

THE SCOTTISH LGBT EQUALITY REPORT

LESBIAN, GAY, BISEXUAL AND
TRANSGENDER PEOPLE'S EXPERIENCES
OF INEQUALITY IN SCOTLAND



Equality Network is Scotland's national lesbian, gay, bisexual, transgender and intersex (LGBTI) equality and human rights charity.

www.equality-network.org

Scottish Transgender Alliance is the Equality Network project to improve gender identity and gender reassignment equality, rights and inclusion in Scotland.

www.scottishtrans.org

INTRODUCTION

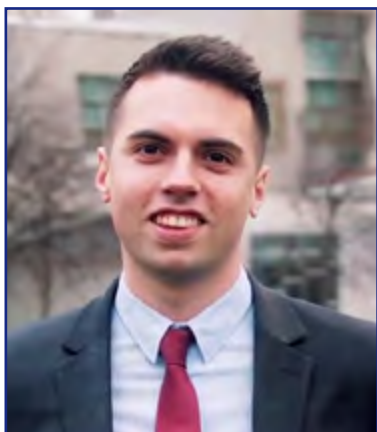
In recent years Scotland has made considerable progress towards achieving legal and social equality for lesbian, gay, bisexual and transgender (LGBT) people.

The passage of the Marriage and Civil Partnership (Scotland) Act 2014, with a strong parliamentary majority and broad public support, was an historic milestone that demonstrates just how far we have come in the thirty-five years since Scotland decriminalised homosexuality in 1980.

Laws have improved and attitudes have changed, but while it is important to celebrate the advances we have made we should not lose sight of the fact that LGBT people in Scotland continue to face remaining inequalities in legislation and unacceptable levels of prejudice, discrimination and disadvantage in society.

The Scottish LGBT Equality Report is the most comprehensive research to date into LGBT people's experiences of inequality in Scotland, presenting the results of a survey of 1,052 people living across the length and breadth of the country.

It reveals the extent to which LGBT people continue to face inequality in their everyday lives and outlines recommendations for each of the key areas in which progress needs to be made in order for Scotland to become the fairer and more equal society we all want to see.



Tom French
Equality Network

ACKNOWLEDGEMENTS

The Equality Network would like to thank all of the participants who took part in the survey and consultation events, on which The Scottish LGBT Equality Report is based, for taking the time to contribute their views and experiences of LGBT inequality in Scotland. We are grateful to the Scottish Government Equality Unit for funding this work.

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METHODOLOGY

The Scottish LGBT Equality Report presents the results of an online survey, of 1,052 self-selecting respondents in Scotland, conducted by the Equality Network between November 2012 and March 2013. The survey was open to all people living in Scotland, in order to gain insight into the views of both LGBT people (76% of respondents) and non-LGBT people (24% of respondents).

In analysing the survey results we have highlighted differences in responses between demographic groups, including on the basis of sexual orientation, transgender identity, location, age, gender, disability, ethnicity, nationality, and religious belief. Due to the lack of reliable data on the overall demographics of LGBT people in Scotland, survey results have not been weighted. While a majority of respondents answered every question, because not all questions were mandatory exact sample sizes may vary between questions.

Consultation events

In addition to the survey results, the recommendations in this report are also informed by the views expressed by the 150 LGBT people who attended a series of Equality Network community consultation events during the period of the survey. A total of 16 consultation events were held across Scotland with events in Aberdeen, Ayr, Dumfries, Dundee, Eastwood, Edinburgh, Glasgow, Greenock, Hawick, Inverness, Irvine, Kilmarnock, Kirkwall, Lerwick, Stirling, and Stornoway.

Intersex equality

The Equality Network included intersex equality and human rights in our charitable aims and work in December 2014. This report is based on a consultation that took place before then and as such it only focuses on issues faced by LGBT people. For more information on our work for intersex equality visit: www.equality-network.org/intersex

DEMOGRAPHICS OF SURVEY RESPONDENTS

Sexual orientation: 34% of respondents were gay men, 22% per cent were lesbian/gay women, 15% were bisexual, 23% were heterosexual, and 6% defined their sexual orientation in other terms.

Transgender identity: 10% of respondents had identified as transgender; 90% of respondents had never identified as transgender.

Gender identity: 45% of respondents identified as men, 51% identified as women, and 4% defined their gender identity in other terms (including those with a non-binary gender).

Age: 28% of respondents were under 25, 25% were between 25 and 34, 33% were between 35 and 54, and 14% were over 55.

Disability: 19% of respondents identified as disabled; 81% identified as non-disabled.

Ethnicity: 86% of respondents identified as white British, 11% identified as white non-British, and 3% identified as other ethnicities.

Religion: 66% of respondents had no religious belief, 23% were Christian, and 12% had another religious belief.

Location: Responses were received from across Scotland, including by postcode area: 6% AB (Aberdeen), 2% DG (Dumfries and Galloway), 5% DD (Dundee), 32% EH (Edinburgh), 3% FK (Falkirk), 28% G (Glasgow), 1% HS (Outer Hebrides), 4% IV (Inverness), 4% KA (Kilmarnock), 4% KY (Kirkcaldy), 3% ML (Motherwell), 1% KW (Kirkwall), 4% PA (Paisley), 1% PH (Perth), 2% TD (Tweeddale), <1% ZE (Lerwick).

Urban / Rural: 60% of respondents lived in urban parts of Scotland; 40% lived in rural parts (Scottish Government Urban Rural Classification).

KEY FINDINGS

Perceptions of inequality

Despite recent advances in legal rights and improvements in social attitudes, LGBT inequality remains a major problem in Scotland.

- Nine out of ten respondents (89%) said that LGBT people continue to face inequality in Scotland.
- Almost all LGBT respondents (94%) said that more needs to be done to tackle prejudice and discrimination against LGBT people in Scotland.
- LGBT people identify the Scottish Government, local authorities, and public services as having the lead responsibility for tackling the inequality that LGBT people face in Scotland.

Experiences of prejudice and discrimination

LGBT people in Scotland too often experience incidents of prejudice and discrimination in their everyday lives.

- Almost half of LGBT respondents (49%) had experienced an incident of anti-LGBT prejudice or discrimination in the last month, rising to 79% in the last year, and 97% in their lifetimes.
- More than two-thirds of LGBT respondents (68%) had faced verbal abuse and 16% had been physically assaulted for being LGBT.
- A quarter of LGBT respondents (25%) had experienced discrimination when accessing services and 24% had experienced discrimination at work because they were LGBT.

Experiences of other forms of disadvantage

In addition to direct prejudice and discrimination, LGBT people in Scotland also face other forms of disadvantage throughout their lives, from childhood to old age.

- The majority of all respondents said that in addition to prejudice and discrimination LGBT people in Scotland are disadvantaged in other ways. In particular, this was the view of 84% of transgender people, 60% of lesbians, 59% of bisexual people, and 57% of gay men.
- Types of disadvantage reported by respondents included service-providers and employers not meeting the needs of LGBT people, isolation and exclusion from society, underrepresentation in public life, specific economic disadvantages, and the long-term negative impacts that prejudice and discrimination can have on LGBT people's lives.

Coming out and living openly

As a result of societal prejudice too many LGBT people still feel unable to 'come out' and live openly, even with those they are closest to.

- More than half of LGBT respondents (52%) 'never' or only 'sometimes' feel able to be open about their sexual orientation or gender identity with their own family.
- More than six out of ten LGBT respondents 'never' or only 'sometimes' feel able to be open about their sexual orientation or gender identity at work (60%) or when accessing services (71%).
- LGBT respondents said they fear negative reactions, different treatment and discrimination if they do come out.

Life across Scotland: The urban-rural divide

The experiences of LGBT people vary considerably across the country. Those living in rural parts of Scotland report a significantly worse experience than those living in urban areas, including more prejudice, greater isolation, and less access to local services that meet their needs.

- Almost a quarter of LGBT respondents living in rural areas (24%) described their local area as a ‘bad’ or ‘very bad’ place for LGBT people to live, compared to 12% of those living in urban areas.
- Almost half of LGBT respondents living in rural areas (47%) said they feel isolated where they live because they are LGBT, compared to almost a quarter (23%) of those living in urban areas.
- A majority of LGBT respondents living in rural areas (55%) said that services in their local area do not meet the specific needs of LGBT people, compared to a third (30%) of those living in urban areas.
- Six out of ten LGBT respondents living in rural areas (59%) regularly travel outside of their local area to access LGBT services, compared to just over a third (35%) of those living in urban areas.
- Four out of ten LGBT respondents (43%) have either moved, or considered moving, to live in a different area because of being LGBT.

Issues for specific groups

LGBT communities are diverse and different LGBT people experience different types and levels of prejudice, discrimination and disadvantage depending on aspects of their identity, including their specific sexual orientation, gender identity, and intersectional identities (that is, where the person has more than one protected characteristic, for example, is bisexual and disabled).

- Transgender respondents generally reported facing greater levels of prejudice, discrimination and disadvantage than LGB respondents.

- Lesbian, gay and bisexual respondents often face different forms of prejudice, discrimination and disadvantage to each other, for instance bisexual respondents feel significantly less able to be open about their sexual orientation than lesbian and gay respondents.
- LGBT respondents of different ages reported particular forms of prejudice, discrimination and disadvantage that affect their particular age group, including bullying of young LGBT people in schools and the isolation that older LGBT people can face in social care.
- Disabled LGBT respondents reported facing multiple discrimination and, generally, greater levels of prejudice, discrimination and disadvantage than non-disabled LGBT respondents.
- Some LGBT respondents with certain religious beliefs and/or religious families highlighted particular forms of prejudice, discrimination and barriers that they faced within religious communities.
- Some black and minority ethnic LGBT respondents highlighted particular issues that they faced including multiple discrimination, cultural prejudice and underrepresentation in public life.

Priorities for tackling inequality

LGBT people want to see more action taken to eliminate inequality in the law, to improve social attitudes, to tackle incidents of discrimination, and to ensure services and employers meet the needs of LGBT people.

- LGBT people's key priorities for tackling inequality can be found on pages 71 to 75.
- The Equality Network's conclusions and recommendations on the action needed to effectively tackle the prejudice, discrimination and disadvantage that LGBT people face can be found on pages 77 to 90.

1 | PERCEPTIONS OF INEQUALITY IN SCOTLAND

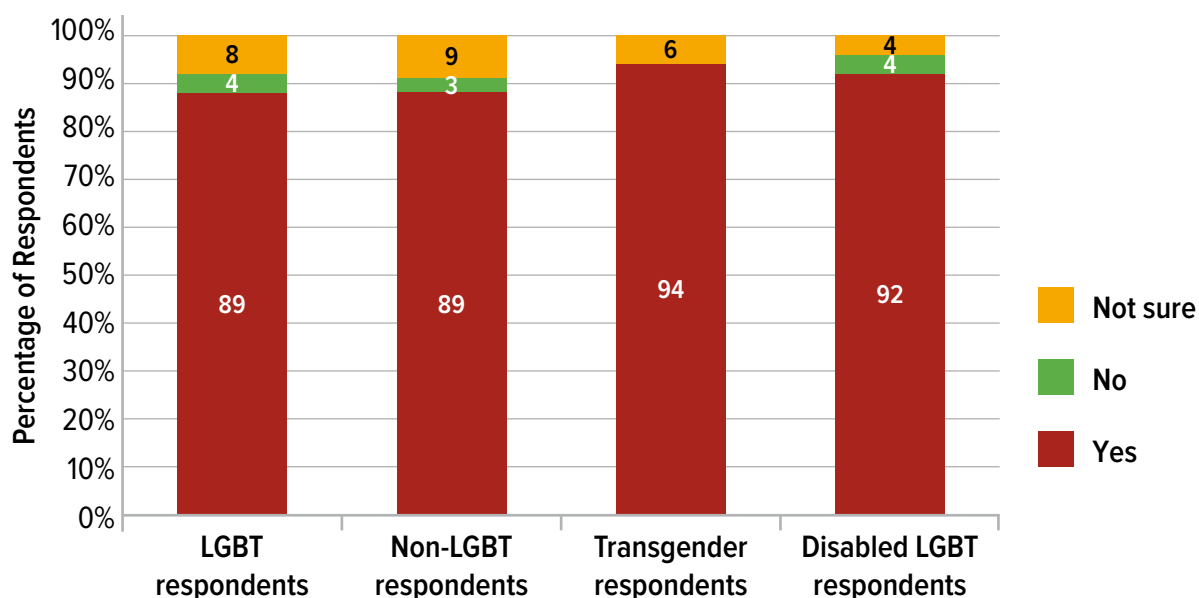


PERCEPTIONS OF INEQUALITY IN SCOTLAND

Despite recent progress, LGBT people in Scotland continue to face remaining inequalities in the law and unacceptably high levels of prejudice, discrimination and disadvantage in society.

The vast majority of all respondents to the survey (89%) said that LGBT people continue to face inequality in Scotland, while just 3% of respondents felt that Scotland did not have a problem with inequality.

Figure 1. Do you think LGBT people face inequality in Scotland?



Notably, the research showed there was no difference between the views of LGBT and non-LGBT respondents, with 89% of each agreeing that LGBT people continue to face inequality in Scotland. This suggests that the prejudice and discrimination that LGBT people face is considerable enough to be evident both to those communities most directly affected by it and also to wider society.

Perceptions of inequality were highest among transgender (94%) and disabled LGBT (92%) people, which reflects the higher levels of prejudice and discrimination that these groups continue to face.

In what ways do LGBT people in Scotland face inequality?

Respondents outlined a range of specific ways in which they felt LGBT people continue to face inequality in Scotland. These included:

- Remaining inequalities in the law.
- Negative social attitudes.
- Specific incidents of prejudice and discrimination.
- Service-providers and employers failing to meet the specific needs of LGBT people.
- Other forms of social, cultural, and economic disadvantage.

These issues and LGBT people’s experiences of inequality are set out in detail in sections 2 to 6 of this report (see pages 17 to 75).

“While the general situation has clearly improved over the past two decades, there is still a lot of prejudice.” **Gay man, 55-64, Glasgow**

“Scotland has come very far and is one of the most progressive countries in the world for LGBT rights, but we still have some way to go.” **Lesbian woman, 25-34, St Andrews**

“LGBT people in Scotland almost have full legal equality, but homophobic, biphobic and transphobic prejudice still remains widespread and practical discrimination is an ongoing problem.” **Gay man, 25-34, Edinburgh**

“What’s the use in me being able to get married to someone of the same sex if I then have to move out of my home to avoid being abused by people in my own community?”

Gay man, 45-54, Edinburgh

“The equal marriage debate revealed quite a lot of people don’t want equality for gay people.”

Bisexual woman, 25-34, Dundee

“Until we are accepted into society completely more will always have to be done.”

