbria, but there is a lack of accountability and continuity of service in the sector."

"The lack of a visible scene locally means the LGB&T population is less accessible to public bodies and LGB&T people are isolated from each other. The internet can be useful tool to reach out to populations."

"Local authorities are not as well engaged with LGB&T issues than in other areas of the North West."

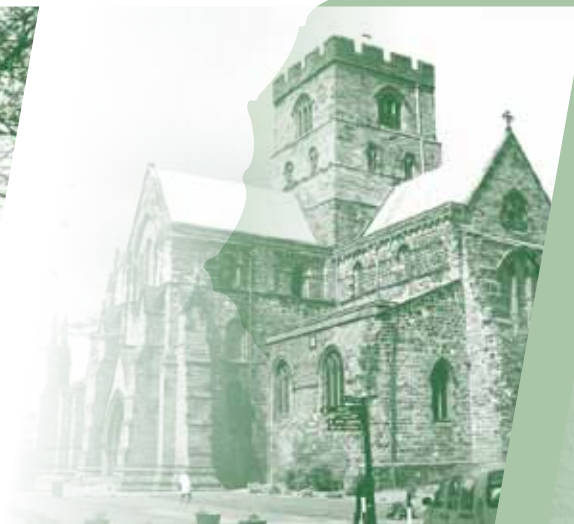
How will people in Cumbria use Breaking the Cycle?

"Use local research to find out about previous Cumbria LGB&T consultations and their results."

"Set up a Cumbria LGB&T Network and Forum."

"Feedback to my colleagues and managers, within a multi-agency setting."

"Seek to do some work with disabled people around LGB&T issues."



GREATER MANCHESTER

Overview

Greater Manchester is the highest and most densely populated area of the North West. The political and community response to the HIV/AIDS crisis and Section 28 in the 1980s established some of the longest running LGB&T VCS organisations and public sector LGB&T engagement and involvement mechanisms in the country. The expansion of the commercial scene in the 1990s and the high national profile of Canal Street and Manchester Pride has established Manchester as an LGB&T destination of choice.

Despite the relative successes the area has enjoyed, problems do exist. LGB&T populations in boroughs and cities outside of Manchester itself can feel neglected. Areas of deprivation exist throughout Greater Manchester. Canal Street can be seen as a 'ghetto', dominated by younger white gay men, drugs, crime and heterosexual 'tourists'. The proliferation of LGB&T VCS groups has been beneficial in terms of a relatively strong LGB&T infrastructure but has also led to competition and mistrust between groups.

What did Greater Manchester say?

"There is a big risk of complacency. The assumption is that LGB&T people have got their rights. There is a lack of motivation to make changes."

"Socialising on Canal Street, working for an LGB&T friendly employer – you can live in a 'gay bubble'. The reality is that even in 'gay Mecca' Manchester, as soon as I leave Canal Street I might get abuse for holding hands with my boyfriend."

"Front line services are still not good enough. There needs to be more funding for LGB&T specific services and more training and education for mainstream services."

"Having LGB&T inclusive policies is great but how are they made real? Are LGB&T people confident and empowered to challenge people when they experience problems?"

"Why should people disclose their sexual orientation or gender identity? What will the information be used for?"

How will Greater Manchester use Breaking the Cycle?

"Share Breaking the Cycle with colleagues; speak to senior decision makers regionally and nationally. Get feedback."

"Use Breaking the Cycle as a starting off point – look at Commissioning cycles, could be a way of getting private sector to look at LGB&T issues."

"Spend time looking at specific LGB&T issues, not just general Equality and Diversity."

"Use contacts from event to share best practice."

"Link Breaking the Cycle with existing policies."

"Explore problems of faith and sexual orientation."



