

Living together

British attitudes to lesbian, gay
and bisexual people in 2012



Introduction



Britain's legislative protections for gay people now make it a beacon around the world and Stonewall is proud to have been instrumental in securing many of those legal advances. However, we only need to look at some of the deeply offensive comments made by senior clerics about gay people recently - likening loving same-sex relationships to polygamy and bestiality - to see that prejudice remains deep-seated in some disproportionately vocal quarters.

Thankfully this polling, conducted by YouGov among over 2,000 adults, clearly shows that these views are increasingly out of touch with modern Britain. The majority of people support what has been done to secure equality for lesbian, gay and bisexual people but they also strongly support going further still. Seven in ten Britons – and, crucially, almost as many Britons of faith – agree with extending the legal form of marriage to same-sex couples.

This polling also shows, however, the scale of the challenge we continue to face. Three in five people acknowledge that prejudice still exists against gay people, 2.4 million people have witnessed homophobic bullying at work and two thirds of young people witnessed homophobic bullying in their own school. And they are clear that this should be tackled.

We can rightly be proud, as a nation, of the progress we have made. It would have been quite unthinkable at the start of the Queen's reign that in the year of her Diamond Jubilee more than four in five of her British subjects would feel comfortable if her heir was gay. But there remains much work to be done to make sure that every one of Britain's 3.7 million lesbian, gay and bisexual people can live and work free from hatred and prejudice and fear.

Ben Summerskill
Chief Executive

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Summary and key findings

More than four in five people (83 per cent) would be 'very comfortable', 'comfortable' or 'neutral' if the first child – and heir to the throne – of Prince William and the Duchess of Cambridge grew up to be lesbian, gay or bisexual.

Two thirds of people (65 per cent) aged 18 to 29 say there was homophobic bullying in their school.

Three quarters of people (77 per cent) think the **media still rely heavily on clichéd stereotypes** of lesbian, gay and bisexual people.

Seven in ten people (68 per cent) believe Britain has a moral and social responsibility to challenge human rights abuses against lesbian, gay and bisexual people abroad.

Three in five people still say there is public **prejudice against lesbian, gay and bisexual people** in Britain today.

Three in five people of faith (58 per cent) support Government plans to extend civil marriage to same-sex couples.

Four in five people (81 per cent) believe it is right to tackle prejudice against lesbian, gay and bisexual people where they say it exists.

Seven in ten people (71 per cent) support the Government's commitment to **extend the legal form and name of civil marriage to same-sex couples.**

In the last five years six per cent of people - **2.4m people of working age** - have witnessed verbal homophobic bullying at work and two per cent - **800,000 people of working age** - have witnessed physical homophobic bullying at work.

Four in five people of faith (79 per cent) believe that **it's right to tackle prejudice** against lesbian, gay and bisexual people where they say it exists.

Seven in ten people (71 per cent) support allowing religious institutions to conduct marriages between same-sex couples if they wish to do so.

1 Public support for equality

Conservatives believe in the ties that bind us; that society is stronger when we make vows to each other and support each other. So I don't support gay marriage despite being a Conservative. I support gay marriage because I'm a Conservative.

Rt Hon David Cameron MP, 5 October 2011

Support for tackling prejudice

Three in five people still say there is public prejudice against lesbian, gay and bisexual people in Britain today. People think negative attitudes at school, work, of parents and in the media are the main sources of public prejudice against gay people today.

However, **four in five** people (81 per cent) believe it is right to tackle prejudice against lesbian, gay and bisexual people where they say it exists. People think parents, the media and schools have the greatest role to play in tackling prejudice against gay people.

Civil Partnerships now have overwhelming public support and are being copied by many countries around the world. I strongly agree gay and lesbian couples should have an equal right to marry and deserve the same recognition from the state and society as anyone else.