Lesbian woman, 15-24, Edinburgh

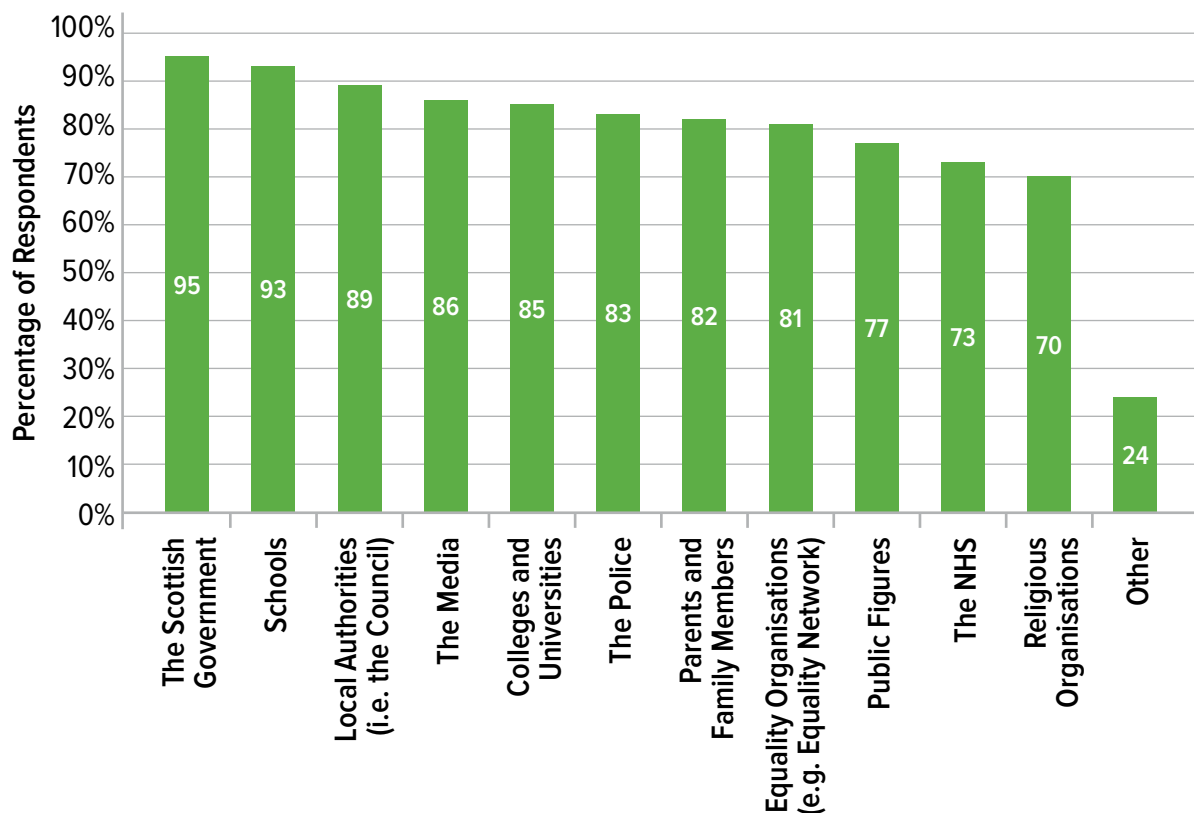
Who is responsible for tackling inequality?

Respondents identified a range of bodies as having a leading responsibility for tackling LGBT inequality in Scotland. The body most frequently identified was the Scottish Government, which was mentioned by 95% of all respondents. This reflects the unique leadership role that the Scottish Government is seen to have in delivering and influencing change across the law, public policy, services, employment, and social attitudes.

Other bodies identified by a significant proportion of respondents included public services, local authorities, private and voluntary service providers, employers, and the media.

A significant minority of respondents also highlighted the role that all members of society have in challenging prejudice and promoting equality.

Figure 2. Who is responsible for tackling LGBT inequality in Scotland?

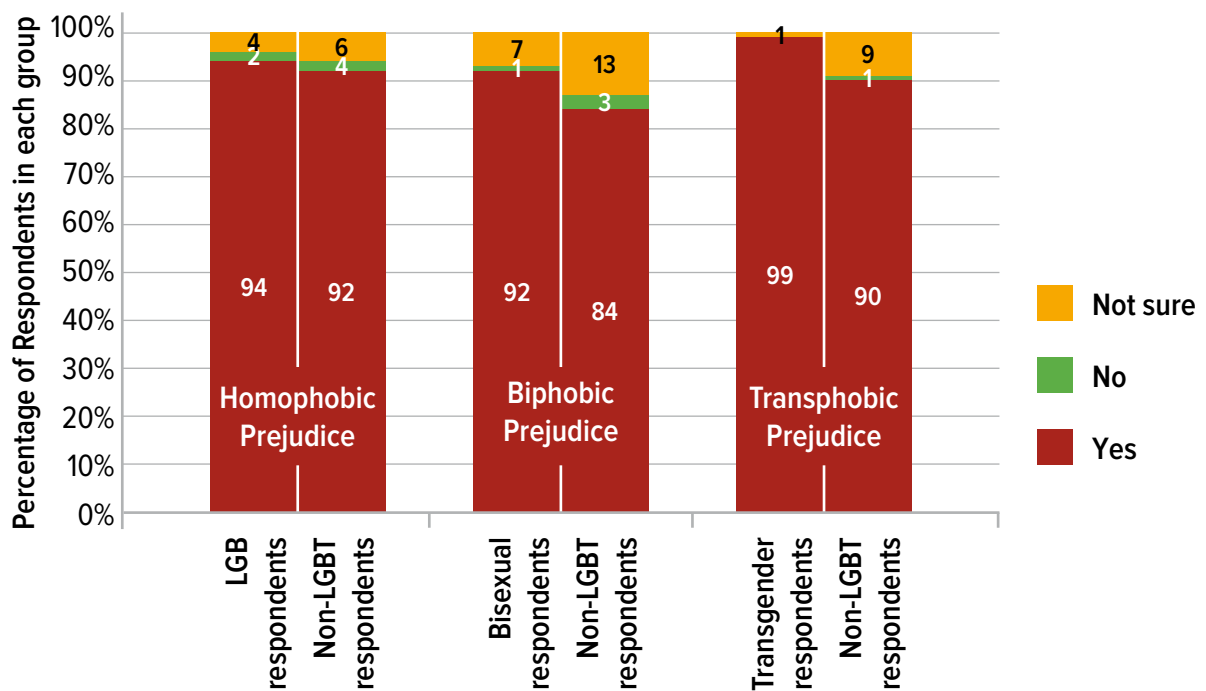


Is enough being done to tackle the problem?

The vast majority of all respondents felt that despite recent advances, not enough is currently being done to tackle the inequality that LGBT people continue to face in Scotland.

Importantly, the survey results show that both LGBT respondents and non-LGBT respondents agree in almost equal measure that more action is needed if Scotland is to effectively challenge homophobic, biphobic and transphobic prejudice and discrimination against LGBT people.

Figure 3. Do you think more needs to be done to tackle prejudice and discrimination against LGBT people in Scotland?



While there was a clear view across the board that more needs to be done to tackle prejudice and discrimination against LGBT people, the research showed that transgender respondents, disabled respondents, and those respondents living in rural areas felt particularly strongly that more action was required. This reflects the relative lack of progress that has been made in Scotland towards achieving equality for these groups.

2 | EXPERIENCES OF PREJUDICE AND DISCRIMINATION

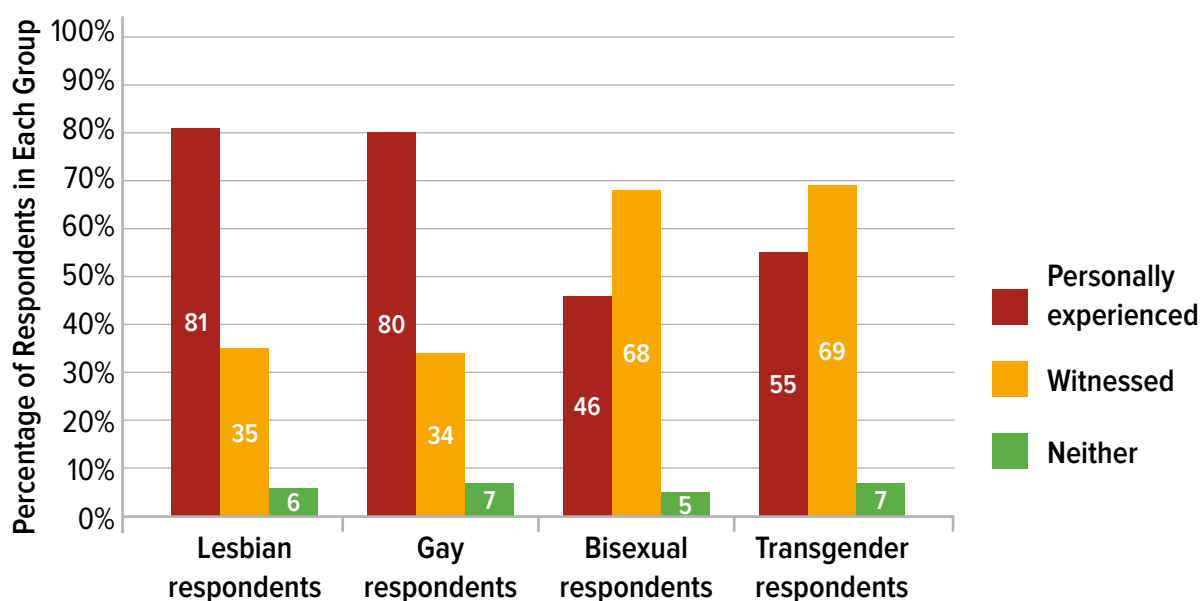


EXPERIENCES OF PREJUDICE AND DISCRIMINATION

The vast majority of LGBT respondents had personally experienced one or more incidents of prejudice and discrimination in Scotland because of their sexual orientation or gender identity.

Of all respondents, disabled LGBT people and those LGBT people living in rural areas were most likely to have experienced an incident of prejudice and discrimination.

Figure 4. Have you ever personally experienced or witnessed homophobic prejudice or discrimination in Scotland?



Note in Figures 4, 5 and 6 there is overlap between respondents who are transgender and also lesbian, gay, or bisexual.

While lesbian and gay respondents were the most likely to have experienced homophobic prejudice and discrimination, a significant number of bisexual and transgender respondents also reported having experienced homophobia in addition to more specific biphobic and/or transphobic prejudice and discrimination as set out on page 19.

Figure 5. Have you ever personally experienced or witnessed biphobic prejudice or discrimination in Scotland?

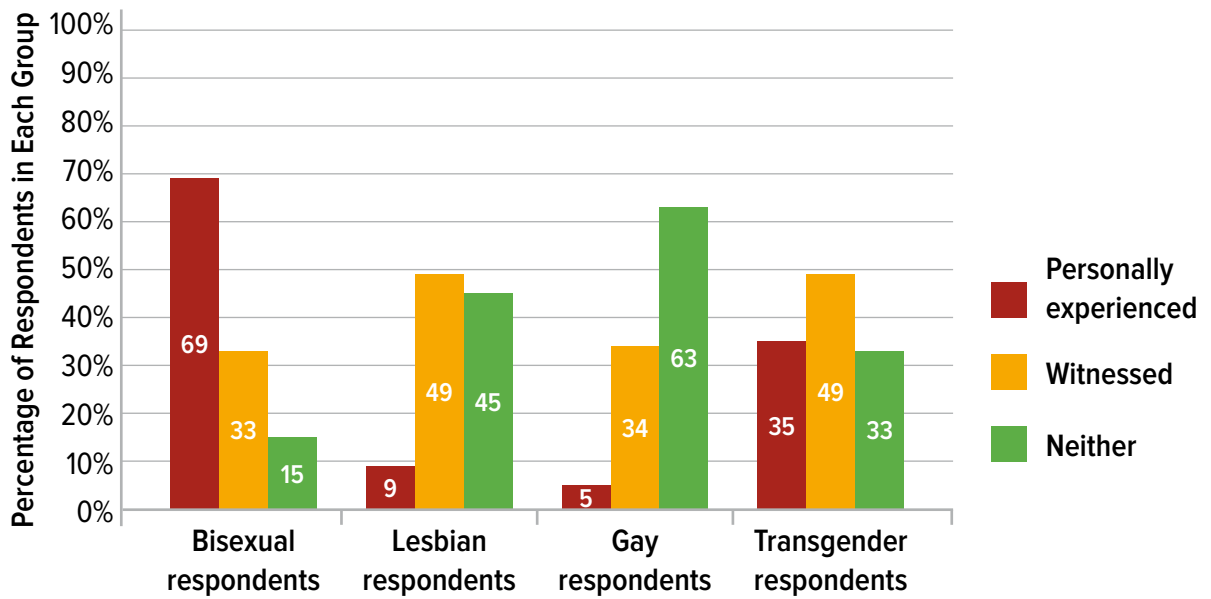
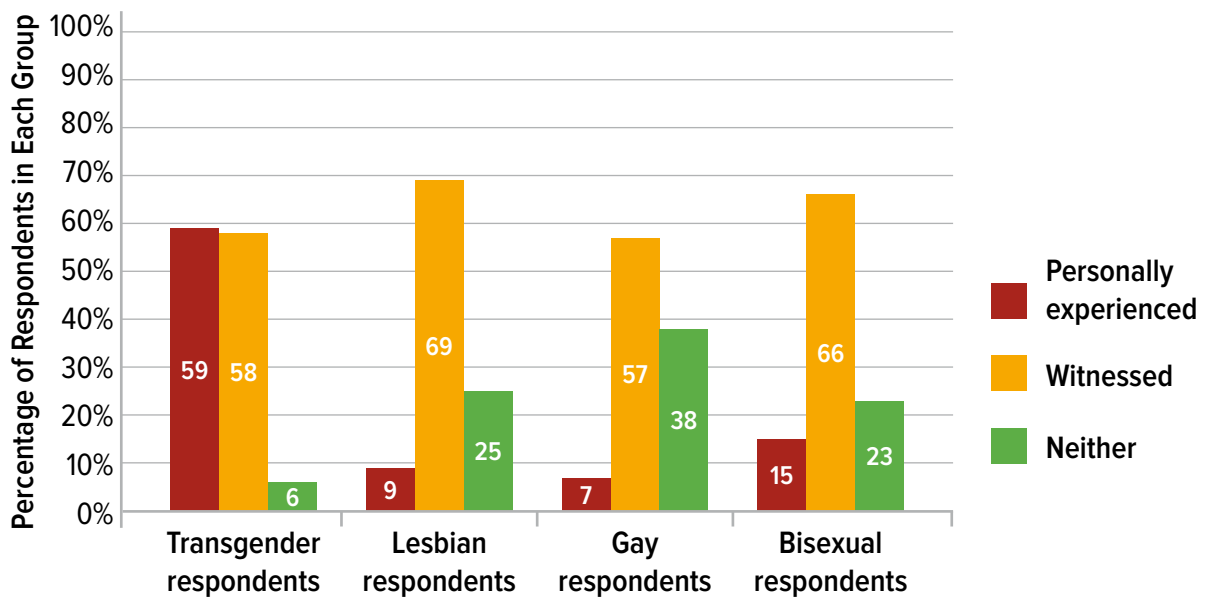


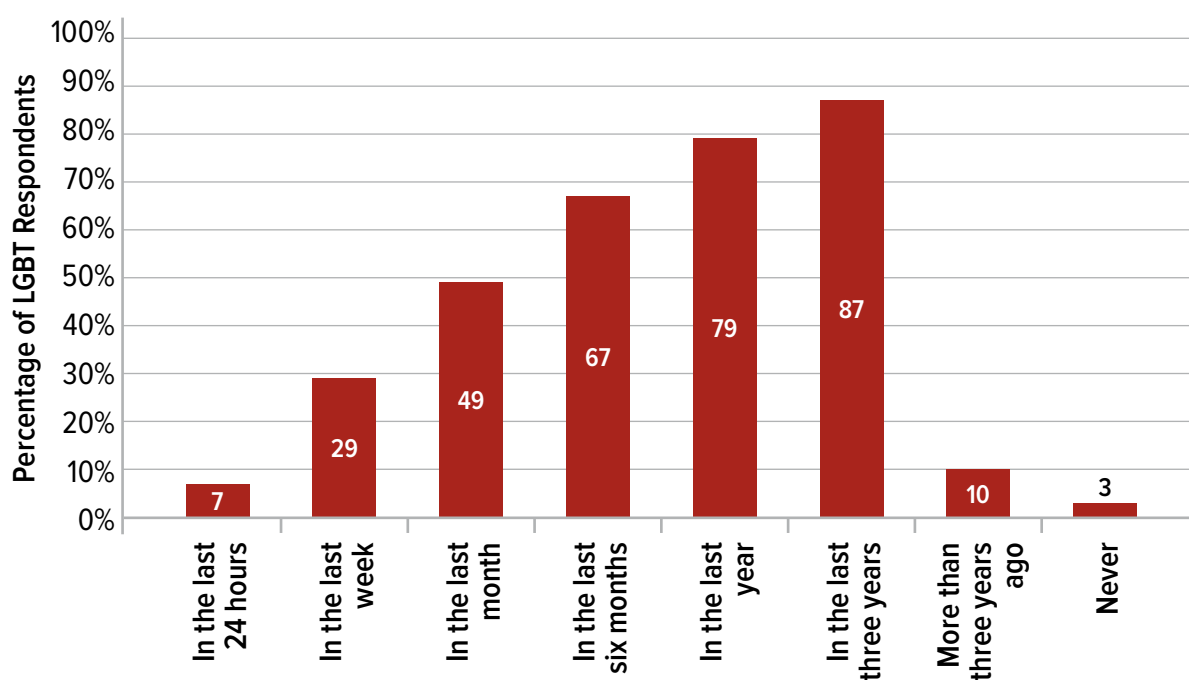
Figure 6. Have you ever personally experienced or witnessed transphobic prejudice or discrimination in Scotland?



