

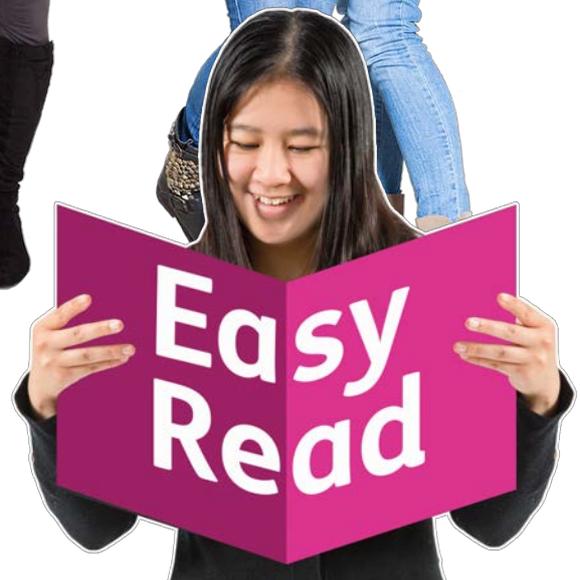


Government  
Equalities Office

# Improving the lives of lesbian, gay, bisexual and transgender people



LGBT Action Plan



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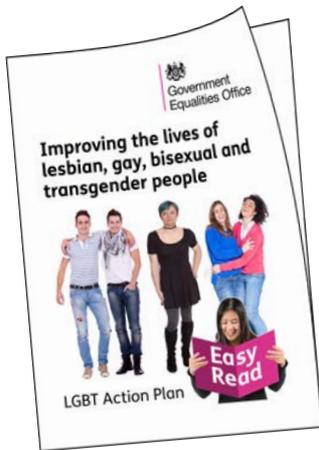
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# Introduction



These are the Government's plans to improve the lives of lesbian, gay, bisexual and transgender people.



**LGBT** is short for Lesbian Gay Bisexual and Transgender people.



**Lesbian** means women who are attracted to women.



**Gay** means men who are attracted to men.



**Bisexual** means people who are attracted to both men and women.



**Transgender** refers to people who are now a different gender to the one that they were given when they were born.

# About this action plan



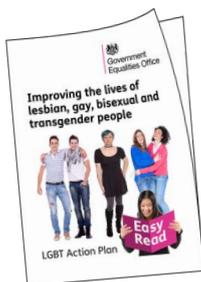
In July 2017 the Government asked LGBT people to complete a survey about different parts of their lives.



More than 100,000 people completed the survey.



The Government has looked at what people said and has decided to make some changes that will improve the lives of LGBT people.



This action plan explains the changes that the Government wants to make.



The Government has agreed to spend £4.5 million on making these changes.

# Health



LGBT people can suffer from worse health than other people.



In the survey some people said that they got a worse service from health services because of their **sexual orientation**.



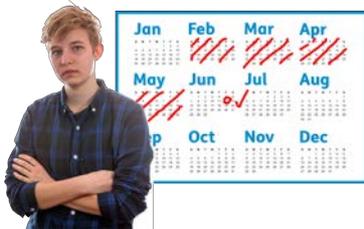
**Sexual orientation** generally means whether you are attracted to people of the same sex or people of the opposite sex.



Half of people who had tried to access mental health services had to wait too long.



Many said they were anxious about going. Some said their GP was not helpful.



Most of the people who had tried to access services for people who have issues about their gender said it was not easy with long waiting times.



The Government wants LGBT people's needs to be at the heart of the National Health Service (NHS).



## The Government will:

- Appoint a National Advisor. This will be a new person who will advise and improve the way LGBT people are treated in the NHS



- Look into the issues around children and young people who are unhappy with the gender they were given at birth



- Work with the Department of Health and Social Care to improve mental healthcare for LGBT people



- Work with the Department of Health to improve services for LGBT people who have difficulty in becoming a parent



- Check that health services are taking LGBT people's needs into account



- Look for better ways for health services to be able to show how they give a good service to LGBT people



- Find new ways to help young LGBT people who hate their bodies



- Look again at the rules about gay men giving blood

# Education



All LGBT people should feel welcome and safe at school, college or university.



In the survey 1 in 5 people said that someone had told another person about their sexual orientation without permission.



1 in 5 people had been harassed and insulted.



1 in 5 people had talked about sexual orientation or gender identity in school.



Most of the time, the most serious incidents did not get reported to anyone.

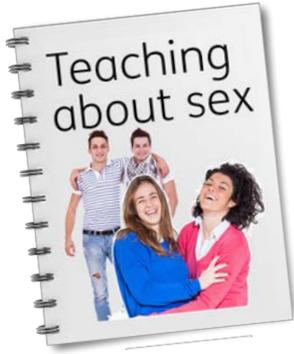


The Government will make sure that schools, colleges and universities support every LGBT child and young person.

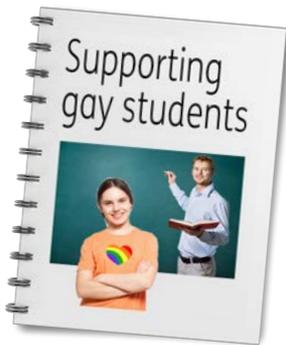
## The Government will:



- Carry with it's work tackling bullying against LGBT young people in schools and colleges



- Update the guidance to schools about sex and relationships education



- Make sure that schools get good guidance about supporting LGBT pupils



- Support LGBT teachers



- Make sure that there is proper support for students who have suffered from hate crimes and harassment

# Safety



Everyone should be able to live their lives safely and to feel safe inside and outside of home.