Rt Hon Ed Miliband MP, 5 March 2012

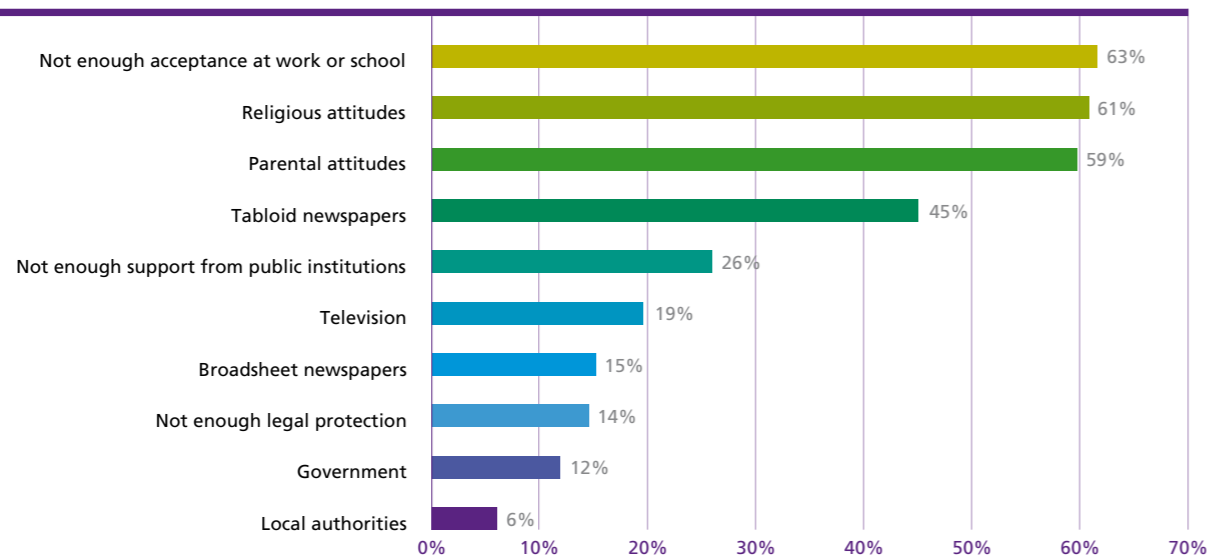
Support for legal equality

Two in five people (39 per cent) believe the Government is responsible for reducing prejudice against lesbian, gay and bisexual people. **Seven in ten** people (71 per cent) support the Government's commitment to extend the legal form and name of civil marriage to same-sex couples. **Eighty four per cent** of people aged 18 to 29 and **82 per cent** of those aged 30 to 50 support this proposal, as do three in five people of faith (58 per cent). **Seven in ten** people (71 per cent) also support allowing religious institutions to conduct marriages between same-sex couples if they wish to do so.

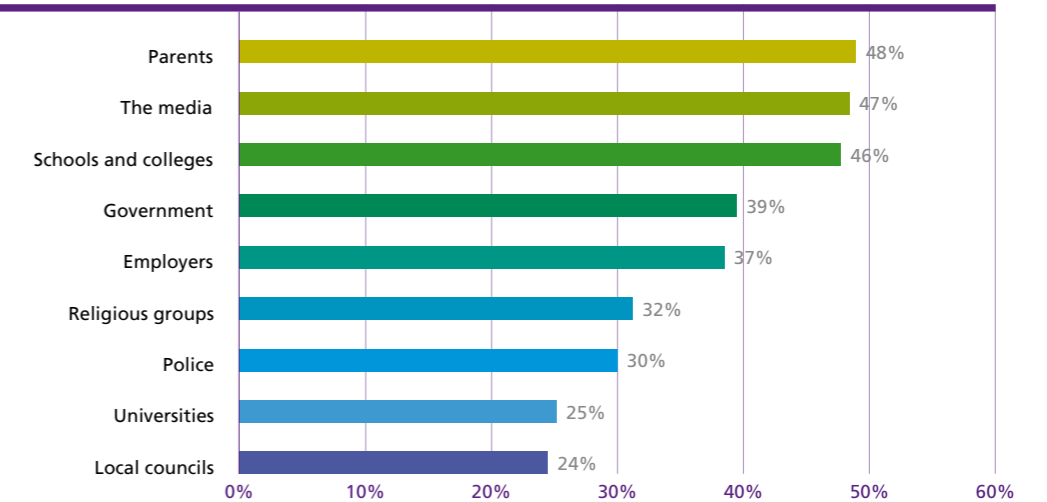
Nine in ten people support protections – secured by Stonewall – that are now part of the Equality Act 2010 prohibiting discrimination against lesbian, gay and bisexual people at work (92 per cent) and in the provision of goods and services such as healthcare. **Nine in ten** people (91 per cent) support recently introduced legislation that makes it unlawful to stir up hatred on the grounds of sexual orientation.

Four in five people (81 per cent) support civil partnerships. **Three in five** (58 per cent) support laws allowing same-sex couples to adopt.

What is responsible for public prejudice against gay people in Britain today?



Who should be responsible for reducing the level of prejudice against lesbian, gay and bisexual people?



Law

Impact

Level of public support

| | | |
|---|--|------------|
| Adoption and Children Act 2002 | Allows same-sex couples to adopt children | 58% |
| Employment Equality (Sexual Orientation) Regulations 2003 (now Equality Act 2010) | Protection from discrimination and harassment for lesbian, gay and bisexual employees | 92% |
| Civil Partnership Act 2004 | Grants partnership rights for same-sex couples the same as marriage | 81% |
| The Equality Act (Sexual Orientation) Regulations 2007 (now Equality Act 2010) | Makes it unlawful to refuse people services such as healthcare, on the grounds of their sexual orientation | 90% |
| Criminal Justice and Immigration Act 2008 | Outlaws the stirring up of hatred on the grounds of sexual orientation | 91% |
| Proposed extension of the legal form of marriage to same-sex couples | Would extend the legal form and name of civil marriage to same-sex couples | 71% |

There is greater awareness of prejudice against lesbian, gay and bisexual people in 2012 than in 2007. The number who think it should be tackled has also risen significantly. In 2007 over half of people (55 per cent) said there was prejudice against gay people compared to three in five in 2012. Almost three in four (73 per cent) believed it was right to tackle this prejudice where it existed in 2007, compared to four in five (81 per cent) in 2012.

There is now also greater support for legal equality than in 2007 when 68 per cent supported civil partnerships and two in five (42 per cent) supported laws allowing same-sex couples to adopt. In 2012 four in five people (81 per cent) support civil partnerships and three in five (58 per cent) support same-sex adoption.

I wouldn't fancy the bed next to Gareth Thomas #padlockmyarse.
Oxford City player Lee Steele's comment on openly-gay rugby star Gareth Thomas, January 2012

Gay people in public life

People in Britain are increasingly 'comfortable' having lesbian, gay and bisexual people in their lives. Almost everyone would be 'very comfortable', 'comfortable' or 'neutral' if a work colleague or footballer in a team they support were lesbian, gay or bisexual. The majority of those who are 'uncomfortable' wouldn't change the team they support if a footballer were gay and they wouldn't change jobs if a boss were gay.

More than four in five people (83 per cent) now believe that lesbian, gay and bisexual people should be open about their sexual orientation, in any circumstances. More than four in five people (83 per cent) would be 'very comfortable', 'comfortable' or 'neutral' if the first child – and heir to the throne – of Prince William and the Duchess of Cambridge grew up to be lesbian, gay or bisexual.

