

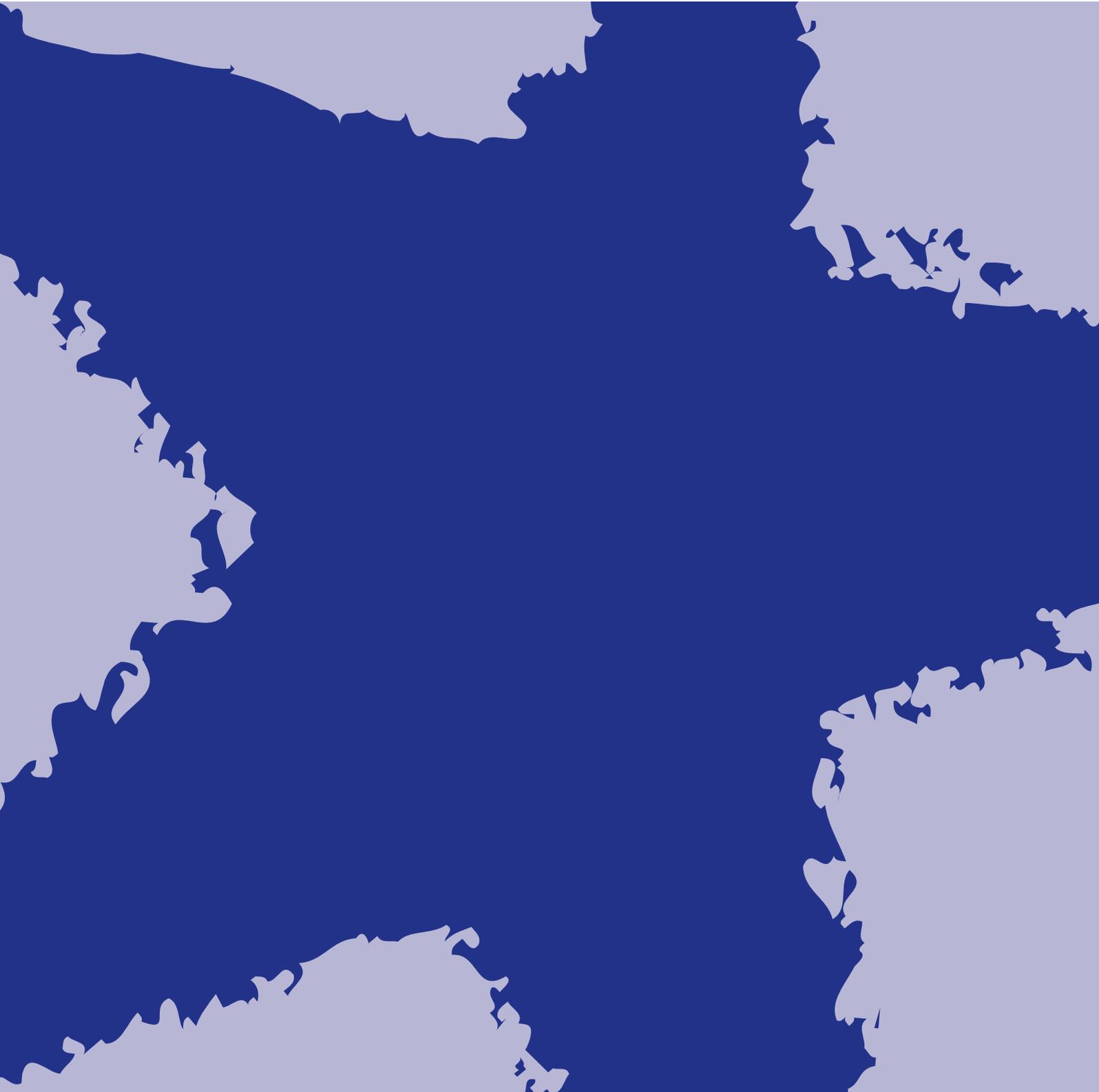


Stonewall

C Y M R U

Counted In!