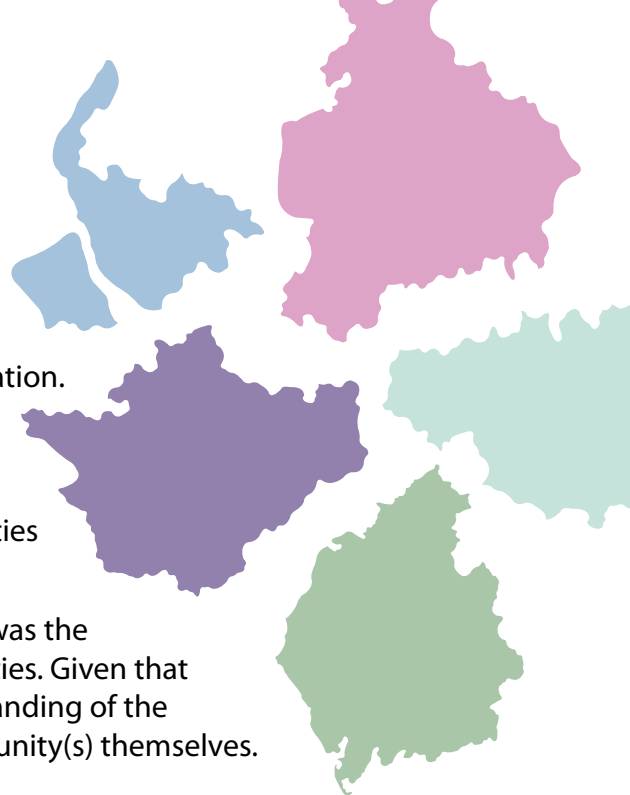
KEY MESSAGES

Diverse geographies, diverse communities

The geography and urban development of areas has a massive impact on how LGB&T people feel about their lives and service provision.

Rural areas reported an isolated and largely invisible LGB&T population. Service providers here may still believe there is no LGB&T population to serve, despite evidence that LGB&T people live in all communities. Even 'metropolitan' boroughs can be made up of distinct small towns that can still feel very separate from the big cities and towns.

A key message running through many of the consultation events was the lack of an authentic voice for lesbian, bisexual and trans communities. Given that understanding of LGB&T general issues may be quite low, understanding of the diversity within 'LGB&T' could be very poor, even within the community(s) themselves.



Taking Breaking the Cycle forward 1: Disclosure and confidence

Many LGB&T people still feel unable to disclose their sexual orientation or gender identity, especially at work and in local communities. If LGB&T people are not 'out' this severely limits their capability to organise and improve the situation of LBG&T populations within their communities.

Even where LGB&T people are 'out' there remains a lack of confidence to act as visible LGB&T role models and champions in their workplaces and local communities. Such visible and identifiable local LGB&T people are vital to greater LGB&T inclusion. Heterosexual people who visibly supported LGB&T inclusion were also seen as very important.

It is recognised that buy-in from senior management is key to improving services for LGB&T people. Achieving that buy-in needs champions for greater LGB&T awareness and inclusion (who may or may not be LGB &/or T themselves) to feel confident and prepared about their case. It is worth noting that 38% of event attendees described themselves as heterosexual, and 98% of attendees were not members of the trans community; dispelling the myth that LGB&T issues are only of interest to LGB&T people. All staff and service users need to be empowered to encourage their organisations to do more for LGB&T people.

Taking Breaking the Cycle forward 2: Implementation and the legal landscape

Part of being able to make the case for LGB&T inclusion is being clear about what organisations can do around LGB&T inclusion on a very practical level. Breaking the Cycle does not give many examples around implementation (apart from the introduction of sexual orientation and gender identity monitoring for staff and service users). This was felt to be its biggest weakness.

The partnership between the public and voluntary and community sector is seen as essential for improved outcomes for LGB&T people. The changing legislative, economic and political landscapes will provide opportunities and threats to greater inclusion and awareness of LGB&T people. The Equality Act 2010 gives publicly funded bodies a new duty to include the needs of LGB people and extends the duty for some parts of the trans community. Using the new duty effectively to lobby public bodies will be a key area of focus moving forward.

FINAL CONCLUSIONS

The LGB&T sector is highly complex and under-resourced. Services for LGB&T people and voluntary groups are very mixed and in some cases remain not fit for purpose. Attendees generally felt the aims and some of the recommendations of Breaking the Cycle did reflect the right direction of travel for the LGB&T sector in the North West, despite perceived shortcomings with the initial consultation process in 2007/08. Of particular importance were:

- The lack of strong evidence around needs and populations persists as a major barrier to greater LGB&T inclusion. Encouraging monitoring of sexual orientation and gender identity for staff and service users (especially with respect to hate crime/incidents) is a good way to drive forward improvements to services and to increase broader LGB&T awareness.
- LGB&T issues are still perceived by statutory sector agencies as being less important and of 'niche' importance compared to the broader consensus that has been achieved around tackling disability, gender and race discrimination.

SESSION FEEDBACK

- The events were rated 4.1 out of 5, where 5 = excellent.
- 100% of attendees (88 in total) felt that it was useful to network with other colleagues specifically around LGB&T issues.
- 80% of attendees felt their knowledge of LGB&T empowerment and inclusion increased. The remaining 20% gave comments such as "I already knew a great deal about it" and tended to come from LGB&T specific organisations.
- Suggested improvements included having more time, and more regular opportunities to discuss LGB&T issues.
- Full demographic information is available on request.