Since 2007 a number of celebrities have come out as lesbian, gay or bisexual. Nine in ten people (91 per cent) said they did not change their opinion of openly-gay celebrities such as Mary Portas, Joe McElderry and Clare Balding when they found out they were lesbian or gay. Four in five (78 per cent) said the same for recently retired rugby star Gareth Thomas but one in six (15 per cent) said their opinion improved on finding out he was gay.

That fucking queer. Get back to your sewing machine in Corrie, you moaning bastard.
Leicester City player Michael Ball's tweet to openly-gay Coronation Street actor Anthony Cotton, 29 November 2011

Lesbian, gay and bisexual relatives

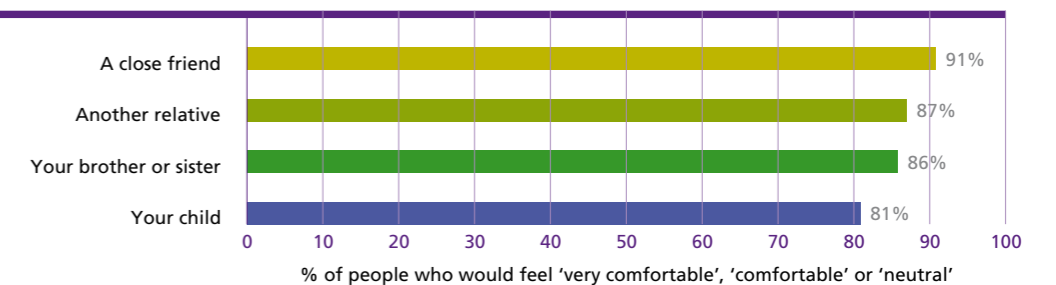
One in five people in Britain (19 per cent) now acknowledge they have relatives who are lesbian, gay or bisexual. One in eight (12 per cent) say they have family members who are gay men, one in twelve (8 per cent) say they have lesbian relatives and one in thirty three (three per cent) say they have bisexual relatives.

Almost half of people (47 per cent) acknowledge they have friends who are lesbian, gay or bisexual. Two in five (38 per cent) say they have gay male friends, a quarter (24 per cent) have lesbian friends and one in ten (11 per cent) have friends who are bisexual.

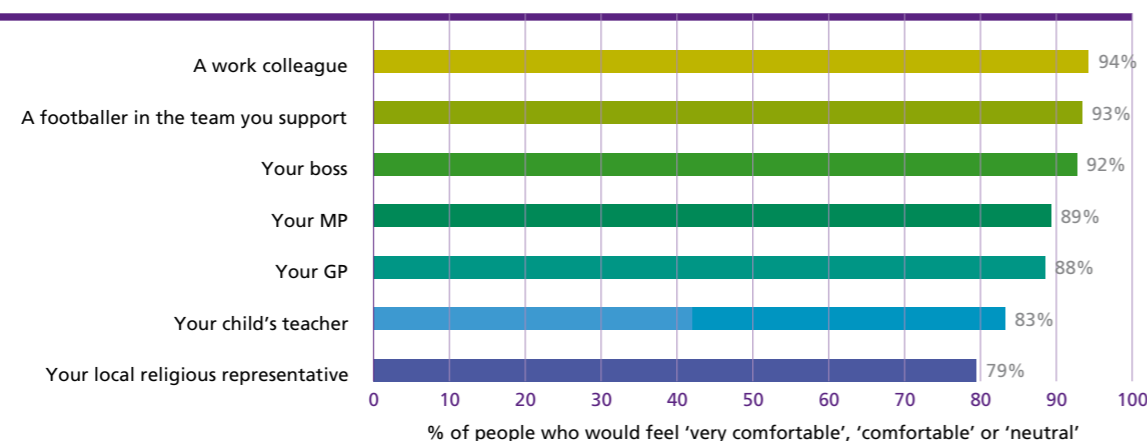
Most people would be comfortable if their child (81 per cent), sibling (86 per cent) or another relative (87 per cent) were lesbian, gay or bisexual. For those who are 'uncomfortable', the majority would not love that family member any less.

Since 2007 there has been an increase in the number of people comfortable with openly-gay people in public life. In 2007 over three quarters of people (78 per cent) said they would be comfortable if their GP was gay, three quarters (73 per cent) would be comfortable if their child's teacher was gay and seven in ten (71 per cent) would be comfortable with a gay GP, over eight in ten (83 per cent) would be comfortable with a gay teacher and eight in ten (79 per cent) would be comfortable with a gay religious leader.

How comfortable would you feel if each of the following were lesbian, gay or bisexual?



How comfortable would you feel if each of the following were lesbian, gay or bisexual?



2 Things are getting better

Just **one in six** people (17 per cent) now say they have a 'low opinion' of lesbian, gay and bisexual people. Just **four per cent** say they don't like lesbian, gay and bisexual people. Fewer than **one in ten** (8 per cent) disagree with legal protections for lesbian, gay and bisexual people at work or the recent offence of stirring up hatred on the grounds of sexual orientation (9 per cent).

However, **three in five** people still say there is public prejudice against lesbian, gay and bisexual people in Britain today. **Four in five** (81 per cent) believe it's right to tackle prejudice against lesbian, gay and bisexual people where they say it exists. Older men are less likely to believe that there is prejudice against lesbian, gay and bisexual people or that it should be tackled. Challenging many assumptions about the attitudes of people across Britain, support for tackling prejudice against gay people is highest in regions outside of London.