**Third All Wales survey of lesbian, gay and
bisexual people - *Summary Report 2007***



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The full report of the research findings can be obtained from:

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Foreword

“Counted In” is the 3rd in a series of Stonewall Cymru All Wales Lesbian, Gay and Bisexual [LGB] surveys and Needs Assessment Reports. These have considered the experiences of LGB people in relation to crime, employment, media, health, education and social, cultural and economic inclusion in Wales.

The summary highlights key findings from the full report of the Counted In All Wales Stonewall Cymru Survey 2006 (Williams and Robinson) and details new recommendations for adoption by the Welsh Assembly Government, local government, service providers and the private sector.

The overall picture can be summarized as one of increasing inclusion of, and contribution made by, LGB people in Welsh society. However, these changes serve to highlight those areas where future efforts must be concentrated.

There is a need for improvement in the levels of dissatisfaction expressed in connection with public service provision (education, policing, health and housing) by tackling homophobic harassment, increasing access to private sector jobs, and quality of life in public sector jobs, gathering data on sexual orientation issues and the media portrayal of LGB lives. Also a continuing need for peer support through the development and consolidation of an infrastructure within LGB communities across Wales.

The following 10 key recommendations to the Welsh Assembly Government are drawn from the body of recommendations which will form the basis of a phased three year work programme for Stonewall Cymru. These recommendations succeed those of the Counted Out Survey 2003 and the Count us in! 2004 Report.

10 Key Recommendations

- ★ The Government of Wales Act[s.77] requires the promotion of equality for all people in Wales. All public bodies should be statutorily obliged to mainstream sexual orientation equality in policy, service design and delivery.
- ★ The Welsh Assembly Government to ensure that equality and diversity training and guidance for all NHS Wales staff includes LGB healthcare needs and concerns.
- ★ The Welsh Assembly Government to make available in schools in Wales the Stonewall Cymru DVD resource to train teachers and tackle homophobic bullying.
- ★ Estyn to inspect on the success of anti-homophobic bullying policies in Welsh schools as part of the inspection process.
- ★ The Welsh Assembly Government to enable the setting up of virtual LGB networks across Wales to aid communication for both local community strategy partnerships to access the voice of lesbian, gay and bisexual people particularly those who are from rural areas and women, younger people, older people, disabled people and from ethnic minorities. This is a development from the Count us in! Recommendation.
- ★ In line with Stonewall Cymru Diversity Champions programme, the Welsh Assembly Government to provide support and guidance about appropriate policies and procedures to ensure equality of opportunity and to challenge bullying and harassment of LGB staff in the workplace.
- ★ The National Assembly for Wales should continue to consider the effects of the exemptions for religious organisations to the Employment Equality (Sexual Orientation) Regulations 2003.

- ★ The Welsh Assembly Government to support the introduction of an offence for incitement to hatred against LGB people. Similarly, to support the introduction of distinct offences including violence, harassment and property, akin to the racially aggravated offences delineated in the Crime and Disorder Act (1998).
- ★ The Welsh Assembly Government to ensure Diversity training for all public, voluntary and private sector organisations involved in the Criminal Justice system to include awareness of the specific needs of LGB people.
- ★ The Welsh Assembly Government should ensure that all public services in Wales are available to LGB people and that they take into account their needs.

That the survey reveals improvements in the lives of LGB people in Wales signifies that further improvements are possible.

We hope that this research summary and recommendations will be used to count towards the even greater inclusion and contribution for and by LGB people in Wales.

Liz Morgan

Director, Stonewall Cymru



Introduction

This summary provides findings and policy recommendations based upon the third in the series of Stonewall Cymru surveys (Counted Out! 2003, Count Us In! 2004). These surveys have considered the experiences of lesbian, gay and bisexual (LGB) people in relation to crime, employment, media, health, education and social, cultural and economic inclusion in Wales. The title of this summary, Counted In! signals that there are improvements to report in some of these aspects of LGB life in Wales.

The summary highlights key findings from the full report of the All Wales Stonewall Cymru Survey (Williams and Robinson 2006) and details new recommendations for adoption by the Welsh Assembly Government, local government, service providers and the private sector.