How often do LGBT people face prejudice and discrimination in Scotland?

Almost half of LGBT respondents (49%) had personally experienced or witnessed an incident of prejudice or discrimination in Scotland within the past month, rising to 79% within the past year and 97% in their lifetimes.

Figure 7. When did you last experience or witness any form of prejudice or discrimination against LGBT people in Scotland?



Transgender respondents were most likely to have experienced prejudice or discrimination in a recent period. One out of seven transgender respondents (14%) had experienced or witnessed an incident within the last 24 hours, almost half (45%) in the last week, and nine out of ten (91%) in the last year.

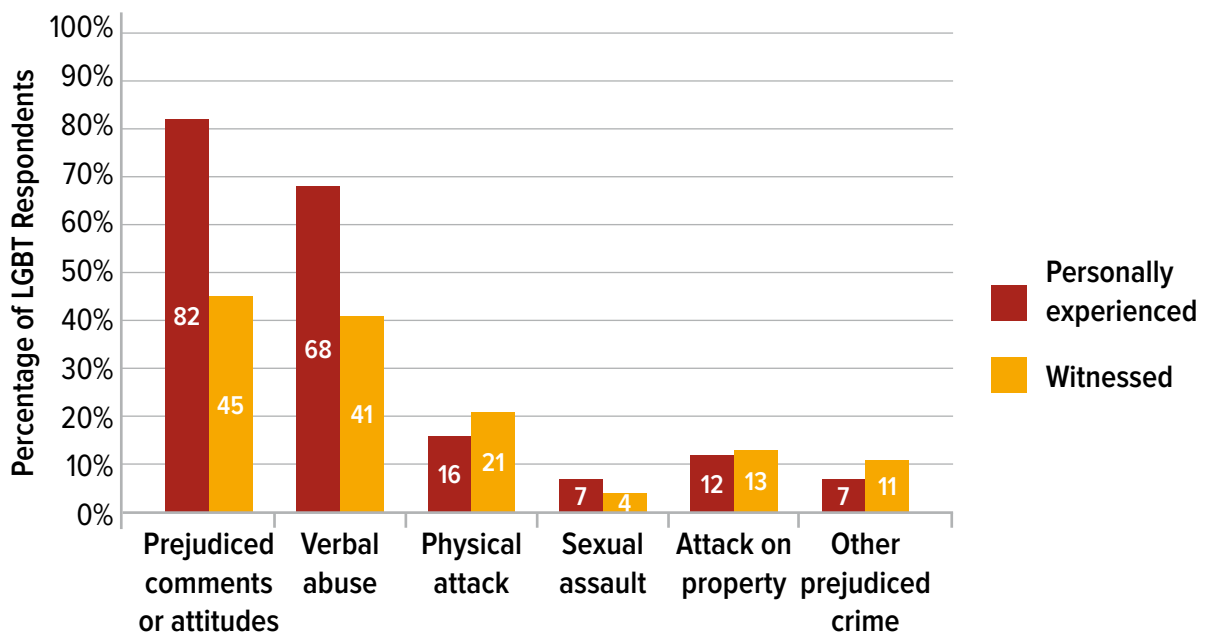
Disabled LGBT people and younger LGBT people were also more likely to have experienced prejudice or discrimination in a recent period. Six out of ten disabled LGBT respondents (59%) had experienced prejudice or discrimination in the last month compared to just under half (47%) of non-disabled LGBT respondents. Six out of ten LGBT respondents under the age of 25 (63%) had experienced prejudice or discrimination in the last month compared to four out of ten LGBT respondents over the age of 25 (44%).

Experiences of negative social attitudes and abuse

Incidents of prejudice experienced by LGBT respondents ranged from negative social attitudes to verbal, physical, and sexual abuse.

The most predominant forms of prejudice LGBT respondents had faced were negative comments and attitudes (82%) and verbal abuse (68%), though a significant minority had also experienced prejudice-based physical attacks (16%), attacks on their property (12%), and sexual assault (7%).

Figure 8. What forms of prejudice or discrimination against LGBT people in Scotland have you personally experienced or witnessed?



Respondents outlined some of the prejudice-based negative attitudes and incidents of abuse and violence that they had faced:

“My house was petrol bombed after years of harassment.”

Lesbian woman, 55-64, Perth

“‘Lesbo’ written on my car.”

Lesbian woman, 55-64, Dumfries

“Many transgender people still live in fear of their lives and most suffer transphobic abuse on a fairly regular basis.”

Transgender woman, 55-64, Inverclyde

“I received homophobic abuse and got punched in the face.”

Gay man, 15-24, Caithness

“I hate the phrase ‘it’s so gay’ and I hear it all the time.”

Heterosexual woman, 35-44, Edinburgh

“Being Transgender and presenting as a female in public... the very fact of that action for some is too much to handle.”

Transgender woman, 65-74, Edinburgh

“Being called a dirty dyke for kissing my wife in public.”

Lesbian woman, 35-44, Falkirk

“Shouted at in public for holding hands with another man.”

Gay man, 15-24, Aberdeen

“I was verbally assaulted outside my home in Bridgeton by some local youths.”

Bisexual man, 25-34, Glasgow

“We had our bedroom windows smashed by local kids for being lesbians.”

Lesbian woman, 35-44, Edinburgh

“I’ve been head-butted and had my front teeth broken for being gay.”

Gay man, 25-34, Elgin

“Public harassment when just walking down the street to post a letter.”

Transgender woman, 35-44, Edinburgh

“I live constantly with prejudice from my family. They cannot accept the lesbian relationship that I have been in for the past nine years. They did not recognise or acknowledge in any way my civil partnership ceremony.”

Lesbian woman, 45-54, Greenock

“‘Fucking tranny’ shouted at me in Oban.”

Transgender man, 35-44, Dumfries

“My parents regularly tell me that being in a lesbian relationship is not what they want for me.”

Lesbian, 15-24, Edinburgh

“I feel judged when I walk down the street holding hands with my boyfriend. People stare, make faces, deliberately look away.”

Gay man, 15-24, Edinburgh

“There are still many areas where we can’t safely spend time, at least if our difference is visible. Even in cities, some people still think it’s okay to shout abuse at us, or even threaten us, in the street.”

Bisexual, Intersex and non-binary disabled person, 35-44, Glasgow

“If I walked down the street holding my partner’s hand, I would without a doubt get some form of comment.”

Gay man, 15-24, Glasgow

“I still can’t walk down my town’s Main Street without someone shouting something, or people turning their backs and whispering. People still treat us like second class citizens we are not ‘normal’.”

Gay man, 15-24, Rutherglen

“Religious leaders can openly and enthusiastically berate LGBT people, comparing homosexuality to bestiality and paedophilia.”

Lesbian woman, 15-24, Ayr

“High-profile religious figures spouting anti-LGBT rhetoric doesn’t help.”

Lesbian transgender Christian woman, 25-34, Glasgow

“There’s still homophobia from the church.” **Gay man, 45-54, Glasgow**

“There are still prejudicial attitudes held by large sections of society that are often expressed. I’ve personally received some homophobic comments in the recent past – most hurtfully ‘I hope you die of AIDS’. There is also ignorance among people.”

Bisexual man, 35-44, Inverclyde

“As an Asian lesbian mother to be in a mixed race relationship I find that society can be rude and offensive as they can’t comprehend that firstly an Asian woman is in a same-sex relationship, secondly that she is carrying an IUI baby, and thirdly that she is in a mixed-race relationship... I think people need to be educated on the changing face of families.”

Lesbian Pakistani woman, 25-34, Paisley

“We have churches whose leaders compare gay marriage to polygamy, having sex with animals, or paedophilia.”

Bisexual man, 15-24, Stirling

“I went to buy a flat but the neighbour was a Church of Scotland minister who speaks openly about how he strongly disapproves of gay people – this put me off in case of any backlash.” **Gay man, 25-34, Inverness**

“I see a lot of intolerant behaviour towards homosexuality however 99% of it is within the contains of my culture (Middle Eastern and particularly Islamic cultures). Children brought up with hate, in some cases hate for themselves as they are ashamed of their desires, confused and hurt.”

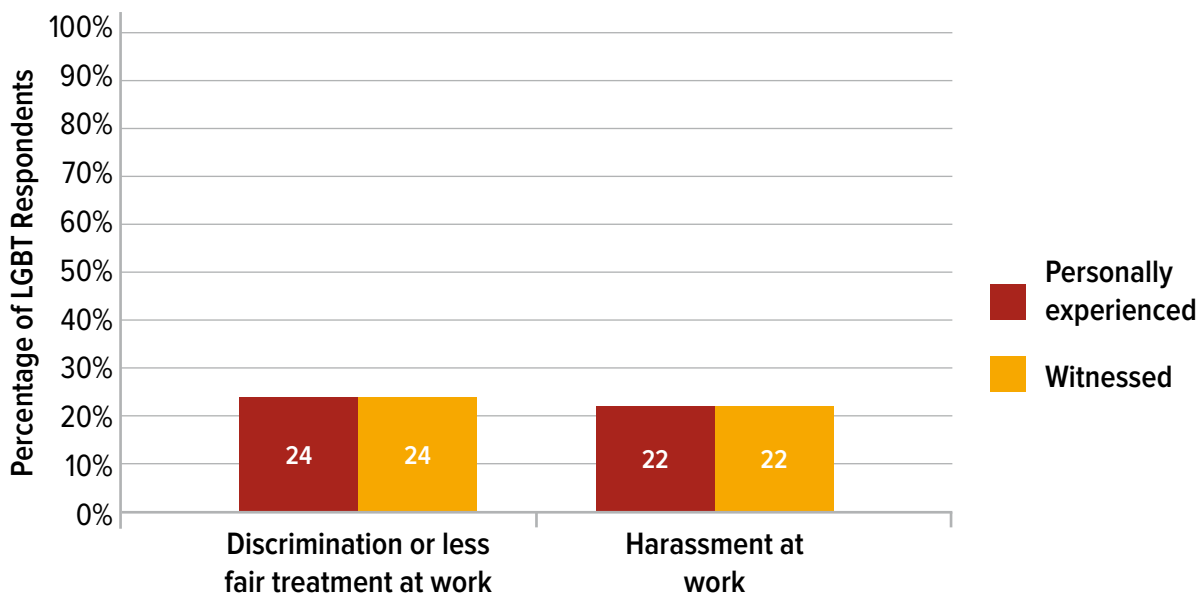
Lesbian Afghan-Pakistani Muslim woman, 15-24, Glasgow

Experiences of discrimination at work

Almost a quarter of LGBT respondents said they had personally experienced discrimination (24%) or harassment (22%) at work because of their sexual orientation or gender identity.

Examples given by respondents ranged from negative comments and treatment by colleagues, to a perception that they had been fired, or not promoted, or not hired in the first place because they were LGBT.

Figure 9. What forms of prejudice or discrimination against LGBT people in Scotland have you personally experienced or witnessed?



Specific incidents outlined by respondents included a wide range of forms of discrimination and harassment:

“I was told by a patient... Don’t f*****g touch me you f*****g dirty gay bastard.” **Gay nurse, 35-44, Glasgow**

“There have been many instances when I have overheard homophobic comments being made in my workplace.” **Gay man, 15-24, Glasgow**

“I recently had to take time off work to support my partner who lost her father. Though the work policies clearly state we can have 3 days off for the death of a partner’s parent my boss told me I would be entitled to 1 as my situation came under ‘death of a friend’.” **Lesbian woman, 45-54, Highlands**

“I have worked for two separate companies in the last year where any mention of LGBT issues stopped conversation completely. I couldn’t talk about my relationships at work, and that led to the people I was working with thinking I was very quiet and not interested in getting along with them or being part of the team.”

Bisexual woman, 25-34, Edinburgh

“My boss uses the term ‘gay’ quite regularly as a negative.”

Lesbian woman, 25-34, Edinburgh

“Comments were made about my sexuality and I was asked repeatedly to come onto straight men for a ‘laugh’ at my job, which made me feel like I was just there for their amusement.”

Gay man, 25-34, East Lothian

“In my last job I was conscious of a prejudiced attitude from some managers and I will never really know if my sexuality was counted against me when employment decisions were being made. This is the most insidious aspect of discrimination – when it is subtle and unsaid.”

Lesbian woman, 45-54, Glasgow

“A colleague told me I ‘should have to choose’, referring to my bisexuality.”

Bisexual non-binary person, 25-34, Fife

“There’s still a lot of institutional homophobia. Even working in the arts, assumptions are often made about my suitability to manage certain projects depending on who the delivery partners are and how they will respond to a gay leader.”

Gay man, 35-44, Edinburgh

“I work in a school where it was suggested to me that I should not come out to my classes for fear of setting myself up as a target. Although well-intentioned, this is prejudice.”

Gay teacher, 25-34, Edinburgh

“Shunned by colleagues at work after I came out to them.”

Gay man, 25-34, East Ayrshire

“As someone who works for their union in equalities I sadly all too often hear stories of bullying, abuse and just downright ignorance within the workplace from both management and colleagues so it’s not surprising that some people still feel a degree of intimidation about expressing who they are.”

Gay man, 35-44, Glasgow

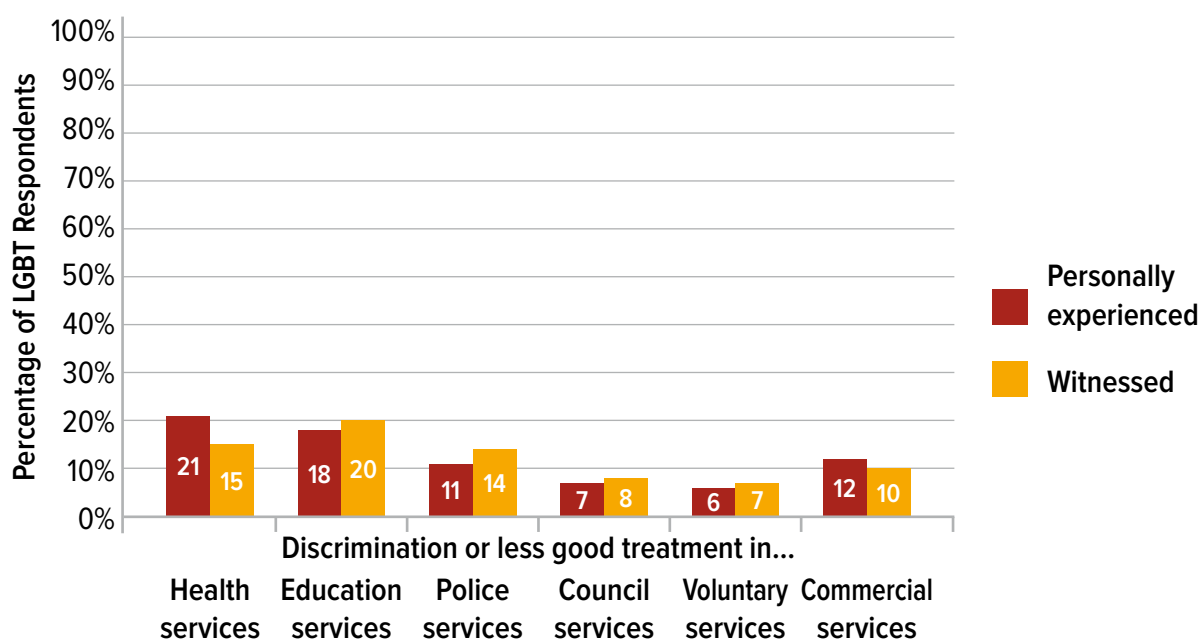
Experiences of discrimination in services

A quarter (25%) of LGBT respondents said they had personally experienced discrimination or ‘less good treatment’ in one or more services, including public, commercial and voluntary services.