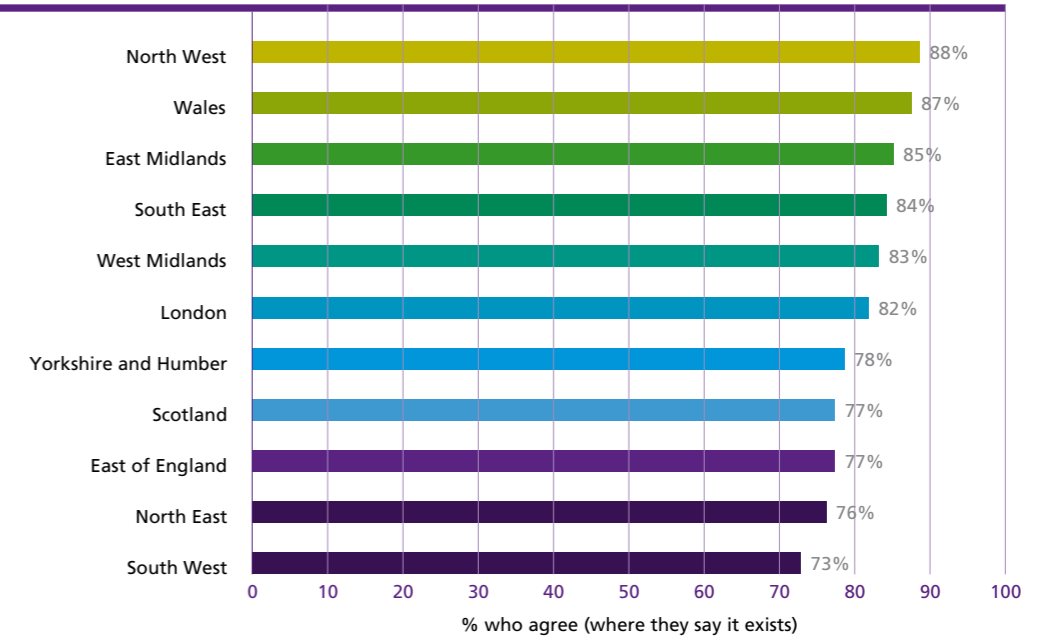
There can be no viler act, apart from homosexuality and sodomy, than sexually abusing innocent children.
Iris Robinson MP, 17 June 2008

It reminded me of the pre-war Nazi-type stuff banning things.
Bill Walker MSP's comment on an equality campaign, August 2011

There is no doubt the PM is wrong on this issue. We may as well legalise marriage with animals.
Councillor James Malliff, Wycombe District Council, October 2011

If two men have a right to marry, how can we deny the same right to two siblings? Are we to authorise incest?
Roger Helmer MEP, 5 March 2012

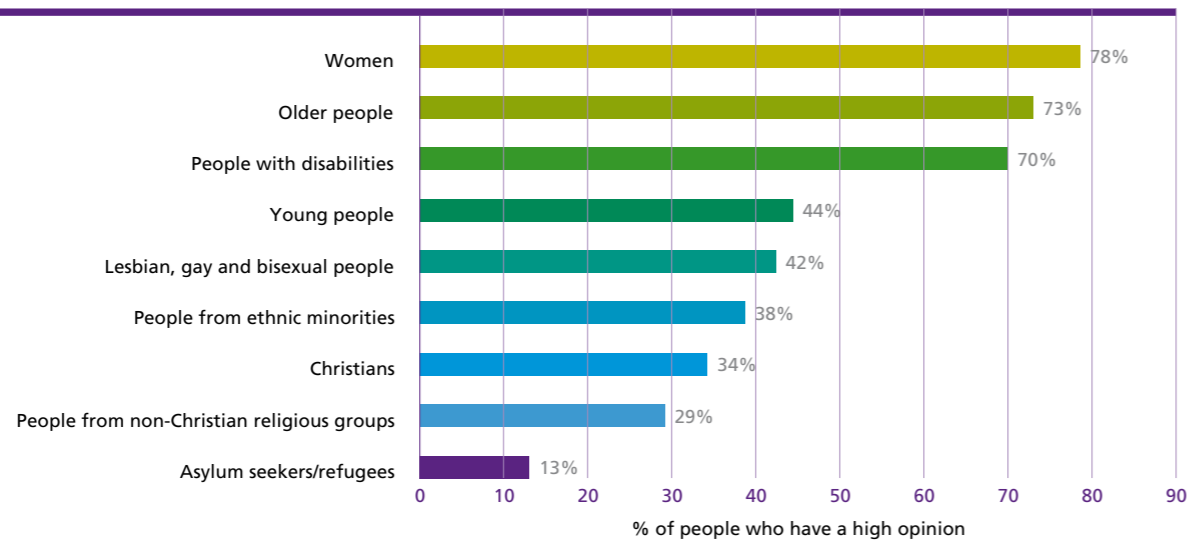
Is it right to tackle prejudice against lesbian, gay and bisexual people?



In 2012 more people have a positive opinion of gay people than in 2007. Then, a third (34 per cent) had a 'high opinion' and a quarter had a 'low opinion' of gay people. In 2012, two in five people (42 per cent) have a 'high opinion' and only one in six (17 per cent) have a 'low opinion'.

There has also been an increase in the number of people who believe prejudice against gay people exists and should now be tackled. Wales has seen the greatest increase. In 2007 67 per cent of people in Wales believed it was right to tackle anti-gay prejudice rising to 87 per cent in 2012.

What is your overall opinion of the following groups of people?



3 Religion

Surely we would want to encourage people to make loving, faithful, life-long commitments. We might also think that the inclusion of people previously denied or excluded is the sort of thing Jesus would have done. Yet a very big gap has opened up between Church and society... It is a disaster that we have allowed the Church to be seen as the opposition to equal civil marriage.