Regrettably, it is not possible to claim that the 403 people who completed the survey, between April and October 2006, form a representative sample of LGB people in Wales as there is no baseline population figure with which to compare. Sexual orientation is not, and remains unlikely to become, a category for inclusion in the 2011 Census. Thus sexual orientation will continue to be excluded from the data set most frequently drawn upon to commence equalities research, and from which many other large government data sets take their lead.

However, by analysing the responses of those who did complete questionnaires online, at the Stonewall Annual Conference and at Mardi Gras 2006, we could characterise Wales' LGB population as a well educated, closely involved in Wales' political and civil life, and who are beginning to benefit from employer efforts to improve equality and diversity, particularly in the public and voluntary sectors of the labour market.



Respondent's education levels exceeded those in the general population with over 50% having a degree level qualification compared to 17% of the general population of Wales. They were on average higher earners in comparison to their Welsh colleagues, but the national gender disparity in pay was mirrored when comparing incomes of lesbians and gay men. Sixty two per cent had taken part in elections, 67% regularly donated money or in kind services, and 44% volunteered for a charitable organisation.

The overall picture can be summarised as one of increasing inclusion of, and contribution made by, LGB people in Welsh society. However, these changes serve to highlight those areas where future efforts must be concentrated.

There is need for improvement in the levels of dissatisfaction expressed in connection with public service provision (education, policing, health and housing), tackling homophobic harassment, access to private sector jobs, and quality of life in public sector jobs, data gathering on sexual orientation issues and the media portrayal of LGB lives.

That the survey reveals improvements in the lives of LGB people in Wales signifies that further improvements are possible. We hope that this research summary and recommendations will be used to count towards the even greater inclusion and contribution for and by LGB people in Wales.

Summary of Key Findings

LGB lives in Wales

- ★ Roughly equal numbers of men and women completed the survey. The majority of respondents were from South Wales (62%), respondents from Mid-Wales and North Wales were 22% and 10% respectively. Ethnic minorities were represented in the sample in line with Wales' overall population of ethnic minority groups. Thirteen per cent of respondents identified as having a disability or long term life limiting illness (LTLI), compared to 28% of Wales' general population (Welsh Health Survey 2004).
- ★ One in ten spoke Welsh as a first language. This is a significant minority even though the question asked, whether Welsh is a first language, is not directly comparable to the question in the Census, to which 16.8% of the Welsh population said that they could speak, write and read Welsh (Census of Population 2001).
- ★ Seventy eight per cent were employed with the majority in full time work.
- ★ Women respondents chose 'lesbian' (32%) and men chose 'gay man' (44%) as their preferred self-identifiers, as opposed to gay woman/homosexual. Nine per cent of women and 9% of men identified as bisexual.
- ★ Sixty eight per cent of the sample were under 40 years old (10% of these under 20), leaving the remaining third as 40+. In contrast, the distribution of the general Welsh population is 32% under 40, and 48% at 41 years + (Census of Population 2001).
- ★ 35% had a religious faith, the majority Christian.
- ★ Ninety two per cent had a school, college or university qualification in comparison to 84% of the general population (Statistics Wales 2006). Fifty four per cent were qualified to degree level compared with 17% of Wales' population.
- ★ Of those that reported their income, respondents were higher earners when compared to median incomes Wales but not when compared with UK median incomes (Williams and Robinson 2007, forthcoming).
- ★ High numbers of respondents were involved with civil society in the form of voting, donating or offering in kind services and volunteering. Thirty per cent were in a trade union. Twenty nine per cent of women and 20% of men also belonged to online LGB groups. One in five was involved in a regional LGB group.

This picture of respondents, together with the finding that the more highly qualified, older respondents and higher earners tended to complete the survey at the Stonewall Annual Conference or online as opposed to Mardi Gras (where more young people, unemployed and with fewer educational qualifications completed the survey), helps Stonewall Cymru to identify that its supporters are activist, involved in politics and their communities and enjoy relatively high social, economic and cultural capital.

With partners in government and the voluntary sector, further outreach work is required with younger LGB people, those living in rural Wales and the more excluded in terms of employment and education. Outreach work using 'virtual networks' will need to employ specific initiatives to include these groups.