In particular, one out of five LGBT respondents (21%) said they had personally experienced discrimination or less good treatment in Scotland’s healthcare services, 18% reported discrimination or less good treatment in Scotland’s education system, and 11% reported discrimination or less good treatment in policing. One out of ten LGBT respondents reported discrimination or less good treatment in commercial services (12%), such as Scotland’s bars, restaurants and hotels, while one in twenty reported discrimination or less good treatment in Scotland’s voluntary sector services (6%).

Examples of discrimination outlined by respondents ranged from negative comments and treatment by service providers and other service users, to being denied access to a service altogether.

Figure 10. **What forms of prejudice or discrimination against LGBT people in Scotland have you personally experienced or witnessed?**



Specific incidents mentioned by respondents included:

“I was physically and verbally attacked in school for being gay on a daily basis before I even knew I was gay.”

Lesbian woman, 15-24, West Dunbartonshire

“I had a surgeon ask for a nurse to be present when I was examined, as he considered me female, when I am male.”

Transgender man, 35-44, Aberdeenshire

“Felt I was looked down upon by a GP when discussing sexual health.”

Gay Man, 25-34, Edinburgh

“A landlord rejected me as a tenant citing fears that the property would be targeted in transphobic attacks (smashed windows, etc) which he would have to pay for.”

Transgender woman, 15-24, Glasgow

“We’re unwelcome in many religious spaces.”

Bisexual, Intersex and non-binary disabled person, 35-44, Glasgow

“Receptionist in an NHS hospital reacted adversely when my next of kin was identified as my civil partner. She slammed down her pen on the desk and waved me away.”

Lesbian woman, 65-74, Argyll

“I have been treated different and with a level of disgust after telling a nurse that I was gay during a smear test.”

Lesbian woman, 25-34, Edinburgh

“I have seen gay people at school get bullied for it. Gay is used as an insult all the time.”

Heterosexual woman, 25-34, Edinburgh

“A [named] nightclub in the Cowgate [Edinburgh] appears to have a policy of throwing out gay and lesbian couples if they are seen kissing, with the bouncers telling them ‘this isn’t the place for you.’”

Heterosexual woman, 15-24, Edinburgh

“I was a patient in the hospital in a gynae ward and they asked my sexuality and for the rest of the hospital stay treated me badly. I heard nurses outside the door saying don’t go in there and examine her she is a lesbian, she might like it.”

Lesbian woman, 25-34, Kirkcaldy

“I had the word ‘faggot’ chanted at me by the rugby team of my high school at a party soon after I had come out.” **Gay man, 15-24, Edinburgh**

“My minister called me repulsive and told me not to come back to his church for being gay.” **Gay man, 25-34, Elgin**

“Religious groups still have seriously homophobic attitudes.”
Gay man, 35-44, Paisley

“Sexually active but responsible and healthy gay men cannot donate blood.” **Gay man, 15-24, Edinburgh**

“Prejudice within sport remains endemic, denying opportunities to LGBTI people, with potential negative consequences for their health.”
Bisexual, Intersex and non-binary disabled person, 35-44, Glasgow

“I was thrown out of a nightclub after kissing another man with the bouncer explaining ‘you can’t do that in here’ despite straight couples also doing this around us.” **Gay man, 15-24, Edinburgh**

“I have experienced severe bullying in school because of my gender expression and several of my friends were also bullied for their sexuality.”
Transgender non-binary person, 25-34, Edinburgh

“In sport, specifically in football, there is a lot of discrimination.”
Gay man, 15-24, Glasgow

“Whilst religious groups have every right to believe as they wish (and should continue to have this right) they are amongst the most reactionary on all LGBT issues and in the process hurt many, many people through their unnecessary and vocal hatred.”
Bisexual Catholic woman, 15-24, Fife

“There is still a culture of homophobia in schools and most sports. My younger sister, although straight, was severely bullied in school up until recently and one of the main insults used against her was that she was a lesbian.”
Bisexual woman, 15-24, Edinburgh

“There is still a level of ignorance within some sports with acceptance from others being the main issue and again a perceived stigma about LGBT people taking part. This ranges from verbal abuse on sports pitches to oppositions teams not wanting to share showers.”
Gay man, 35-44, Glasgow

“In the church, in which I remain active, there is continued discrimination against LGBT people. We are not equals, we are barred from leadership, we cannot be open about who we are.”
Bisexual Christian man, 35-44, Inverclyde

“When travelling around Scotland, we find that if holidaying with family we receive a much warmer welcome than if just travelling together. I’m not sure what the current state of the law is in this respect, but anyone wanting to provide services to the public (such as B&B) should understand that those services should equally be available to LGBT people... At the moment we feel excluded from many privately run businesses. No-one else has to explain their sexuality or bedroom arrangements when booking.” **Gay man, 35-44, Edinburgh**

“People judge you when you want a table or a room in a hotel.” **Lesbian woman, 25-34, Glasgow**

“An individual landlord told me to leave a day after I moved into her flat, when she found out I had recently broken up with my girlfriend. She charged me for the one night I stayed. I did not take her to small claims court since I was recovering from a bad breakup and did not have the energy. I had to stay at friends and go around declaring my orientation to potential landlords in case it put them off.”

Bisexual woman, 25-34, Edinburgh

“Sitting in college and people were talking about how ‘being gay is wrong.’” **Lesbian student, 15-24, Kilmarnock**

“Bullied at school, openly called gay and a faggot in class while the teacher did nothing.” **Gay student, 15-24, Aberdeen**

“Gay people are still seen as ‘queer’ or ‘not normal’ and our relationships are often treated as less equal than heterosexual marriages.

For example, our local hospital ignores my civil partner whenever I have to attend for treatment.”

Gay man, 55-64, Berwickshire

“Some Churches find it hard to understand LGBT people. To them, it is a “sin” and nothing could be further from the truth.”

Heterosexual Christian woman, 45-54, Glasgow

“In a number of ‘straight’ nightclubs I have experienced LGBT people being asked to leave, as small signs of affection which ‘straight’ people are permitted to do, are deemed unacceptable by the management/bouncers.”

Gay man, 15-24, Edinburgh

“There is still stigma around LGBT participation in sporting activities – the fact that there’s not a single ‘out’ professional football or rugby player in Scotland is an indictment of how little this issue is addressed.”

Lesbian woman, 35-44, Edinburgh

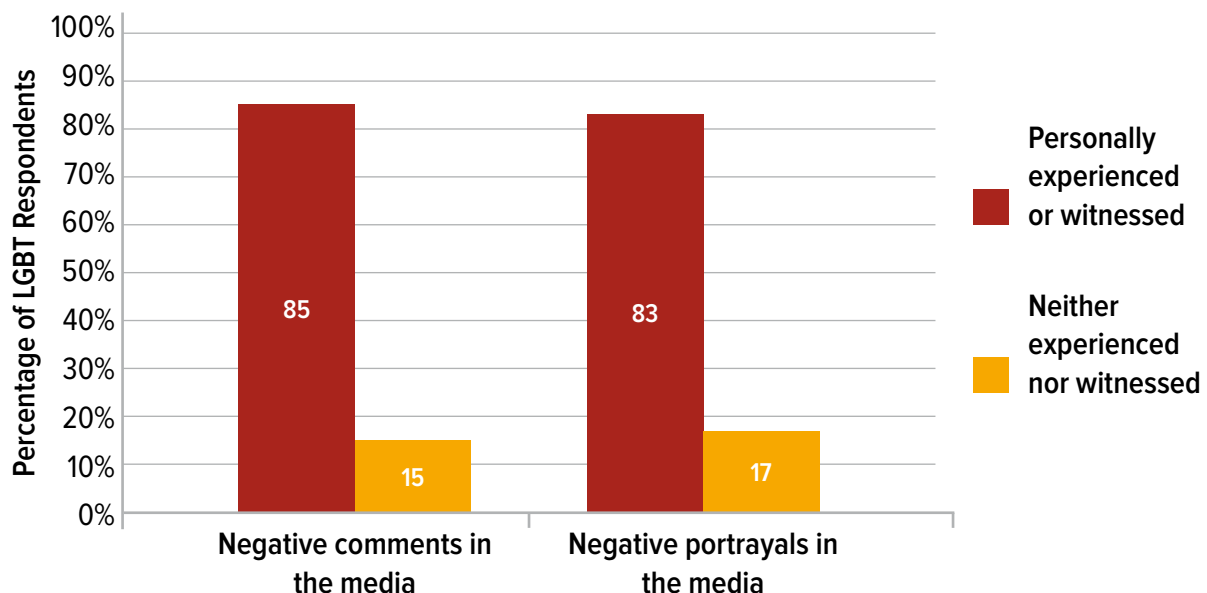
LGBT people and the media

The vast majority of LGBT respondents said they had seen negative comments about (85%) and negative portrayals of (83%) LGBT people in the media.

Transgender respondents were the most likely to say they had seen negative comments (90%) and portrayals (88%) in the media. This is likely to reflect the fact that transgender people continue to face particularly significant prejudice and a lack of understanding from the media.

In addition to negative comments and portrayals in the media, respondents also outlined a view that LGBT people's lives are not adequately included and reflected in film, TV and radio programming in Scotland.

Figure 11. What forms of prejudice or discrimination against LGBT people in Scotland have you personally experienced or witnessed?



Respondents highlighted some specific instances that they had experienced and outlined the impact that this had on them:

“I have witnessed countless jibes, jokes and disgusting bigotry about LGBTI people in the media, particularly about trans people.”

Transgender non-binary person, 25-34, Edinburgh

“Representatives of the Catholic Church given a voice in the mainstream media to attack me for wanting equal rights under the law.”

Lesbian woman, 25-34, Glasgow

“We’re still regularly attacked in the press.”

Bisexual, Intersex and non-binary disabled person, 35-44, Glasgow

“There is an invisibility in the media, especially for LGBT people of faith. The mainstream media is constantly contrasting “gay rights” with “religious rights” without any recognition that there are LGBT people in every faith.”

Lesbian woman, 45-54, Edinburgh

“The media, particularly tabloids, run stories and opinion pieces that fuel LGBT hostility by, for example, conflating homosexuality and paedophilia, or raising “public outrage” against parents who recognise and accept their transgender child.”

Bisexual man, 15-24, Edinburgh

“Extremely offensive portrayals of LGB and (particularly) T people are still commonplace on Scottish television. When a trans person appears on television, it will almost always be either as the butt of a joke, or as a sensationalised sob story.”

Transgender woman, 25-34, Edinburgh

“Media representation is also very poor – trans people are still used as an object of titillation and fascination... I don’t want to see another article where a person’s birth sex is mentioned when different from the gender if it’s not at all relevant to the story.”

Transgender woman, 35-44, Edinburgh

“Homophobia and transphobia still exist in everyday life, and are further perpetuated by the media and institutions such as religious organisations.”

Heterosexual woman, 25-34, Glasgow

“LGBT relationships on television are still seen as ‘groundbreaking’ and ‘shocking.’”

Bisexual Catholic woman, 15-24, Fife

“The Daily Mail is a regular in stirring up hatred.”

Gay man, 25-34, Motherwell

“There have been several strongly negative and prejudiced comments about LGBT people and the value of our relationships in the media, in particular from religious leaders over the issue of marriage equality e.g. [Bishop] Philip Tartaglia’s comments about the death of David Cairns, suggesting it was due to his lifestyle.”

Bisexual woman, 35-44, Shetland

“Prominent comments by some religious figures and politicians (especially regarding equal marriage), as well as press coverage, can prolong social attitudes that being gay is ‘wrong’, ‘unnatural’ and gay people are seen as unworthy of protection from discrimination and abuse.” **Gay man, 35-44, Falkirk**

“I have felt sickened after reading anti-gay opinion pieces in the media.”

Gay man, 25-34, East Ayrshire

“The media presents insulting and offensive articles about gender and sexuality.”

Lesbian woman, 25-34, Glasgow

“The media has a lot to answer for in the way we are all portrayed.”

Gay man, 25-34, Edinburgh

“The Daily Mail publish articles about what they call ‘the gay agenda.’”

Bisexual woman, 15-24, Edinburgh

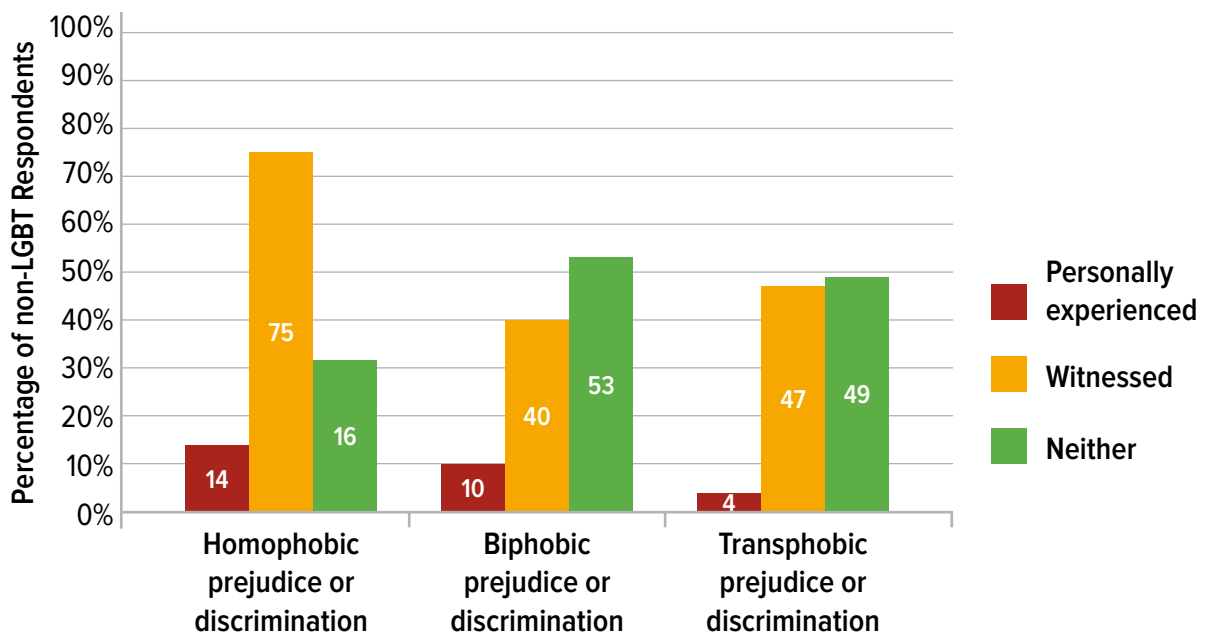
“LGBT people are often the basis of jokes in TV shows.”

Heterosexual woman, 15-24, Edinburgh

The experiences of non-LGBT people

Our research also showed that the vast majority of non-LGBT respondents had witnessed incidents of prejudice or discrimination against LGBT people in Scotland, or had personally experienced such incidents themselves having been perceived to be LGBT by the perpetrator.

Figure 12. Have you ever personally experienced or witnessed prejudice or discrimination against LGBT people in Scotland?



Nine out of ten non-LGBT respondents (92%) had witnessed or experienced prejudiced comments and attitudes, and two thirds (66%) had witnessed or experienced verbal abuse. While more than one in ten had witnessed or experienced an LGBT prejudice-based physical attack (15%) or an attack on someone's property (12%).

To a lesser extent non-LGBT respondents had also experienced or been witness to incidents of discrimination (22%) and harassment (18%) at work, and discrimination or less good treatment in services including education (18%), healthcare (14%), policing (12%), commercial services (10%), local authority services (9%), and voluntary sector services (8%). Non-LGBT respondents were also aware of negative comments about LGBT people and negative portrayals of LGBT people in the media, with

almost three quarters of non-LGBT respondents (74%) having witnessed or experienced these forms of prejudice and discrimination.

“Eggs and bottles thrown at the home and car of two lesbian women by local schoolchildren on numerous occasions over many months.”

**Heterosexual woman, 65-74,
Dunfermline**

“I stopped attending football games because of homophobic and racist chanting.”

Heterosexual man, 35-44, Glasgow

“I have heard people be negative about LGBTs and make jokes about them.”