Nicholas Holtam, Bishop of Salisbury, 21 April 2012

No Government has the moral authority to dismantle the universally understood meaning of marriage. Imagine for a moment that the Government had decided to legalise slavery but assured us that 'no one will be forced to keep a slave'.

Cardinal Keith O'Brien, Archbishop of St Andrews and Edinburgh, 3 March 2012

Far from undermining the institution of marriage, civil partnerships witness to its abiding importance... Those who wish to commit themselves to a faithful, lifelong relationship, whether in marriage or a civil partnership, need every help they can get, not hindrance.

Richard Harries, Bishop of Oxford, 1 March 2010

I don't think it is the role of the state to define what marriage is. It is set in tradition and history and you can't just [change it] overnight, no matter how powerful you are. We've seen dictators do it in different contexts and I don't want to redefine very clear social structures that have been in existence for a long time and then overnight the state believes it could go in a particular way.

Dr John Sentamu, Archbishop of York and refugee from Idi Amin's Uganda, 27 January 2012

The past five years has seen an increase in the number of people of faith who believe prejudice against gay people should be tackled. In 2007 seven in ten people of faith (72 per cent) felt prejudice should be tackled where they said it existed, compared to four in five (79 per cent) in 2012.

An increasing number of people of faith also say they would feel comfortable worshipping alongside gay people, with two thirds (64 per cent) in 2007 saying they'd be comfortable if their local religious representative were gay, compared to seven in ten (71 per cent) in 2012.

Three in five people (61 per cent) think that religious attitudes are responsible for public prejudice against lesbian, gay and bisexual people in Britain today, where they believe it exists. **A third** of people (32 per cent) think religious groups should take responsibility for tackling anti-gay prejudice.

Contrary to the views frequently expressed by a number of faith leaders in Britain, **four in five** people of faith (79 per cent) who say prejudice against lesbian, gay and bisexual people exists believe that it's right to tackle it. **Three in five** (58 per cent) support Government plans to extend civil marriage to same-sex couples.

Almost **nine in ten** people of faith (87 per cent) disagree with the statement 'homosexuality is morally unacceptable in all circumstances'. **Four in five** (79 per cent) believe lesbian, gay and bisexual people should be able to be open about their sexual orientation, in any circumstances.

Support for equality

Contrary to what is often suggested by some faith leaders, people of faith are just as likely as people in general to support tackling homophobic bullying in schools (92 per cent), protection from discrimination at work for lesbian, gay and bisexual people (92 per cent) and outlawing stirring up hatred on the grounds of sexual orientation (92 per cent). **Nine in ten** (88 per cent) support protections making it unlawful to refuse people services such as healthcare on the grounds of sexual orientation. Almost **three quarters** of people of faith (73 per cent) support civil partnerships, against **four in five** (81 per cent) of the wider population.

Nine in ten people of faith (88 per cent) say they would be comfortable being friends with a lesbian, gay or bisexual person – **two in five** of all people of faith (39 per cent) have lesbian, gay or bisexual friends. **Seven in ten** people of faith (71 per cent) would be comfortable if their local religious representative were lesbian, gay or bisexual.

4 Schools

We need to send the message that homophobic bullying, of any kind and of any child, is unacceptable. No child should have to suffer disruption, victimisation or fear as a result of bullying, whether on or off school premises.

Nick Gibb MP, Minister of State for Schools, 1 July 2011

Teachers need to feel they can come out too, so children have positive role models. And parents need to talk to their children about being gay – to tell them that homophobic bullying affects everyone.

Paola Crouch, mother of Dominic Crouch who took his own life following homophobic bullying at school, Mail on Sunday, 29 April 2012

For, mad as this may seem, schoolchildren are to be bombarded with homosexual references in maths, geography and science lessons as part of a Government-backed drive to promote the gay agenda... Alas, this gay curriculum is no laughing matter. Absurd as it sounds, this is but the latest attempt to brainwash children with propaganda under the camouflage of education. It is an abuse of childhood. And it's all part of the ruthless campaign by the gay rights lobby to destroy the very concept of normal sexual behaviour.

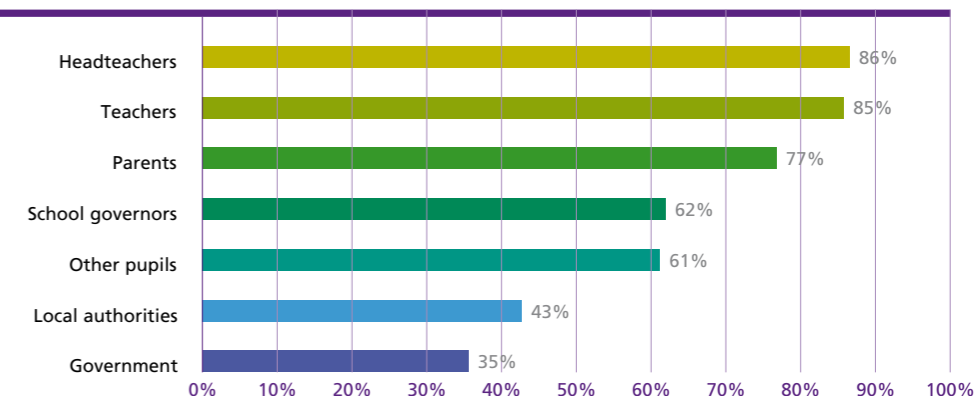
Melanie Philips, Daily Mail columnist, 24 January 2011

Two thirds of people (65 per cent) aged 18 to 29 say there was homophobic bullying in their school. **A third** of all people (34 per cent) have witnessed bullying of people who were – or were thought to be – lesbian, gay or bisexual in their school. **One in seven** people aged 18 to 29 (14 per cent), many of whom are heterosexual, say they were themselves the target of homophobic bullying at school.