In the survey 4 out of 10 people said they had had a bad experience outside their home in the past 12 months because they were LGBT.



Nearly all of the most serious hate crimes were not reported.



Some people had been to groups who tried to change them so they weren't LGBT anymore.



The Government wants people to feel able to report any bullying and hate crime that they suffer.



The Government will:

- Make plans to stop groups trying to change people from being LGBT



- Improve the way the police deal with reports of hate crime

- Give the police more training around the needs of people who have suffered from hate crime



- Help to make people feel safer to report any hate crime that they have suffered



- Look into the needs of vulnerable LGBT people who have suffered from abuse



- Improve the way we support LGBT people who have suffered abuse at home from a partner or family member



- Let more people know about support services for LGBT people who have suffered from abuse



- Work to understand what causes LGBT people to become homeless



- Make sure that people who suffer from a crime get the support services they need



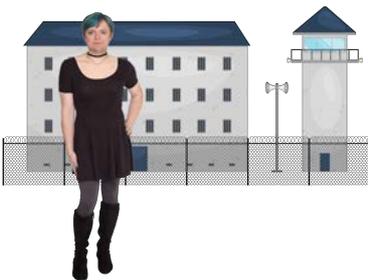
- Work so that LGBT people who come to this country to escape violence in their own country are given the help they need



- Make sure that UK is the safest place in the world to be online for everyone, including LGBT people



- Make sure LGBT young people have the information they need to be safe online



- Make sure that transgender prisoners are treated fairly and lawfully

# Workplace



LGBT people should be able to be themselves at work.



In the survey most people said they didn't have problems at work, but 1 in 10 people had had bad comments because they were LGBT.



About 1 in 10 people said that someone had told another person about their sexual orientation without permission.



Three quarters of the time the most serious incidents did not get reported to anyone.

## The Government will:



- Give companies and organisations free training information to help them to include everyone at work



- Carry on taking action against sexual harassment at work



- Work with managers of companies and organisations to understand more about the issues of LGBT people at work

# Rights and the law

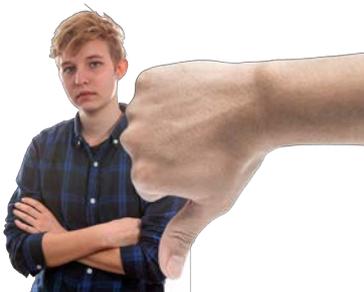


The UK is one of the best countries in Europe for LGBT rights.



In the survey we asked trans men and trans women about using the law to officially change their gender.

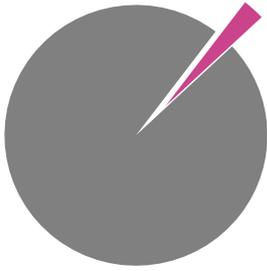
Most people knew about the process to change their gender.



Many people had not used the law to change their official gender because:

- They didn't think it was right for them
- There was too much paperwork
- It was too expensive





Very few people were interested in going through the process to legally change their gender.



Many people had had difficulty with accessing mental health services.



One in 10 **intersex** people had had a lot of difficulty in accessing sexual health services.



## Intersex

Intersex is where someone has both male and female parts in their body.



Intersex people have diverse body development. This means their body has developed differently to other people.

They may be living as man, woman or non-binary.



The government will:

- Ask people for ways to improve the way people can lawfully change their gender



- Make it easier for people to tell the government if they have changed their gender



- Learn more about the issues facing **non-binary** people



**Non-binary** is where someone doesn't think of themselves as man or woman.



- Learn more about the issues facing people who are intersex



- Make sure that LGBT people can easily access the information they need about their rights

# Information



Public services have information about the people who use them.



If they are going improve the way they work with LGBT people they need to know about each person's sexual orientation and gender identity.



Many services don't keep information about people's sexual orientation or gender identity.



Some people didn't want to say what their sexual orientation was because they thought it was not relevant.



The Government wants to make sure that they check how services work with LGBT people in a good way.



## The Government will:

- Help services to check to see if people are LGBT



- Make sure the Government workers collect information about people's sexual orientation in the best possible way



- Give guidance on how to keep people's personal information safe



- Look at how to use the information from the survey



- Do more work to understand the needs of LGBT people

# Being LGBT in public



There are more LGBT people being open about themselves in public.



But still many people do not feel comfortable being themselves in the UK.

In the survey nearly 7 out of every 10 people said they didn't like to hold hands with their same sex partner in public.



7 out of 10 people said they weren't open about their sexual orientation because they were frightened about what people might say.



About 7 out of 10 trans people tried not to be open about their gender because they were frightened about what people might say.



We want everyone to feel accepted for who they are.



The Government will:

- Look at ways to stop people treating LGBT differently



- Support Pride events across the country



Pride events are big celebrations organised by LGBT people.



- Work against the bad ways that people talk about LGBT people

# The world



We want LGBT people around the world to have the same rights as people have here in the UK.



The Government will:

- Support countries that make laws that give rights to LGBT people



- Organise a conference about LGBT rights for people all around the world



- Give better travel advice to LGBT people
- Talk about LGBT rights when we work with other countries



- Give money to organisations around the world that work for LGBT rights

# The next steps



The Government plans to:

- Do the things in this action plan before the end of the Parliament



- Set up a new LGBT group to give advice to the Government



- Help Parliament to work for the rights of LGBT people

# For more information

If you want more information please contact:

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