**Heterosexual woman, 15-24,
Edinburgh**

“While working with young people I have experienced them relating to certain behaviours as “Gay” in regards to this being rubbish. I feel that more work should be done with young people to raise awareness that these types of behaviours are inappropriate and need to be challenged.”

Heterosexual man, 25-34, Inverclyde

“People shout or mutter horrible names when they see my uncles walking past.”

**Heterosexual woman, 25-34,
Aberdeen**

“Met a man on holiday who was outraged that a transsexual was leading a youth group. He equated transsexuality with paedophilia. He was quite surprised that I challenged him on this. He was in his fifties and it seems no one had done so before.”

Heterosexual woman, 35-44, Biggar

“During the discussions over same-sex marriage I read many comments from religious leaders and others claiming that a ‘homosexual lifestyle’ was ‘sinful.’”

**Heterosexual Catholic woman,
15-24, Edinburgh**

“A teenage boy in tears in my classroom because his father beat him and his schoolmates slagged him off constantly because he was gay.”

Heterosexual woman, 65-74, Dunoon

“People refer to one of my gay friends as ‘The Poof’. So many gay jokes have been made towards him about the way he walks, talks, dresses, even the music he listens to. He has been hit, has notes posted through his door and had passing comments in the street.”

**Heterosexual woman, 15-24,
Ardrossan**

3 | EXPERIENCES OF OTHER FORMS OF DISADVANTAGE

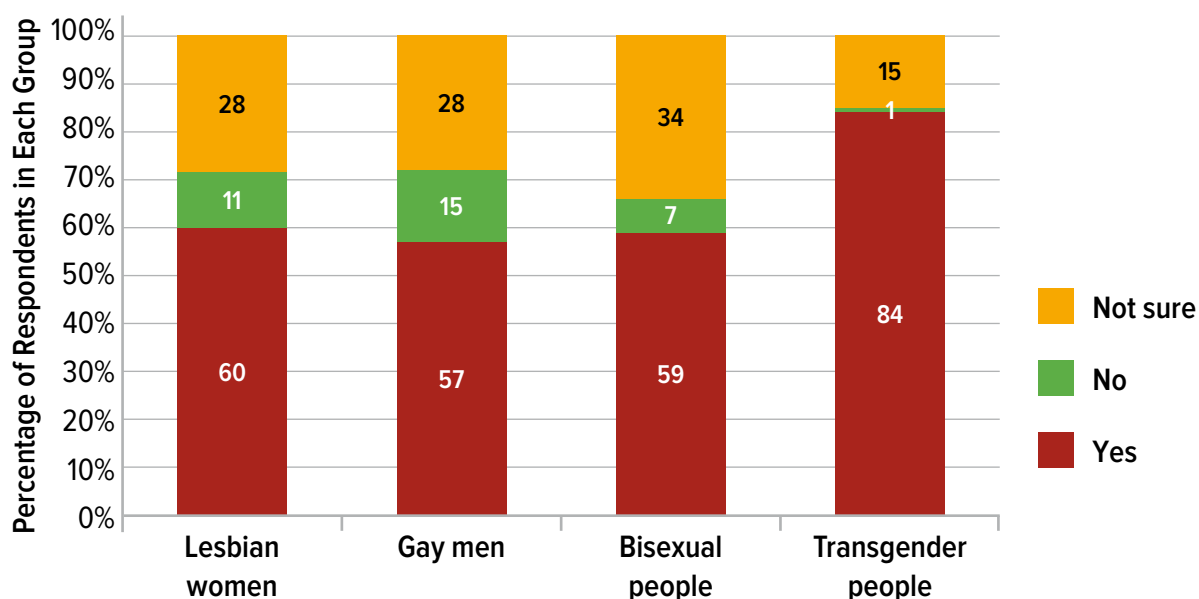


EXPERIENCES OF OTHER FORMS OF DISADVANTAGE

In addition to the forms of prejudice and discrimination explored in the previous chapter, respondents also identified other ways in which they believed LGBT people are disadvantaged in Scotland.

Around six out of ten lesbian (60%), bisexual (59%), and gay (57%) respondents said that they felt disadvantaged in other ways. Perceptions of disadvantage were much higher for transgender respondents, with 84% reporting that they felt disadvantaged compared to just 1% who did not feel disadvantaged in other ways.

Figure 13. **Apart from prejudice and discrimination, do you feel LGBT people in Scotland are disadvantaged in other ways?**



Our research also showed particularly high levels of perception of disadvantage among disabled LGBT respondents, LGBT people living in rural areas, and LGBT people with a non-Christian religious belief. This is likely to reflect the particular barriers to equal treatment that these groups face.

In what other ways do LGBT people feel disadvantaged?

Respondents mentioned a range of ways in which they felt LGBT people continue to face other forms of disadvantage in Scotland. The most frequently mentioned issues included continued inequality in the law and public policy, and a concern that Scotland's public services are not adequately meeting the needs of LGBT people.

1 Inequality in the law and public policy

Many respondents raised concerns with remaining inequalities in the law and public policy of Scotland. The most frequent issue raised was the need to reform gender recognition legislation to make it easier for transgender people to get legal recognition of their gender and to ensure that non-binary people can get gender recognition too.

Other issues raised included the remaining inequalities in the provision of pensions for same-sex couples, the ban on blood donation for sexually active gay and bisexual men, and gaps in the discrimination and harassment protections provided to LGBT people in the Equality Act 2010.

“Donating blood – there is still no equality on this issue despite reforms.” **Gay man, 25-34, Inverurie**

“Having your gender officially recognised as part of your birth certificate is a difficult and drawn-out process... There's also no official recognition at all for genderqueer folk (i.e. folk who identify as something other than 'man' or 'woman'), and it can be a fight to even get organisations to use a gender-neutral title, let alone our gender.”
Non-binary person, 15-24, Edinburgh

“The situation for trans people is rather worse than for LGB. The process of changing one's legal gender remains far too complicated; it should be an administrative procedure akin to a change of name. Non-binary-gendered people should be able to obtain passports with an X in the gender field.”
Non-binary transgender woman, 25-34, Glasgow

“Legislatively we still do not have full and equal rights.”
Gay man, 55-64, Glasgow

“Transgender people are discriminated against through being forced to identify as genders they don’t conform to in government and non-government forms.”

Non-binary transgender person, 35-44, Edinburgh

“The ban on gay blood donation should be revoked... Organ donations are acceptable because of the lower supply, yet the NHS constantly state they don’t have enough blood, then refuse gay blood.” **Gay man, 15-24, Edinburgh**

“Gay men are unable to give blood.” **Bisexual woman, 25-34, Dundee**

“Gay men still face restrictions on donating blood.”

Gay male, 15-24, Aberdeen

“[Mixed-sex] married partners have an entitlement to the full share of their partner’s pension (if the partner pre-deceases). Civil partners only get a share based on contributions for a period of their partner’s contributions.”

Gay man, 35-44, Edinburgh

“Some of us still don’t have our gender legally recognised.”

Bisexual, intersex and non-binary person, 35-44, Glasgow

2 Education

Many respondents highlighted a problem with Scotland’s schools not adequately addressing the needs of LGBT pupils and failing to include the lives of LGBT people in what is taught. The main examples given include:

- Relationships, Sexual Health and Parenthood Education (RSHPPE) lessons not addressing same-sex relationships or providing relevant sex education for LGBT pupils.
- Mention of LGBT people and issues being omitted from other lessons across the curriculum, including History, Literature, and Modern Studies.
- Schools not adequately dealing with prejudice-based bullying.
- A lack of pastoral care and support that meets the specific needs of LGBT pupils.

Respondents highlighted the view that:

- LGBT young people should feel safe in school and should have access to an education that is relevant to them.
- All pupils and staff should have an understanding of LGBT people and equality issues.
- Teachers and other school staff need to be adequately trained on LGBT issues in order to deliver LGBT-inclusive lessons, provide appropriate support for LGBT pupils, and deal appropriately with prejudice-based bullying.

“In school I was given no education regarding LGBT issues, concerns or sexual health.”

Bisexual woman, 15-24, Glasgow

“As a youth worker, I have witnessed horrendous treatment of young people in schools who are marginalised because they are presumed to be gay, homophobic bullying being completely ignored, and LGBT [issues] being left unmentioned.”

Heterosexual woman, 25-34, Edinburgh

“Some schools, particularly religious ones, fail to properly challenge homophobic or transphobic bullying. Education in LGBT issues is also poor.” **Gay man, 15-24, Dundee**

“I received no sex education about LGBT sexual issues in high school.”

Bisexual woman, 15-24, Edinburgh

“The LGBT young people I volunteer with report that they are still being bullied and harassed at school, that there is no LGBT inclusion in many curricula (no LGBT history for example), and that they often do not feel safe in school.”

Lesbian woman, 25-34, Glasgow

“Social Education for young LGBT people was shocking in my school, especially in sex education. Teachers are not sufficiently trained to talk about these things.”

Bisexual man, 15-24, Edinburgh

“When I was in school 5 years ago, there were no clear support systems for LGBT people or those who are struggling with their sexuality.

In sex education, there was no information about gay sex. Education remains very heteronormative.”

Bisexual woman, 15-24, Perth

“I used to teach and have heard other teachers complain that they didn’t know how to deal with gay and lesbian issues.”

Bisexual woman, 35-44, Edinburgh

“LGBT sexual health is not taught at schools.”

Lesbian woman, 15-24, Aberdeen

“It is practically impossible for LGBT children and teenagers to be open about their identities at school and have safe, happy lives.”

Gay man, 25-34, Glasgow

“Lack of sex education in high schools for LGBT youth. For instance, as a lesbian I could have done without being forced to put a condom on a banana at age 14 – I was groomed for heterosexuality in school sex-ed! No mention of alternative sexualities or advice on how to be safe.”

Lesbian woman, 25-34, Glasgow

“Many LGBT teenagers face discrimination in school and while some schools are great at tackling this others are frankly despondent.”

Gay man, 25-34, Inverurie

“Sexuality is not discussed in schools, or if it is, it is done very briefly, with a clear feeling of uncomfot and shyness.” **Gay man, 15-24, Edinburgh**

“Sexual Health teaching in school rarely features anything on LGBT issues.” **Gay man, 15-24, Edinburgh**

“Schools should be actively implementing sex education for all forms of sexuality, not just heterosexual sex.”

Gay man, 15-24, Dundee

“In many schools it is still seen as acceptable, especially in faith schools, to ignore the needs of young LGBT people.” **Gay man, 25-34, Edinburgh**

“There is less equal discussion of LGBT issues in school sex education – if any.” **Gay man, 25-34, Glasgow**

“LGBT issues are not being addressed in schools during sexual education... young LGBT people exist and need to be educated in safe sex and healthy relationships.”

Lesbian woman, 15-24, Glasgow

“LGBT issues are not addressed adequately or openly in education.” **Transgender person, 25-34, Falkirk**

“There is a distinct lack of LGBT education in schools.”

Bisexual woman, 15-24, Stirling

“Bullying in schools is still rife.” **Gay man, 65-74, Edinburgh**

“Gay bullying and homophobia in schools is not properly addressed and is not taken as seriously as racism, often going unchallenged by teachers.” **Gay man, 35-44, Falkirk**

“LGBT students have to deal with bullying and teachers aren’t equipped to help them.”
Gay man, 15-24, Glasgow

“Words like “faggot”, “homo” and “poof” are common Scottish vernacular, and (when I was in school six years ago, at least), were all but ignored and not treated as vulgar language by teachers. There was one gay individual in my year at school who suffered vicious bullying for their sexuality, and who received very little protection when, had the abuse been racial in nature, the bullies would have been immediately suspended or even expelled.”
Transgender woman, 25-34, Edinburgh

“Terms such as ‘gay’ and ‘faggot’ are regularly used as slang with negative connotations.”
Gay man, 15-24, Edinburgh

“School can be a hostile environment to LGBT people.”
Bisexual man, 15-24, Edinburgh

“Homophobic bullying in school is also still a huge problem!”
Gay man, 15-24, Inverclyde

“Homophobic bullying (and the use of the word ‘gay’ as an insult) is still rife in Scottish schools of all varieties and doesn’t seem to be addressed much. We are failing not only our young LGBT people but ALL young people by not tackling this – it wouldn’t be tolerated if it was based on skin colour, ethnicity, religion etc, so sends a signal that it’s an ‘acceptable’ (or at least, not as ‘serious’) form of casual prejudice that many young people face on a daily basis.”
Lesbian woman, 35-44, Edinburgh

“Students in Scottish schools are given almost zero education on the T part of the LGBT spectrum.”
Transgender woman, 25-34, Edinburgh

“I have been assaulted (punched) at school and in the street for being gay.” **Gay man, 25-34, Edinburgh**

“Institutional bullying from the churches (Roman Catholic and Church of Scotland) feeds discrimination and inequality in teaching and the care of young people.” **Gay man, 35-44, Edinburgh**

3 Healthcare

Many respondents raised concerns about disadvantage faced by LGBT people in Scotland's healthcare system.

Many respondents said that more needed to be done to effectively tackle health inequalities and specific health issues facing LGBT people such as a higher prevalence of mental health problems, specific sexual and reproductive health needs, and a higher rate of smoking, alcohol and substance abuse in the LGBT community.

Other respondents raised a concern about health professionals not being adequately trained to understand the issues affecting LGBT people. Examples given include nurses not knowing whether lesbian women should be given a smear test, a lack of understanding about gender reassignment and the appropriate way to treat transgender people, and staff not understanding that a same-sex partner can be a next of kin.

Disadvantages in healthcare were a particular concern for transgender respondents. Many expressed dissatisfaction with the provision of gender reassignment services, with concern over the need to travel long distances to access services, long waiting lists, and the disparity between the services provided by the NHS in different regions.

"There is not enough understanding of the ways that LGBT inequalities can impact on mental health by mental health service professionals."

Disabled lesbian woman, 25-34, Glasgow

"Healthcare professionals are inadequately trained to deal with many of the issues of having an LGBT identity."

Non-binary transgender person, 35-44, Edinburgh

"I feel that the health services aren't fully understanding of my needs as a gay woman."

Lesbian woman, 25-34, Glasgow

"NHS Highland does not have a civil partnership box on their admission paperwork if you are admitted to hospital." **Gay man, 25-34, Inverness**

“Trans people face discrimination in health services, in finding employment and in any area where a person’s trans status is either obvious or is questioned.”

**Transgender man, 35-44,
Dumfriesshire**

“Very little money is put into treating transgender people given the seriousness of the condition. Waiting lists for a first appointment at a gender clinic can run up to well over a year, and though sexual reassignment surgery is covered under the NHS, the hoops one is required to jump through to achieve it means one is almost always better off just going abroad. Despite claiming to cover the “necessary” procedures for trans people, the NHS does not cover electrolysis, which is absolutely essential for any male-to-female transgender person, and can easily run into the thousands of pounds if paid for out of one’s pocket.”

**Transgender woman, 25-34,
Edinburgh**

“18 months to get an appointment with a consultant! Why doesn’t the treatment time guarantee apply to trans patients? ...How are our medical needs less important?”

**Transgender woman, 35-44,
Edinburgh**

“The majority of sexual health information does not allow for or cover bisexual same gender relationships or gay relationships.”

Bisexual woman, 25-34, Edinburgh

“In spite of great strides taken recently, access to trans-specific healthcare is still horribly lacking... the existence of one to two year waits for initial consultations is sufficient evidence that insufficient resources have been allocated.”

Transgender woman, 45-54, Dundee

“Many female-to-male trans people find it hard to get top surgery covered on the NHS.”

**Transgender person, 15-24,
Inverclyde**

“There’s still awkwardness and sometimes outright hostility, plus a lot of heterocentrism, from people working within the NHS.”

**Bisexual, intersex and non-binary
disabled person, 35-44, Glasgow**

“In my area gay women cannot access sperm donation on the NHS as you have to have been trying unsuccessfully to get pregnant for 4 years. However we are unable to try so I feel it’s unfair we should be judged in the same way.”