Almost two thirds of people (63 per cent) think lack of acceptance in places such as schools is responsible for wider prejudice against lesbian, gay and bisexual people.

Almost half of people (46 per cent) think schools and colleges have a responsibility to tackle prejudice against lesbian, gay and bisexual people. The Government committed to tackling homophobic bullying in schools in May 2010. The vast majority, **93 per cent**, now think homophobic bullying in schools should be tackled – including **93 per cent** of parents of under-18s and **92 per cent** of people of faith. The majority of people who say it should be tackled think headteachers, teachers and parents have a responsibility to do so.

Who should be responsible for tackling homophobic bullying in schools?



5 At work

In the last five years six per cent of people – **2.4m people** of working age – have witnessed verbal homophobic bullying at work and two per cent – **800,000 people** of working age – have witnessed physical homophobic bullying at work. **One in six** (15 per cent) have at some point in their working lives witnessed verbal homophobic bullying at work and **one in twenty five** have at some point in their working lives witnessed physical homophobic bullying. **More than one in three** people (37 per cent) think employers should be responsible for tackling public prejudice against lesbian, gay and bisexual people.

People perceive religion, school and sport as the areas where lesbian, gay and bisexual people would be most likely to hide their sexual orientation.

If I'd been in Iraq and it wasn't fine to be open about the fact I was in love with another man, I wouldn't have been an effective soldier. If I'd had to live with that worry while fighting a war, there's a bloody good chance I wouldn't have come back.

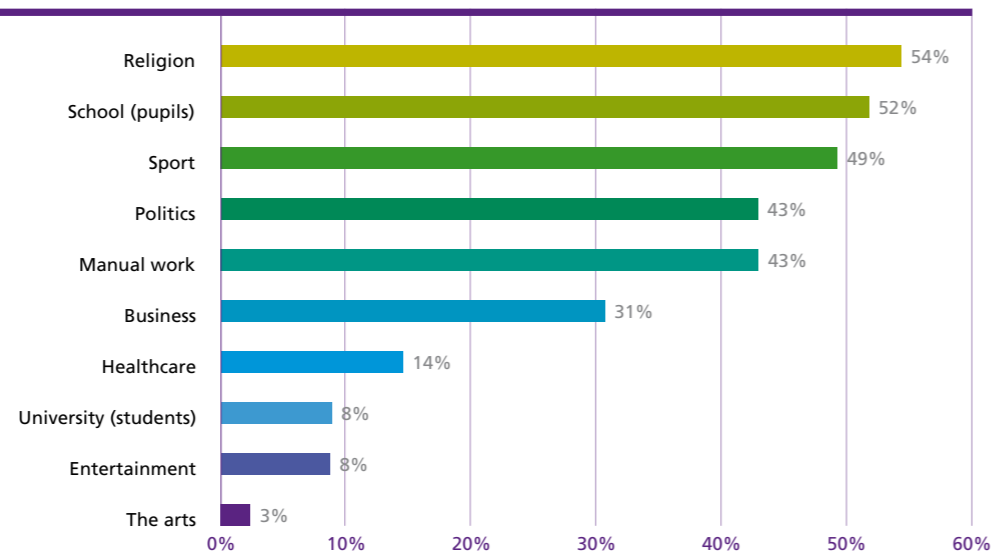
Lance Corporal James Wharton, Role Models: Sexual Orientation in the Workplace 2012

In these tough times, we must make the most of the drive, the talent, the experience and the ability of every member of our society. We know that workplaces that are more inclusive are also more productive. That's because they draw on the talents of all their members.

Rt Hon Theresa May MP, Home Secretary, 20 April 2012

People think gay people are more likely to be open about their sexual orientation in 2012 than in 2007. Then, just under half (46 per cent) of people thought gay people in business were likely to hide their sexual orientation. By 2012, this had fallen to just under a third (31 per cent). Sport is considered to be less gay-friendly now compared to 2007. In 2007, 43 per cent of people felt that lesbian, gay and bisexual people were likely to hide their sexual orientation in sport, rising to 49 per cent in 2012.

In which of the following areas do you think gay people are still most likely to conceal their sexual orientation?



6 Politics

I didn't choose to be the first openly-gay peer but it's something you have to embrace. I'd always been behind the scenes in politics but you can't have a private political mission.

Lord Alli, Role Models: Sexual Orientation in the Workplace 2012

I met a woman at university and we were open about our relationship, meaning the career in politics I had set my heart on was not to be. Or so I thought at the time... Since Chris Smith made that brave decision twenty five years ago there have been some fifty openly gay MPs.

Margot James MP, Role Models: Sexual Orientation in the Workplace 2012

I want to send a clear message that if you find yourself being attracted to people of both genders then it is okay to say you are bisexual... When I was elected to the City of London Corporation, there were some extremely old-fashioned views about sexual orientation and they still exist to a certain extent.