ACTION PLANS

How The Lesbian & Gay Foundation will Break the Cycle:

- A greater appreciation of local knowledge and voluntary and community sector activity as a driver for local change. Local level experiences are very important to people's lives. Encouraging and empowering local champions is the most effective and efficient way to promote greater LGB&T inclusion.
- Increased opportunities for consultation between LGB&T people and service providers to give local voices greater recognition and a national platform. The LGF will continue to lobby for funding to allow more regular consultations to take place.
- Greater promotion and availability of evidence around LGB&T needs and populations. The LGF will be launching an online 'Evidence Exchange' of LGB&T statistics later in 2010 and will continue to lobby for funding to fill the gaps in local knowledge. For help with LGB&T evidence, please contact the LGF (info@lgf.org.uk).
- More targeted information around implementing Breaking the Cycle. The LGF will produce a series of working papers to help make Breaking the Cycle relevant to you.

How YOU can Break the Cycle:

- Link Breaking the Cycle with existing policies and frameworks. For example use public sector commissioning powers to encourage LGB&T inclusivity amongst private sector partners/suppliers.
- Use as a lever to start conversations with service providers and colleagues.
- Use and develop LGF and other LGB&T networks to share best practice and information and continue to build on success of local LGB&T groups/networks.
- Increase reporting of hate crimes and incidents.
- Get into schools through partnership working, make children aware that homophobia and transphobia are crimes.

ACKNOWLEDGEMENTS:

The Lesbian & Gay Foundation would like to thank the following people and organisations:

North West Together We Can

Deborah Arden, Cheshire Constabulary

Alison Stathers-Tracey and Miroslava Mokrisova, Liverpool City Council

Preston CVS

Cumbria Leisure Ltd

The organisations that signed up to the Roadshow events were as follows:

42nd Street	Drink Wise North West, Department of Health	Northern Rock Foundation
Age Concern Bury	Drug and Alcohol Strategy Team, Manchester City Council	Northwich HUB @ Connexions
Age Concern Stockport	ECHG	Oldham Council
Arawak Walton Housing Association	EHRC	OutREACH Cumbria
Area Co-ordination & Third Sector Team, Manchester City Council	Embrace Sefton	Outrite Cheshire
Black North West Volunteer	Friends & Supporter of Furness LGBT	Platt Halpern Solicitors
Bolton Council	Hyndburn Borough Council	Riverside Housing Association
Business Link Northwest	IAG/Cheshire Rainbow	Salford University
Central and Eastern Cheshire PCT	Individual x 2	Service User/Carer Administrator, Mersey Care NHS Trust
Cheshire Police	Knowsley Metropolitan Borough Council	Sexual Health Network
Cheshire West and Chester Council	Lancashire Constabulary	South BCU, Cumbria Police
Children's Services, Bolton	Lancashire Constabulary/NCP	South Cumbria Victim Support
Children's Services, Workington	Lancashire LGBT Centre Group	Stockport Council
Christie Hospital	Lancashire Young Peoples Service, Lancashire County Council	Strategy & Commissioning Division, Adult Social Care, Manchester City Council
Community Network for Manchester	Liverpool BID Company	Tameside Peer Education Project, Nacro - The Crime Reduction Charity
Community Resources Unit, Housing and Neighbourhoods, Liverpool City Council	Liverpool Charity and Voluntary Services	The Regenda Group Housing Association
Complaints Department, IM&T Building, North Manchester General Hospital	Liverpool City Council	TransWirral
Corporate Policy and Research and Lifelong Learning , Oldham Council	Liverpool LINK	Valuation Office Agency
Corporate Systems, Liverpool City Council	Liverpool Primary Care Trust	Victim Support Cheshire
Cosmopolitan Housing Group	Making Space	Victim Support, Salford
Cumbria Equality Resource Centre (CERC)	Manchester City Council	Village Citizens Advice
Cumbria Police	Manchester Mental Health and Social Care Trust	Voluntary Action Oldham
Directorate of Wellbeing Services, Knowsley Council	Manchester Parents Group	Warrington Council
	MAPS Office, Morecambe Police Station	West Cumbria Victim Support
	Merseyside Police	Wigan Council
	NHS Stockport	Wirral University Teaching Hospital
	North Cumbria University Hospitals	Witness Service (Victim Support)
		Wyre Borough Council

We believe in a fair and equal society where all lesbian, gay and bisexual people can achieve their full potential.

Registered Charity No. 1070904



2000-2010
CELEBRATING TEN YEARS

Published in June 2010 by:

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Registered Charity No. 1070904 Registered Company No. 3476576