Lesbian woman, 25-34, Fife

“There are inequalities in healthcare in that healthcare professionals sometimes have limited knowledge or experience of dealing with LGBT people, and fail to provide appropriate care as a result. One example of this is that I have had to specifically ask for the Hepatitis A vaccine to which I am entitled as a gay man, because GPs and even STI clinic staff seem unaware that this is recommended by the green book. I was only aware of this as I am medical student, and in that capacity I have also on occasion heard sweeping generalisations made by professionals about LGBT people.” **Gay man, 15-24, Dundee**

“Mental health is a huge problem. I think we all internalise homophobia, biphobia and transphobia to a certain degree. This can manifest itself in poor physical and mental health.” **Gay male, 25-34, Edinburgh**

“I am not comfortable with my being gay appearing anywhere on medical notes and where it is relevant medically I request that it not be written down (assuming I feel comfortable with the doctor knowing at all)... I feel that in some cases it would (and has) affected the level of service I receive.” **Gay man, 15-24, Edinburgh**

“I have found that my journey so far through my pregnancy I have met some health professionals that have embraced our relationship and our pregnancy but they still refer to my partner as “friend” and when I correct them they do not correct themselves.” **Lesbian woman, 25-34, Paisley**

“The Trans community faces a significant lack of healthcare resources especially north of the central belt. Waiting times for any specialist appointment are significantly longer due to lack of specialist availability.” **Transgender woman, 35-44, Aberdeen**

“The NHS in Scotland has taken very little positive action in engaging with the very difficult health outcomes experienced by LGBT people.” **Gay man, 35-44, Glasgow**

“There is a lack of recognition of the need for LGBT-focused healthcare and social support, organisations and departments need to recognise that some of their patients/clients will be LGBT, whether they’re open about it or not.” **Lesbian woman, 45-54, Edinburgh**

“Care for older people ignores the specific needs of LGBT people.” **Gay man, 55-64, Stirling**

4 Social care and housing services

A number of respondents raised concerns about the lack of support provided for LGBT people in Scotland's social care and housing services. The main issues raised included:

- Social care and housing staff not being adequately trained on LGBT issues to meet the needs of service-users.
- Young people in care not being offered the pastoral support they need to understand their sexual orientation and/or gender identity.
- Older LGBT people in care feeling isolated and not having the same access to social opportunities as other service-users.
- Social care and housing services not being adequately set up to deal with incidents of prejudice and discrimination against LGBT service users.

5 Policing and the justice system

A number of respondents highlighted problems with disadvantage in Scotland's policing and justice system. The main examples given include staff not being adequately trained on LGBT issues, police officers and the public not fully understanding what constitutes a hate crime, and a lack of progress on tackling hate crimes against LGBT people in Scotland.

“Sometimes when dealing with hate crime, the police still don't take you seriously and the number of LGBT people subject to hate crime continues to rise.” **Gay man, 25-34, Edinburgh**

“The police are not always sympathetic to LGBT issues and I have witnessed situation where they are directly homophobic to people.” **Gay man, 25-34, Inverurie**

“Hate crime against LGBT people simply isn't taken as seriously by the authorities as it is with other groups... there is an attitude that it is in some way self-inflicted or deserved. As such the attitude that it isn't worth reporting is prevalent.”
Gay man, 15-24, Edinburgh

6 Public toilets and facilities

An issue raised by a significant number of transgender respondents was the problems that transgender people in Scotland face when trying to access public toilets, changing rooms, and other facilities.

Respondents reported that service providers often display a lack of understanding towards the needs of transgender service-users leading to embarrassing situations and discrimination. Examples given include staff denying transgender people access to the appropriately gendered toilets, a lack of privacy, and a lack of facilities for non-binary people.

“I was using the Ladies in the shopping centre in Inverness, when I left the Ladies I was approached by security and asked my gender and was told in future I must use the disabled facilities.”

Transgender woman, 45-54, Orkney

“I have been denied access to public bathrooms and bathrooms in bars and restaurants because I’m transgender.”

Transgender non-binary person, 25-34, Edinburgh

7 Assumptions and public understanding

A significant number of respondents raised a broader concern about many aspects of Scottish society being based around the incorrect assumption that all people are heterosexual and non-transgender.

Respondents said that this assumption means that LGBT people are at a general disadvantage in Scottish society because it creates a situation where:

- LGBT people need to ‘come out’.
- There is a lack of public understanding of LGBT issues.
- Public, commercial and voluntary services are mostly set up around the needs of heterosexual, non-transgender people.

Respondents with non-binary genders felt at a particular disadvantage in this regard.

“The issue that I would like to raise is to do with the pressure of getting married and arranged marriages. I have no problem with it, I have accepted it. It has been a practice for centuries in my parents’ culture. I do kind of gross out at the thought of having sex with my future husband and would love to get in touch with other people from the LGBT community who come from a similar background or are in a similar situation.”

Lesbian Pakistani woman, 15-24, Glasgow

“The biggest issue facing LGBT is the lack of ‘normalisation’ of the LGBT community. People are still seen as unusual (even unconsciously and not always maliciously) if they are LGBT. It is assumed someone is heterosexual unless they ‘come out’... In short it is still not an entirely natural part of society as it should be.” **Bisexual woman, 15-24, Fife**

“We live in a society that assumes a person is straight, forcing LGBT people to come out at all times.” **Lesbian woman, 25-34, Glasgow**

“Society is heteronormative in that it creates, normalises and reinforces heterosexuality (and accompanying binary genders) as the expected and preferred form of sexual orientation/ gender roles and behaviours.

Anything which deviates from this is seen as less than favourable and this results in negative stereotypes about and attitudes towards LGBT people.” **Gay man, 35-44, Glasgow**

“In certain public bodies, there is a lack of understanding surrounding issues of LGBT equality.” **Gay man, 25-34, Edinburgh**

“Transgender people are often misunderstood by lots of people and this needs to be addressed.” **Heterosexual woman, 15-24, Edinburgh**

“I have found in day-to-day life that subtle discrimination exists. As a dad, I have discovered that in some places there are no child changing facilities for men – something that’s a problem if you’re a gay dad.” **Bisexual man, 35-44, Inverclyde**

8 Underrepresentation and lack of visibility

Respondents highlighted the disadvantage that LGBT people face from underrepresentation in politics, the media, sport and other important parts of society.

There was a concern raised that barriers were preventing inclusion and fair representation of LGBT people in these areas of society, and that a lack of representation meant the concerns and needs of LGBT people were less likely to be voiced or met.

There was also a concern about the lack of openly LGBT role models for young people in areas such as sport, and a lack of positive and accurate portrayals of LGBT people in the media and arts.

“It all comes down to the fact that there aren’t enough publicly open LGBT figures.”

Lesbian woman, 25-34, Edinburgh

9 Awareness and embedding of rights

A number of respondents raised a concern that while LGBT people in Scotland now have greater equality and protections in the law, many are still not aware of their rights and do not know where they should go to get information about them, or what to do if they are infringed upon.

Similarly, respondents felt that many employers and service-providers were not adequately aware of the rights that LGBT people have or the policies that they should have in place in order to ensure equality.

10 Employment

A number of respondents raised a concern that Scotland’s employers are not always aware of the rights that their LGBT employees have, and do not always provide adequate support when employees face prejudice or discrimination at work. Examples given include complaints by employees not being dealt with appropriately.

“In the workplace, managers and staff are not given anywhere near enough training to help them deal with homophobic harrasment and bullying, even if people had the confidence to report it.”
Lesbian woman, 55-64, Selkirk

“There are inequalities in employment due to prejudice despite anti discrimination legislation, finding employment is definitely harder if you are openly LGBT.”
Lesbian transgender woman, 35-44, Aberdeen

“There is too much discrimination in schools and workplaces where bullying sometimes is swept aside because people don’t know how to deal with it.” **Lesbian woman, 15-24, Glasgow**

11 Specific employment problems for transgender people

A number of respondents raised a concern that transgender people are at a particular disadvantage when it comes to employment. Examples given include the impact that transitioning and gender reassignment treatment can have on maintaining a job, and the knock-on impact that transphobic prejudice and bullying can have on educational attainment.

“We still face hidden inequality, Too often we are given another excuse for not being given a job or service.”
Transgender woman, 45-54, Grampian

“As a Transgender person, I have experienced discrimination in the education industry (as a staff member, not as a student). Despite the law, I have been told by a teacher training recruiter that there is no way I would be allowed to enter the teaching profession if I chose to undergo transition around the same years.”
Transgender woman, 35-44, Edinburgh

“Transgender people like me can face serious prejudice in society as well as serious discrimination in employment. This is in both finding employment and in their places of work when they are in employment.”
Bisexual transgender woman, 15-24, Edinburgh

“Trans women (in particular) find it difficult to secure gainful employment.”

Bisexual transgender woman, 55-64, Edinburgh

“People who are visibly trans still find it very difficult to find employment.”

Bisexual non-binary person, 35-44, Glasgow

“Transgender people in particular face discrimination in the workplace, often finding it difficult to find employment because of severe discrimination.”

Transgender non-binary person, 25-34, Edinburgh

12 Additional economic disadvantage for transgender people

Respondents also raised concerns about economic disadvantage that transgender people can face because of trouble securing and maintaining employment, and because of the cost of gender reassignment treatments that are not currently available on the NHS.

13 Support services

Respondents highlighted a concern that LGBT people often do not receive enough support when ‘coming out’ and when growing to understand their sexual orientation and gender identity.

Particular issues raised include the lack of support groups, and a lack of available information, particularly for young people.

“There are no active trans support groups in Dundee. I have to travel to Perth to attend one.” **Transgender woman, 45-54, Dundee**

14 Fear of prejudice

In addition to the direct impact that incidents of prejudice and discrimination can have on LGBT people, some respondents also highlighted the negative impact that a fear of prejudice can have.

The main examples given include LGBT people not feeling able to come out or discuss being LGBT for fear of a negative reaction, people not wanting to hold hands with their partners or show affection in public for fear of abuse, and people not participating in certain aspects of society such as sport and religion, because of a feeling that the environment is not LGBT-inclusive.

“We are restricted in our actions for fear of how others may react.”

Lesbian woman, 45-54, Perth

“I would not feel comfortable walking hand in hand with a boyfriend down the street in many areas, especially away from the larger cities.” **Gay man, 25-34, Glasgow**

“I always have to consider the safety of holding my same-sex partner’s hand in public because of potential abuse.”

Lesbian woman, 25-34, Edinburgh

“Many LGBT people do not feel comfortable holding hands or related public practices which are deemed ‘normal’ for straight couples.”

Gay man, 15-24, Edinburgh

“LGBT people can’t always live their lives the way heterosexual people can, for example not being able to hold hands with their loved one in the street for fear of being attacked, physically or verbally.” **Gay man, 15-24, Glasgow**

“I would certainly not feel comfortable holding hands with a partner in public.” **Gay man, 15-24, Edinburgh**

“There is still a lot of homophobia in daily life – for example, my partner and I feel secure about showing affection in the city centre/ west end of Glasgow but would be more cautious in other areas of the city.” **Gay man, 45-54, Glasgow**

“There are few places in Scotland where a same sex couple can freely walk hand in hand or exchange a kiss in the way that mixed sex couples are able to, without low-level harassment or worse.”

Gay man, 35-44, Edinburgh

“I don’t feel safe holding my civil partner’s hand in the street.”

Lesbian woman, 25-34, Glasgow

15 Long-term impacts of prejudice

A number of respondents raised a concern that LGBT people can be disadvantaged by the long-term impact of incidents of prejudice and discrimination. Examples given included the long-term impacts on confidence, self-esteem, health and wellbeing.

4 | EXPERIENCES OF COMING OUT AND LIVING OPENLY



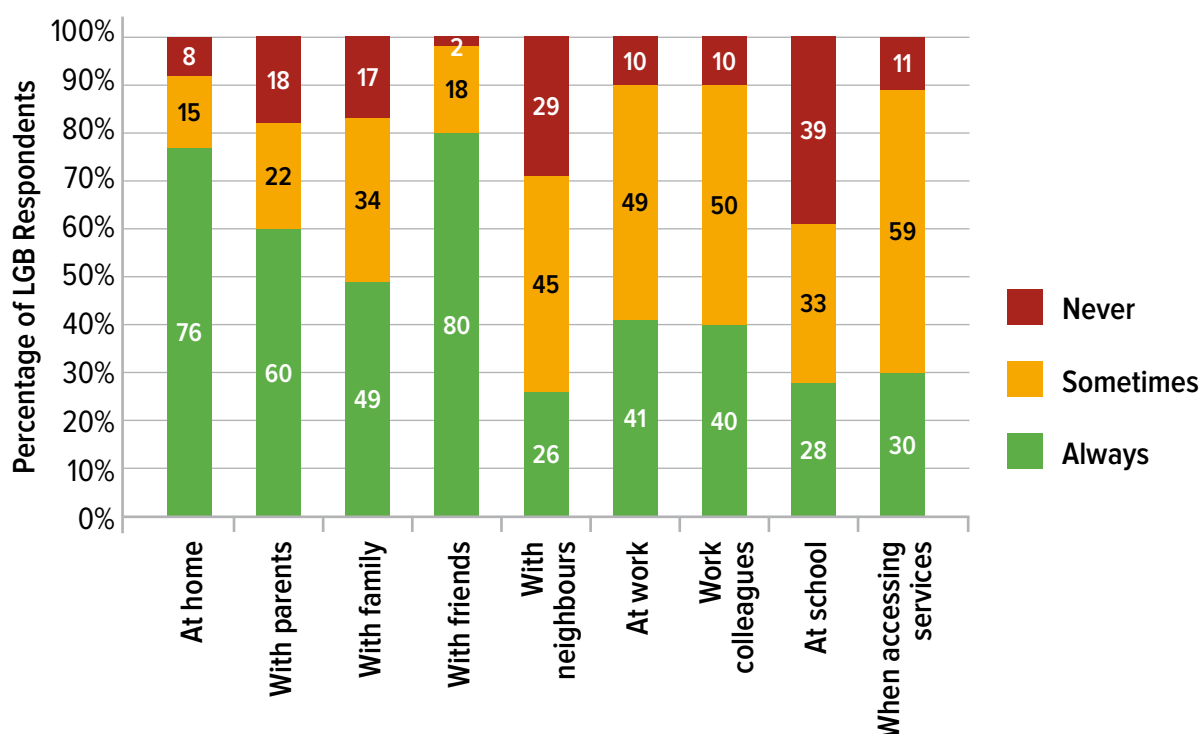
EXPERIENCES OF COMING OUT AND LIVING OPENLY

While LGBT people in Scotland are today more able to ‘come out’ and live openly than perhaps ever before, our research revealed that a worryingly high proportion still feel unable to be open about their sexual orientation, gender identity and history in their everyday lives, even with those they are closest to.

Being open about being lesbian, gay, or bisexual

Lesbian, gay and bisexual respondents felt least able to be open about their sexual orientation at school, when accessing services, and with neighbours. Almost three quarters of LGB respondents said they “never” (39%) or only “sometimes” (33%) felt able to be open about their sexual orientation at school, while seven out of ten LGB respondents said they “never” (11%) or only “sometimes” (59%) felt able to be open about their sexual orientation when accessing services.

Figure 14. Do you feel able to be open about being lesbian, gay or bisexual in each of the following situations?



Similarly, a large proportion of LGB respondents felt unable to be open about their sexual orientation when at work and with their colleagues. Six out of ten LGB respondents said that they “never” (10%) or only “sometimes” (49%) felt able to be open about their sexual orientation at work, and a similar number “never” (10%) or only “sometimes” (50%) felt able to be open with their colleagues.

Perhaps unsurprisingly LGB respondents felt most able to be open about their sexual orientation with those they are closest to, including their friends, parents, and wider family. However, a significant proportion still felt unable to be open even in these circumstances.