Councillor Edward Lord OBE, City of London, Role Models: Sexual Orientation in the Workplace 2012

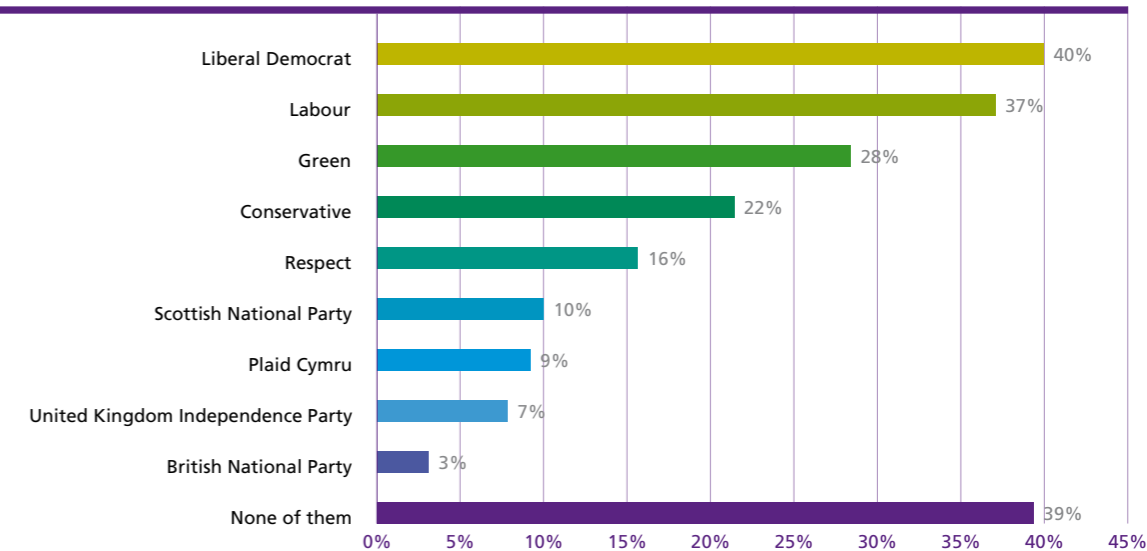
Two in five people (39 per cent) think none of the major political parties are gay-friendly. Perhaps surprisingly women and young people are least likely to think of any political party as gay-friendly. **Four in ten** people (39 per cent) think the government should take responsibility for reducing public prejudice against lesbian, gay and bisexual people. **Three in ten** people (29 per cent) think having more lesbian, gay and bisexual MPs in Britain will help tackle discrimination against gay people where they say it exists.

Seven in ten people (68 per cent) believe Britain has a moral and social responsibility to challenge human rights abuses against lesbian, gay and bisexual people abroad. The Government has made a commitment to stop the removal of gay asylum seekers who are at proven risk of imprisonment, torture or execution because of their sexual orientation.

More than half of people (54 per cent) believe Britain has a responsibility to protect people who come to the UK fleeing persecution in their home countries because they are lesbian, gay or bisexual.

Voters think the three main political parties are less gay-friendly now than in 2007. Then, 43 per cent felt the Liberal Democrats were gay-friendly, 42 per cent felt Labour were and 26 per cent felt the Conservatives were. By 2012 this had fallen to 40 per cent who believe the Liberal Democrats are gay-friendly, 37 per cent feel Labour is and 22 per cent feel the Conservatives are. This may be due to there being fewer high-profile political campaigns for gay equality since 2007.

Which political parties do you consider to be gay-friendly?



7 The media

Another real sadness about Stephen Gately's death is that it strikes another blow to the happy-ever-after myth of civil partnerships. Gay activists are always calling for tolerance and understanding about same-sex relationships, arguing that they are just the same as heterosexual marriages. Not everyone, they say, is like George Michael.... As a gay rights champion, I am sure he would want to set an example to any impressionable young men who may want to emulate what they might see as his glamorous routine. For once again, under the carapace of glittering, hedonistic celebrity, the ooze of a very different and more dangerous lifestyle has seeped out for all to see.

Jan Moir, Daily Mail, 16 October 2009

Now back to the dyke on a bike, puffing up the nooks and crannies at the bottom end of the nation.

AA Gill review of Clare Balding's Britain by Bike, Sunday Times, 25 July 2010

Three quarters of people (77 per cent) think the media still rely heavily on clichéd stereotypes of lesbian, gay and bisexual people. **Two thirds** (65 per cent) think the media frequently use lesbian, gay and bisexual people as the subject of jokes but **almost half** (47 per cent) think the media have a responsibility to tackle prejudice against lesbian, gay and bisexual people.

Almost three in five people (56 per cent) believe that the BBC has an obligation to portray lesbian, gay and bisexual people accurately. **Three quarters** of young people aged 18 to 29 believe so. **One in five** people (19 per cent) think TV is responsible for prejudice against lesbian, gay and bisexual people, where they say it exists.

Almost half of people (45 per cent) in Britain who believe it exists hold tabloid newspapers responsible for anti-gay prejudice. **One in six** people (15 per cent) think broadsheet newspapers are responsible for prejudice against lesbian, gay and bisexual people. Unlike some journalists the majority of readers across a range of broadsheet and tabloid newspapers think it's right to tackle prejudice against lesbian, gay and bisexual people in Britain, where they say it exists. Contrary to what their publishers may think **nine in ten** (87 per cent) Express readers and **three quarters** of Daily Mail readers who say it exists believe it is right to tackle prejudice against lesbian, gay and bisexual people. **Three quarters** (73 per cent) of Sun readers think the same.

There has been a material increase in the number of people who believe the media have a responsibility to tackle prejudice against gay people. In 2007, four in five people (38 per cent) believed this. In 2012 almost half of people (47 per cent) do.