Families and relationships

- ★ More women than men reported involvement child care or stated that they may want to have children in the future. Over two thirds of child carers had the child or children living with them and nearly two thirds of these stated that their child's school was aware of the family structure. Of these, 25% were aware of school bullying linked to this.
- ★ Seven per cent were caring for someone other than a child.
- ★ Nearly two thirds of the sample was in a same sex relationship, with over 40% living with a partner. Women and those in older age groups were more likely to be in a long term relationship. Twenty three per cent of relationships were currently over 5 years in length, most were between 2 and 5 years, and some had found a partner in the past the year.
- ★ With the Civil Partnership Act less than one year old, eight per cent had registered as Civil Partners and over forty per cent said that they might register in future.
- ★ Older respondents (over 41 years of age) were least likely than younger ones to be 'out' to parents, relatives and siblings.

Victimisation and policing

- ★ Twenty two per cent of respondents said that they had experienced homophobic harassment in the past 12 months and five per cent had experience homophobic violence.
- ★ Only about half had reported incidents to the police, either because they felt the crime was not serious enough or because they were concerned about ill treatment from the police. Respondents were less likely to report these crimes than they were to report property crime with a homophobic motive.

- ★ The most common type of perpetrator was a stranger. Of those who did 'report' most were dissatisfied with how the complaint was taken and with the outcome.
- ★ Men, those respondents who scored highest on the survey's 'visibility scale' (which tested 33 parameters across work, social and family life), were more likely, along with disabled LGB people, and those in poorer economic circumstances, to suffer homophobic harassment.
- ★ Whilst the survey did not specifically ask about incidents of domestic violence, a recent national survey which compared all forms of domestic abuse in opposite and same sex relationships, estimated that some form of abuse has occurred in 1 in 4 same sex relationships (CoHSAR 2006). Respondents placed seeking help from the police in last place in a list of top ten places where you might get assistance (CoHSAR 2006).

Employment

- ★ Nearly one third stated that they would be attracted to jobs where there was a good record on equality and diversity and over 50% stated that having an equal opportunities policy would influence their choice of employer.
- ★ Younger people's job and employer choices were most likely to be positively influenced by the organisation having a high profile leader who was lesbian or gay or by recommendations from family or friends.
- ★ Most unemployed respondents were students or unable to work for reasons of having a long term limiting illness (38% and 21% respectively). Those seeking work reinforced the view that being a good EO employer was key in the choice of job and employer.

- ★ Fifty four per cent of respondents were 'out' to their employer to some degree, a slight decline on 2003 results (59.1%).
- ★ Men, older respondents and higher earners were most positive about workplace experiences. Overall feelings of loneliness or isolation at work seem to have decreased since the 2003 survey but still 30% said that they felt they couldn't talk about their private life at work and 21% were the butt of office jokes.
- ★ Sixty two per cent worked in the public sector (in occupations within Public Administration, Health and Social Care and Education). Forty two per cent worked in small or medium sized enterprises.
- ★ The public sector was rated 'best' for lack of discrimination in recruitment and progression, and not being the subject of disciplinary action 'for being gay' in comparison to the private sector.
- ★ The private sector was rated 'best' in terms of quality of life in the workplace and everyday interactions for LGB people.
- ★ Five percent of the sample said that they thought they had not been hired because of their sexual orientation within the last 12 months and the same number of people said that they had been dismissed for this reason over the same time period.
- ★ Overall, small organisations and those in the voluntary sector showed the best results for encouraging LGB people to feel comfortable because they felt most respected and included by colleagues in those workplaces.
- ★ Workplace lives appeared to have improved for these LGB people. High majorities of respondents said that their employers had good LGB policies, that the culture at their workplace would not support ill treatment of LGB people and that they would have faith in the policies

and HR professionals if they had to make complaint about ill treatment on grounds of sexual orientation. The spread and implementation of equality and diversity policies may be beginning to have an effect.

- ★ However, only 21% said that their employer had recognised how their knowledge about LGB lives could be used to make a positive contribution to their workplace in terms of creating better products or services.