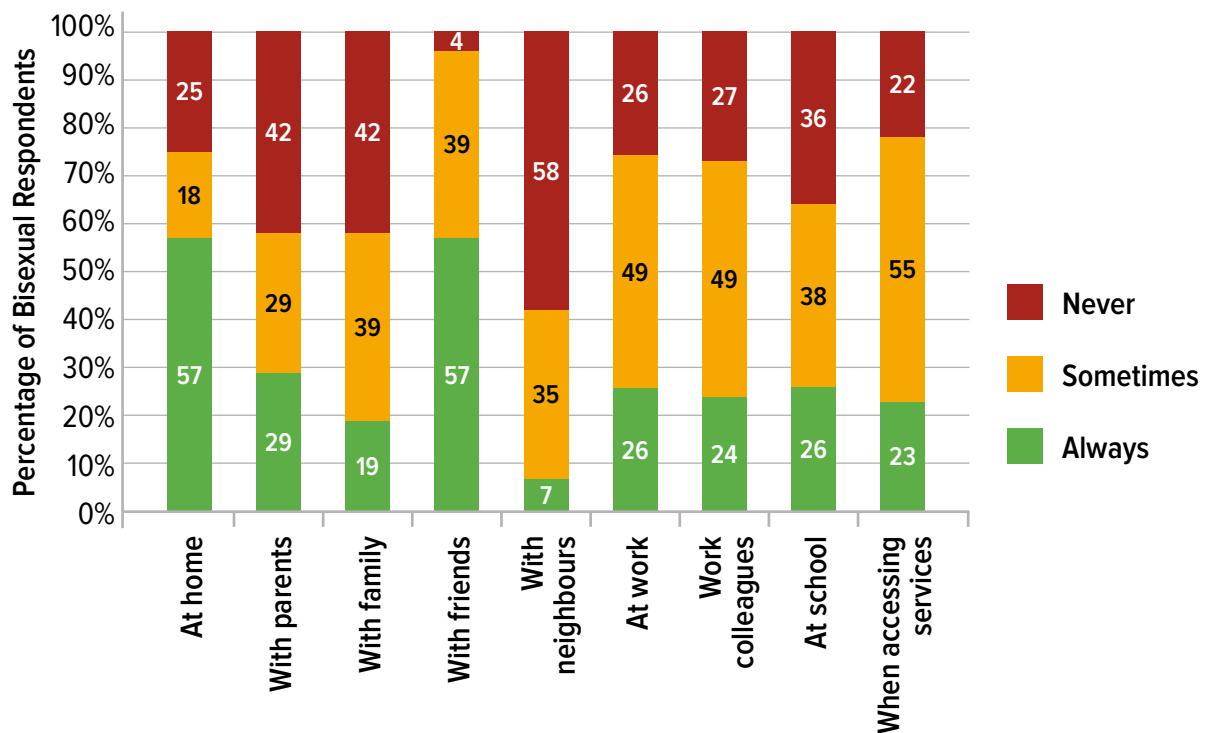
Almost a quarter of LGB respondents said they “never” (8%) or only “sometimes” (15%) felt able to be open about their sexual orientation in their own homes, and almost three quarters said they “never” (29%) or only “sometimes” (45%) felt able to be open with their neighbours.

Two out of ten LGB respondents said they “never” (2%) or only “sometimes” (18%) felt able to be open with their friends, while four out of ten “never” (18%) or only “sometimes” (22%) felt able to be open with their parents, and more than half said they “never” (17%) or only “sometimes” (34%) felt able to be open with their wider family.

Being open about being bisexual

Our research showed that, of LGB respondents, bisexual respondents felt least able to be open about their sexual orientation, by a consistent and significant margin. Shockingly a quarter of bisexual respondents said they “never” felt able to be open about their sexual orientation in their own homes (25%), while four out of ten felt unable to ever tell their parents or wider family (42%).

Figure 15. Do you feel able to be open about being bisexual in each of the following situations?



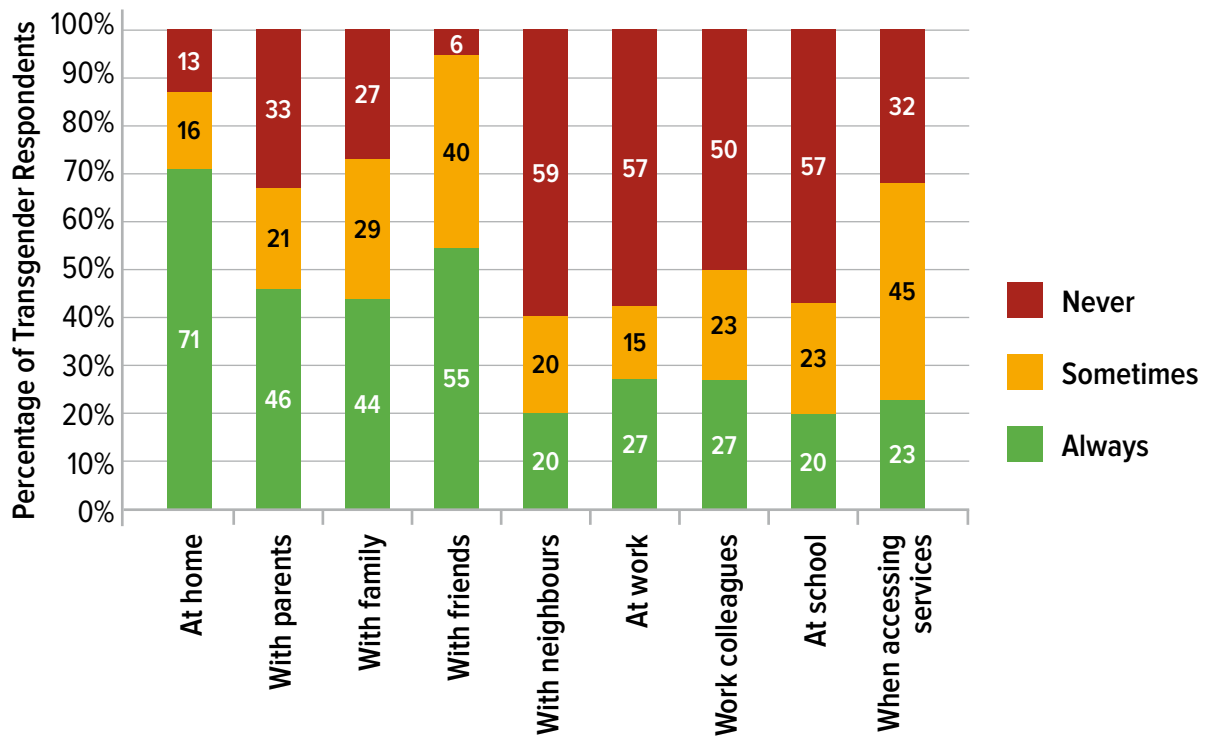
Being open about being transgender

Transgender respondents felt least able to be open about their gender identity and gender history at school and when accessing services. Eight out of ten transgender respondents said that they “never” (57%) or only “sometimes” (23%) felt able to be open at school, and three quarters said that they “never” (32%) or only “sometimes” (45%) felt able to be open when accessing services.

In the workplace, seven out of ten transgender respondents said they “never” (57%) or only “sometimes” (15%) felt able to be open, while a similar number “never” (50%) or only “sometimes” (23%) felt able to be open with their colleagues.

As with LGB people, transgender people felt most able to be open with friends and family. Yet, almost a third of transgender respondents said they “never” (13%) or only “sometimes” (16%) felt able to be open in their own homes, while eight out of ten “never” (59%) or only “sometimes” (20%) felt able to be open with their neighbours.

Figure 16. Do you feel able to be open about being transgender in each of the following situations?



Almost half of transgender respondents said they “never” (6%) or only “sometimes” (40%) felt able to be open with their friends, while more than half said they “never” (33%) or only “sometimes” (21%) felt able to be open with their parents, and almost six out of ten said they “never” (27%) or only “sometimes” (29%) felt able to be open with their wider family.

Particular areas of concern

While the research revealed significant problems across the board, with many LGBT people feeling unable to live openly and be themselves, the results also showed some particular areas of concern, including that:

- In most situations LGBT people living in rural parts of Scotland feel less able to be open than those living in urban areas.
- In most situations disabled LGBT people feel less able to be open than non-disabled LGBT people.

- In most situations LGBT people with Christian religious beliefs feel less able to be open than those with no religious beliefs, while a number of respondents mentioned the religious beliefs of their families as a significant barrier to coming out.

Why LGBT people feel unable to live openly as themselves

Respondents gave two main reasons as to why they felt unable to be open about being LGBT. These were a fear of negative reactions and fear of different treatment, both towards themselves and towards their loved ones. Often these fears were based on negative experiences they had faced when being open with others in the past.

“I always have to be careful who I come out to so as to avoid adverse reactions.”
Lesbian woman, 15-24, Edinburgh

“Those of us who are Christians can’t be out in church.”
Lesbian Roman Catholic woman, 45-54, Midlothian

“Growing up and living with my strict Muslim family means that revealing my sexuality, let alone expressing it would get me disowned and my family dishonoured. I am a lesbian. But I also am a member of my family who I love and cherish. I’ve put them first and never ever mentioned or made any outward expression of this because my love for my family has been greater than my desire to be free. I know this is wrong but I have to accept the hard truth and make a decision which will make me most happy. The alternative would be a lonely ostracised life.”
Lesbian Pakistani woman, 15-24, Glasgow

“Every time... I’ve opened up about being transsexual it has been a bad experience, ranging from divorce, to homelessness, to loss of close friendships, to rejection by parents.”
Transgender woman, 35-44, Edinburgh

“Previous experience has made me reluctant to come out at work”
Lesbian woman, 25-34, Kilmarnock

“My parents disowned me for two and a half years claiming they had never met another gay person and that I had chosen to be gay”
Lesbian woman, 25-34, Kilmarnock

“I feel anxious about telling people, especially colleagues. It changes the way that people react to you.”

Gay man, 15-24, Glasgow,

“My workplace is a school... whilst I am sometimes happy to be ‘out’ with colleagues, I am not at all comfortable with being out with parents and students.”

Gay man, 35-44, West Lothian

“My parents are not accepting of my sexuality as they are rather strict Irish Catholic.”

Lesbian woman, 25-34, Edinburgh

“I find it difficult to bring it up with my GP.” **Gay man, 15-24, Edinburgh**

“My family disowned and disinherited me for simply being a trans woman.”

Transgender woman, 35-44, Edinburgh

“I am more cautious at school with other parents because I am always conscious of the impact of other parents’ views and how those could affect my daughter at school.”

Lesbian woman, 35-44, Edinburgh

“Sometimes it’s difficult to be open about the way you live your life for fear of “offending” people.”

Gay man, 15-24, Glasgow

“My daughter is no longer at school, however this was a setting I was not open in. In fact for much of her high school years I did not engage with school activities that were not essential.”

Lesbian woman, 45-54, South Lanarkshire

“I still think twice about coming out at work, in new social situations, that sort of thing, because some people may not react very well.”

Bisexual Jewish woman, 25-34, Glasgow

“Many people are still fearful about coming out, especially in rural areas because of the ‘traditional’ views held and the dependence on that small community.”

Lesbian woman, 55-64, Selkirk

“Once people know that I am bisexual they treat me differently. Men instantly assume I am a lesbian and women think that I fancy them purely because of my sexual orientation.”

Bisexual woman, 15-24, Edinburgh

“I was outed by a family member, a few weeks ago, to a church community where I’d done a lot of volunteering, who now want nothing to do with me.”

Bisexual man, 15-24, Stirling

“Bisexuality is still considered to be ‘greedy’ or a ‘phase.’”

Bisexual woman, 15-24, Edinburgh

Why it matters

While it should be up to each individual LGBT person to decide if they want to come out and who they want to tell, the Equality Network believes in bringing about a society where everyone feels able to live openly and be themselves. No LGBT person should feel as though they need to hide who they are for fear of negative reactions and treatment.

Feeling able to live openly and honestly is vital for close relationships with friends and family. LGBT people must also feel comfortable to be themselves at work and with colleagues, not least so that they are able to work effectively.

Furthermore, being open can be necessary and important when accessing services, in order to ensure that needs are met appropriately. Such services include healthcare, education, policing, pensions, or the many other areas of life that can be affected by sexual orientation, gender identity and/or gender history. Some LGBT people even exclude themselves from accessing services because they fear being in a situation where they need to come out.

5 | LIFE ACROSS SCOTLAND: THE URBAN-RURAL DIVIDE



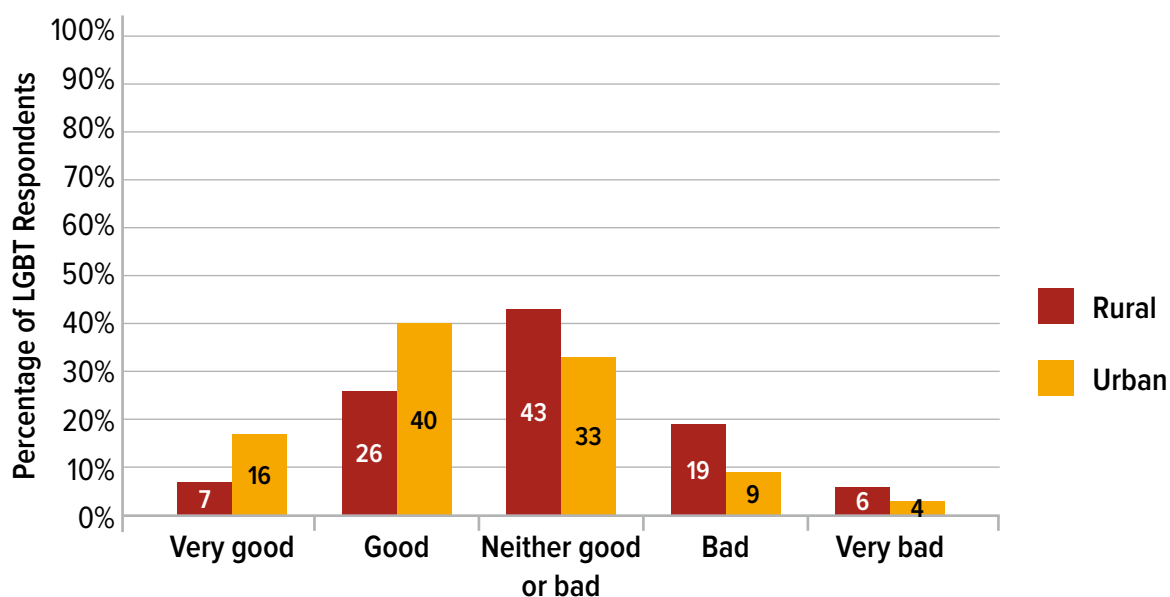
LIFE ACROSS SCOTLAND: THE URBAN-RURAL DIVIDE

The experiences of LGBT people vary significantly across Scotland, with respondents who live in rural areas consistently reporting a more negative experience than those living in urban areas.

Views on the local area

Almost a quarter of LGBT respondents living in rural parts of Scotland (24%) described their local area as a ‘bad’ or ‘very bad’ place for LGBT people to live, compared to 12% of those living in urban areas.

Figure 17. How would you rate your local area specifically as a place for LGBT people to live?



Why LGBT people view their local area as a bad place to live

Respondents outlined the reasons they felt their local area (rural or urban) was a bad place for LGBT people to live. These reasons include a high prevalence of prejudice and discrimination, a lack of local services that meet the needs of LGBT people, and a sense of isolation due to a lack of local social opportunities with other openly LGBT people.

“There is very little for LGBT people in this area.”

Gay man, 25-34, Kilmarnock

“My home area, the Scottish Borders, is a very tight-knit, small-minded area. Most of my friends who came out while living in that area have had a lot of problems with prejudice and often violence.”

Bisexual woman, 15-24, Borders

“I would love to move away from the small minded mentality that pervades some elements of Scottish society. It would be great to just leave my front door and walk down the street without being subjected to abuse, ridicule, or physical intimidation.”

Transgender woman, 35-44, Edinburgh

“I could never display affection towards my other half. The thought terrifies me in case someone says or does something.”

Gay man, 25-34, Glasgow

“There is a major difference in attitudes to gay people in small villages and towns than there is in cities. There is very little visibility of gay people outside places like Glasgow.”

Gay man, 25-34, Kilmarnock

“Especially in the Highlands there is intolerance of LGBT folk – driven mostly by the Church’s attitudes.”

Lesbian woman, 45-54, Highlands

“Many people, especially in the West of Scotland, still face exceptionally old-fashioned views about the LGBT community, so every day LGBT people are still facing the same prejudice they did thirty and forty years ago.”