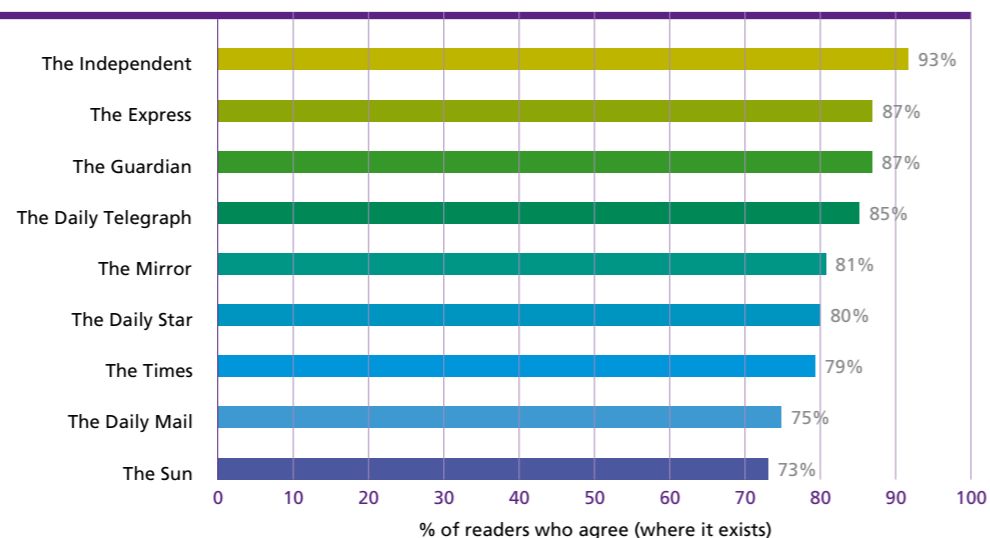
An increasing number of people also feel the BBC in particular has an obligation to portray lesbian, gay and bisexual people accurately – in 2007 half of people felt this, rising to almost three in five people (56 per cent) in 2012. The number of young people who feel the BBC has this responsibility has significantly increased – three quarters of young people feel this in 2012 up from just under two thirds (63 per cent) in 2007.

Among newspaper readers the most marked improvement in attitudes towards gay people since 2007 has been among the readers of the Daily Telegraph, The Express and the Daily Mail.

Let the munters and the mingers get each other, that's cool, see no one really wants them ones, but [Lohan and Ronson] they're hot and fit d'ya know what I mean and Hollywood superstars. They should be saved for guys like, you know, not me but, you know, for other guys.

DJ Spooky commenting on lesbian couple Lindsey Lohan and Samantha Ronson, BBC Three's The Most Annoying People of 2008

It is right to tackle prejudice against lesbian, gay and bisexual people



The Study

All figures, unless otherwise stated, are from YouGov Plc. The total sample size was 2,074 adults from across England, Scotland and Wales. The figures have been weighted and are representative of all adults in Britain. Fieldwork was undertaken online between 25 November and 2 December 2011. The resulting data was analysed and presented by Stonewall.

Recommendations

Schools

Two thirds of people aged 18 to 29 say there was homophobic bullying in their school. Ninety three per cent of people think homophobic bullying in schools should be tackled.

The Department for Education should continue to prioritise homophobic bullying and signpost schools to appropriate support and guidance. Ofsted inspections should ensure that all schools are taking steps to create a safe learning environment for gay young people. Initial teacher training providers should be required to equip all new teachers with the specific skills and knowledge necessary to combat homophobic bullying in the classroom and beyond.

Religion

Three in five people believe that religious attitudes are responsible for public prejudice against gay people where they believe it exists. Four in five people of faith support work to tackle this prejudice.

Religious leaders should listen to and better reflect the views of their congregations about equality and respect for gay people. Government and the media should take care to reflect the views of the majority of people of faith, not just religious leaders, when considering issues of gay equality such as marriage. All congregations should feel able visibly to demonstrate their support for gay equality and proactively engage with lesbian, gay and bisexual people of faith.

At work

In the last five years 2.4m people of working age have witnessed verbal homophobic bullying at work. Meanwhile 800,000 people of working age have witnessed physical homophobic bullying at work.

Government should publicly promote the business case for workplace equality and develop simple, accessible tools for all employers on tackling homophobic bullying and making workplaces gay-friendly. Publicly funded advice services should measurably improve the quality of employment advice they provide to gay people. Major employers should actively seek and share good practice on improving their workplaces for gay staff.

Politics

Three in ten people think having more lesbian, gay and bisexual MPs in Britain will help tackle discrimination against gay people where they feel it exists. Seven in ten of all people, and an almost similar number of people of faith, support the Government's commitment to extend the legal form and name of civil marriage to same-sex couples.

Political parties should commit to increasing the number of openly-gay MPs and peers by 2015 and take specific steps to increase the number of lesbian, gay and bisexual people selected to stand in *winnable* seats in the 2015 General Election. Parties should also commit to securing genuinely representative Houses of Parliament by 2025. Government should meet its commitment to extend the legal form of civil marriage to same-sex couples by 2015.

The media

Three quarters of people think that the media still rely heavily on clichéd stereotypes of lesbian, gay and bisexual people. Almost half of those who say it exists think tabloid newspapers are responsible for anti-gay prejudice and a fifth believe TV is responsible.

Ofcom should respond firmly to the stereotypical portrayal of gay people in broadcast media and provide more robust guidance for broadcasters on portraying gay people and their families more realistically. The Press Complaints Commission (or its successor) should be explicit that offensive homophobic language and stereotypes are unacceptable and respond to complaints accordingly.

Useful information

For information about Stonewall's practical interventions to support employers visit www.stonewall.org.uk/atwork or contact workplace@stonewall.org.uk

For information about Stonewall's practical interventions to support local authorities, schools and colleges visit www.stonewall.org.uk/atschool or contact education@stonewall.org.uk

For information on Stonewall's practical interventions in all other areas covered in this report contact info@stonewall.org.uk or **08000 50 20 20**

For information about Stonewall's campaign to secure the extension of the legal form of marriage to same-sex couples visit www.stonewall.org.uk/marriage

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and bisexual people in 2012