Public and Private Services

- ★ Ninety nine per cent of respondents were 'out' to their close friends but less than a quarter were 'out' to their solicitor, social worker, head teacher or housing insurance provider (where applicable).
- ★ Only just over half the sample was 'out' to their GP, showing no improvement on the 2003 survey results.
- ★ Of the sample, 27% had come into contact with the education system in the past 12 months. 12% reported being dissatisfied /very dissatisfied with the experience. This compares with 4% dissatisfaction with school facilities (Living in Wales Survey 2004)
- ★ Of the 41 respondents under the age of 20, 13 reported having been bullied in the last 12 months.
- ★ Over half the sample had come into contact with the health service in the past 12 months. Of these 21% reported feeling dissatisfied/very dissatisfied. This compares to 13% of the general population who reported feeling fairly or very dissatisfied with medical facilities (Living in Wales Survey, 2004).

★ Of relevance here, is the finding of the Stonewall Scotland Health Inclusion Programme (2004, 2005), funded by and operated in conjunction with the Scottish Executive. This on-going research found that 'not being out' and/or 'being out' to health professionals can lead to misdiagnosis or inappropriate treatment, when the health professional either does not have a complete patient picture or makes assumptions based on sexual orientation.

★ With regard to overt discrimination, respondents did not feel that they were suffering at the hands of health professionals in Wales across a series of measures that included GPs, midwives, and health services in general. This is not to say that incidents of discrimination were entirely absent in these categories - they were not - with, for example, 34 people citing discrimination by a GP and 32 citing inappropriate treatment. 18 said that they were made to feel uncomfortable whilst visiting a partner in hospital.

★ Of the 1 in 10 ten who had come into contact with housing services in the past 12 months over 1/3 were unhappy at the level of service received.

★ With regard to private sector services, we have already observed that few people disclose their sexual orientation to these providers indicating a level of mistrust about subsequent treatment or perhaps what might be done with the data. In addition, six per cent felt discriminated against by their life insurance provider and 4% by their bank.

Media

★ Unacceptably high numbers of LGB people still feel offended by portrayals of LGB people on TV (60%), offended by articles in print media (63%), and by public statements about LGB people (59%). Sixty five per cent were offended

by the lack of positive portrayals of LGB people across all media. The effect is to make forty nine per cent of those questioned anxious about homophobic victimisation due to media portrayals. Anxiety was greatest amongst the over 50s, those living in mid Wales, disabled and highly educated.

Sexual Orientation Monitoring Data

★ The respondents to the survey were either 'for' or 'indifferent to' monitoring across all services. They particularly saw the value of it in relation to education and health and as an employee. Least favoured was monitoring for insurance purposes. As discussed this may be general mistrust, or perhaps related to the historic charging of higher premiums to gay men without substantiated justification.

Policy Recommendations from the Stonewall Survey

These recommendations are addressed to Ministers responsible for equality in their portfolios and in order to ensure implementation of further improvements in the lives of LGB people in Wales, to those responsible within local government, service providers and businesses.

General

★ The Government of Wales Act [s.77] requires the promotion of equality for all people in Wales. All public bodies should be statutorily obliged to mainstream sexual orientation equality in policy, service design and delivery.

★ In order to be able to do this the data gap for sexual orientation must be closed.

★ There is a need for increased support for people 'coming out' as LGB, responsive to their life stage.



Relationships

- ★ The Welsh Assembly Government to ensure that equality and diversity training and guidance for all NHS Wales staff includes LGB healthcare needs and concerns.
- ★ NHS Wales should issue guidance in relation to the inclusion of partners and friends as 'next of kin' when the patient requests this.
- ★ Unregistered partners should be able to claim their deceased partner's body for burial if this was their partner's wish.
- ★ Further advice and access to adoption services to be made available.

Education and Young People

- ★ The Welsh Assembly Government to make available in schools in Wales the Stonewall Cymru DVD resource to train teachers and tackle homophobic bullying.
- ★ School counsellors trained in understanding LGB issues, confident to discuss sexual identity and relationships.
- ★ Mandatory equality training for School Governors, and the extension of the duties placed upon School Governors in Wales to promote gender and race equality, to include promoting LGB equality.
- ★ Estyn to inspect on the success of anti homophobic bullying policies in Welsh schools as part of the inspection process. inspection on anti-bullying policies to report on outcomes from anti-bullying initiatives.
- ★ Monitoring of outcomes of the inclusion of LGB issues in the Personal and Social Education key stage framework in the National Curriculum.

- ★ Diversity training, including awareness raising about the diversity and richness of LGB lives, to be embedded into the PGCE curriculum, forming a substantive component of the teacher training course.
- ★ Diversity training updated annually.

Community Development and Age

- ★ The Welsh Assembly Government to enable the setting up of virtual LGB networks across Wales to aid communication for both local community strategy partnerships to access the voice of lesbian, gay and bisexual people, particularly those who are from rural areas and women, younger people, older people, disabled people and those from ethnic minorities.
- ★ Consider the compounded impact when these exclusionary factors combine

Employment

- ★ Employers should seek to actively engage LGB people where negative stereotypes create 'chill factors' for certain occupations - social work, teaching, police service, youth services etc.
- ★ In line with Stonewall Cymru Diversity Champions programme, the Welsh Assembly Government to provide support and guidance about appropriate policies and procedures to ensure equality of opportunity and to challenging bullying and harassment of LGB staff in the workplace.
- ★ Employers in all sectors and organisation sizes should encourage sustainable LGB staff networks.
- ★ Training on how to monitor sexual orientation effectively to improve working conditions and career prospects.

- ★ Make 'cross-strand' links within the Equal Pay campaign in Wales
- ★ The National Assembly for Wales should continue to consider the effects of the exemptions for religious organisations to the Employment Equality (Sexual Orientation) Regulations 2003.

Criminal Justice

- ★ The Welsh Assembly Government to support the principle of the introduction of an offence for incitement to hatred against LGB people, and the introduction of distinct offences including violence, harassment and property akin to the racially aggravated offences delineated in the Crime and Disorder Act (1998).
- ★ Effective enforcement of the powers to increase custodial sentences for crimes motivated by homophobia (as defined in the Criminal Justice Act 2003).
- ★ A consistent and coordinated best practice approach to encouraging reporting, handling and recording homophobic incidences and crimes within the four police forces in Wales.
- ★ The Welsh Assembly Government to ensure Diversity training for all public, voluntary and private sector organisations involved in the Criminal Justice system to include awareness of specific LGB needs.
- ★ Resources for such training within voluntary sector agencies such as Victim Support, as part of a multi-agency referral network.

References

Donovan, C., Hester, M., Holmes, J., and McCarty, M. (2006) Comparing Domestic Abuse in Same Sex and Heterosexual Relationships: ESRC, Award No. RES-000-23-0650

Statistics Wales (2006) Welsh Health Survey 2003/4, Health of Carers Bulletin, Welsh Assembly Government: Cardiff

Public Services

- ★ The Welsh Assembly Government should ensure that all public services in Wales are available to LGB people and that they take into account their needs.
- ★ Service design that takes account of the new anti-discrimination goods and services legislation (Sexual Orientation Regulations 2007) but which exceeds their scope by addressing the reasons why LGB people can be reluctant to present to health, housing, social care and social services providers (public, voluntary and private).
- ★ Customer monitoring for public services should be encouraged to capture both specific needs and to ensure equality is mainstreamed into provision. Training is required to produce effective monitoring techniques, analysis, use and storage of data.

Media

- ★ Despite a hugely successful campaign to build relationships with the media in Wales and a significant increase in balanced reporting of LGB lives, very negative opinions of print and broadcast media persist amongst LGB people in Wales. This is in part due to the portrayal of LGB characters in fictional and popular programming. Media organisations need to do more to engage with LGB people in Wales and to understand the effects of perpetuating stereotypes.

Statistics Wales (2006) Qualifications of Working Age Adults by NQF level, Welsh Assembly Government: Cardiff

Welsh Assembly Government (2004) Living in Wales Survey, WAG: Cardiff

Williams, M and Robinson, A (forthcoming) The All Wales Survey of Lesbian, Gay and Bisexual People: Welsh Assembly Government: Cardiff



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Counted In is the third survey of the lives of lesbian, gay and bisexual people in modern Wales.

We hope that this research summary and recommendations will be used to count towards the even greater inclusion and contribution for and by LGB people in Wales in the future.