Bisexual woman, 15-24, Paisley

“As a gay man on a low wage living in a council house in a small town, I still do not feel confident enough to be ‘out’ where I live as I don’t really feel changes in the law to protect LGBT people will change the opinions of those who are already set in prejudiced ways. I understand that nothing will change until more LGBT people step out of the darkness but, it is quite a frightening prospect in areas where even sectarianism still pervades despite the small advances made in that direction.” **Gay man, 35-44, Paisley**

“Scotland has more countryside and remote islands than it has big cities. In the countryside there is still more prejudice towards LGBT [people] and fear to come out from LGBT people ourselves.”

Lesbian woman, 55-64, Moray

“Inverness is changing but it is still very parochial and people who are ‘different’ stand out.”
Heterosexual woman, 35-44, Inverness

“Attitudes have somewhat improved in most large cities but can be narrow-minded in smaller towns and villages.”
Bisexual woman, 35-44, Highland village

“There is still a very strong stigma around being openly gay in the areas outside of the major cities. It can be very uncomfortable to hold my partner’s hand in public.” **Gay man, 25-34, Irvine**

“Prejudice is still a major problem in rural Scotland where it is socially acceptable to taunt people and harass them about their sexuality in a way which is unacceptable and far rarer in the larger urban conurbations.”
Bisexual man, 25-34, Dumfries and Galloway

“I live in a rural area. I do not feel my family would be safe if it was known I was trans.”
Transgender man, 35-44, Aberdeenshire

Social isolation

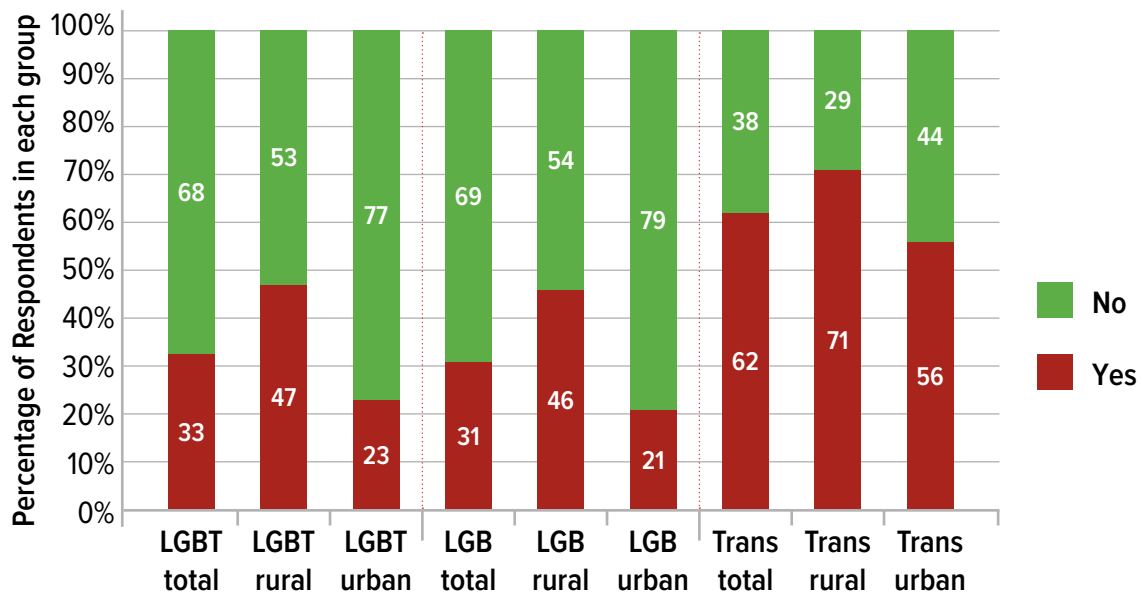
A third of all LGBT respondents (33%) said they felt isolated where they live because they were LGBT.

Reports of isolation were highest among LGBT people living in rural parts of Scotland with almost half (47%) stating they felt isolated, compared to around a quarter of those in urban areas (23%).

Of all respondents, transgender people were most likely to feel isolated, with a majority in both rural (71%) and urban (56%) parts of Scotland reporting that they felt isolated where they lived.

Reports of isolation were also higher across Scotland among disabled LGBT people (45%) and LGBT people under 25 (37%). This is likely to reflect the additional barriers that these groups face.

Figure 18. Do you feel isolated where you live because of being LGBT?



Reasons why LGBT people feel isolated

LGBT respondents outlined the reasons they felt isolated where they live. These included a lack of other openly LGBT people in the area, a lack of services aimed at LGBT people such as social groups and venues, and problems with prejudice and discrimination in the area.

“For many years I lived in a small mining village in Fife and I really thought I was the only ‘gay’ in the village... I had no idea that there were other LGBT people living close by. I eventually moved to Edinburgh and the sense of relief I felt was like a great weight being lifted from my shoulders. For the first time in my life I could be who I was, who I wanted to be, not try and lead some type of double-life... this type of social exclusion is still going on.”
Gay man, 45-54, Edinburgh

“Attitudes towards transsexual people in Wigtownshire are in the dark ages.”
Transgender woman, 45-54, Dumfries and Galloway

“I definitely did feel isolated when I lived up north in a rural area, there did not seem to be much of an LGBT network there.”
Lesbian woman, 35-44, Edinburgh

“I feel isolated due to the lack of services available for gays and lesbians in my area.”
Gay man, 15-24, Inverclyde

“I live in a rough area where people I know have been physically attacked for being LGBT”
Bisexual man, 25-34, Glasgow

“There is a feeling of being the only gay in the village.”
Gay man, 35-44, Paisley

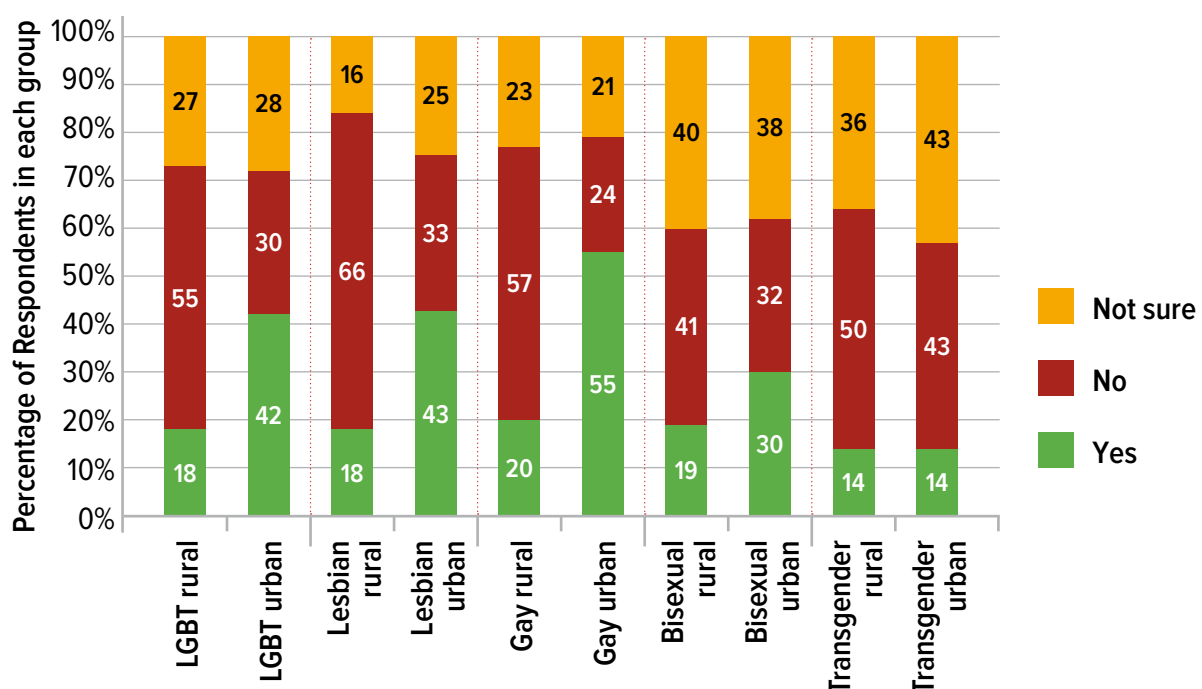
Views on local service provision

Four out of ten LGBT respondents across Scotland (40%) said that services in their local area do not meet the specific needs of LGBT people.

In particular, LGBT people living in rural parts of Scotland were significantly less satisfied with local service provision than those living in urban parts of Scotland, with more than half of rural respondents (55%) reporting that local services did not meet their needs compared to around a third (30%) of those living in urban areas.

Among transgender people satisfaction with local services was at a similar level in both rural and urban areas, with 50% of transgender respondents in rural areas reporting that local services did not meet their needs compared to 43% in urban areas.

Figure 19. Do local services in your area meet the specific needs of LGBT people?



How local services are failing to meet the needs of LGBT people

Respondents outlined the reasons why they felt that local services were not currently meeting the needs of LGBT people. These included a view that mainstream public services, such as schools, health and social care providers, did not understand or address the specific needs of LGBT service users.

Other respondents, particularly those in smaller towns and more rural areas, mentioned the lack of LGBT-specific services within a reasonable distance, including gender reassignment services, transgender health services, and targeted LGB sexual health services.

Another issue frequently mentioned was a lack of support services for LGBT people. In particular, there was concern that young people and transgender people often have no access to support and information at vulnerable times in their lives. For instance, it was noted that many parts of Scotland do not have a local LGBT youth group or a transgender support group.

Finally, respondents mentioned the lack of LGBT social groups, venues and opportunities outside of the big cities, which makes it difficult for LGBT people to meet others like themselves.

“I don’t think local services do anything for LGBT people. I have to go to Glasgow for the sexual health clinic.”

Gay man, 25-34, Kilmarnock

“You have to travel more than 2 hours to Edinburgh or Glasgow to get appropriate support or access friendly bars and clubs.”

Bisexual man, 35-44, Dumfries

“There are no facilities in Kilmarnock such as groups where LGBT people can meet in safety without the fear of being attacked physically and abused verbally.”

Transgender woman, 55-64, Kilmarnock

“No trans services at all.”

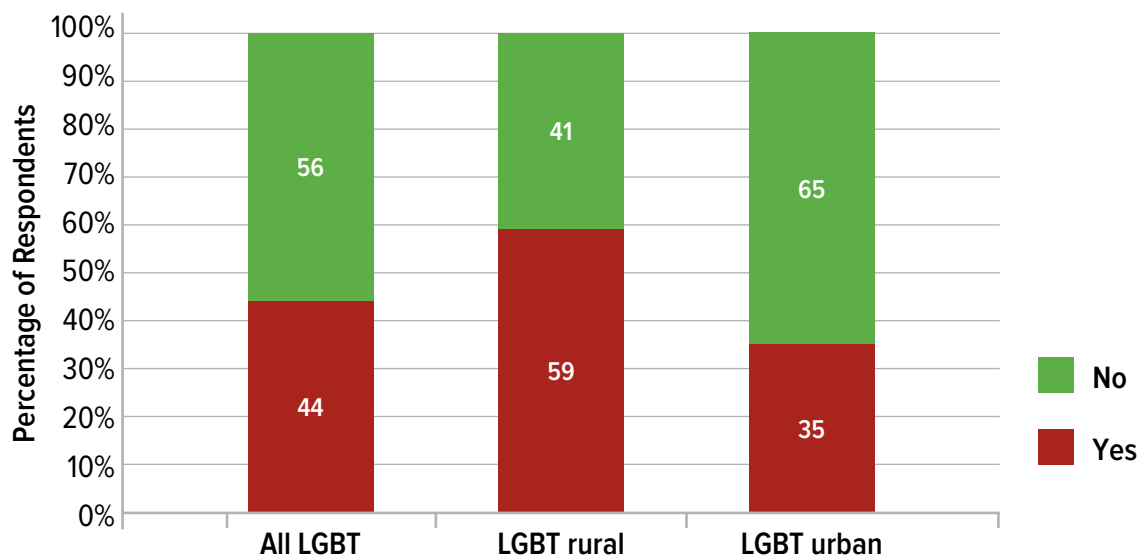
Transgender woman, 35-44, Aberdeen

Accessing services that do meet the needs of LGBT people

Almost half (44%) of LGBT respondents say that they have to regularly travel outside of their local area to access services that do meet the needs of LGBT people.

In particular, LGBT people living in rural parts of Scotland were significantly more likely to regularly travel outside of their area to access services (59%) than those living in urban areas (35%).

Figure 20. Do you regularly travel outside your local area to access LGBT services?



The services that LGBT people travel to access

Respondents outlined the main services that they had travelled to access. These include LGBT-specific healthcare, such as sexual health services, gender reassignment services, support groups, and social venues.

“I frequently visit Edinburgh and London to be able to go to gay bars... so that I can relax in an environment where I can be myself without worrying about it.” **Gay man, 35-44, Orkney**

“I travel 5 hours, a 10 hour round trip, to the Sandyford (gender identity) clinic.”
Transgender man, 35-44, Aberdeenshire

“Travel to Charing Cross Hospital in London for gender reassignment surgery.”
Transgender woman, 45-54, Edinburgh

“I go to Glasgow for sexual health checks.” **Gay man, 45-54, Falkirk**

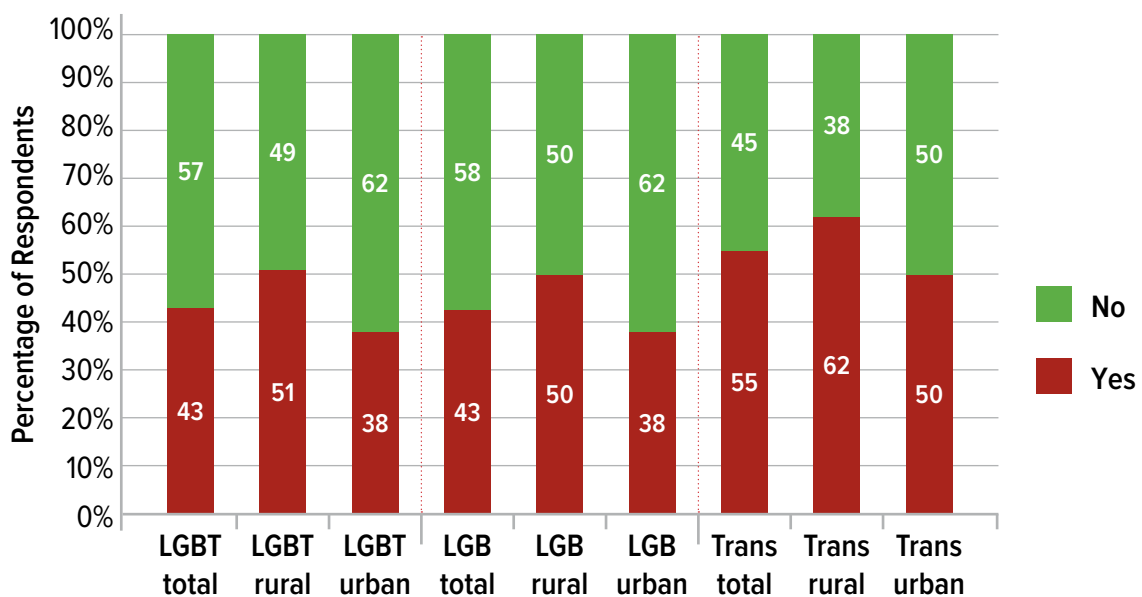
LGBT migration

More than four out of ten LGBT respondents (43%) have either moved, or have considered moving, from their local area specifically because they were LGBT.

This was often a move from a rural part of Scotland to a big city, to another more urban part of the UK, or even overseas.

The figure was particularly high for LGBT people currently living in rural parts of Scotland (51%), transgender people (55%), and disabled LGBT people (50%). This may reflect higher levels of social isolation, and a particular lack of service provision, affecting these groups.

Figure 21. **Have you ever moved, or considered moving, to live in a different area because of being LGBT?**



Why LGBT people move away from their local area

Respondents gave a range of reasons as to why they had moved, or wanted to move, from their local area. These included wanting to live somewhere that had a more accepting culture towards LGBT people and less discrimination, as well as more social opportunities, and more services that meet the needs of LGBT people.

“I wanted to move from Dundee to Glasgow because I believe that more liberal attitudes towards LGBT people exist here.” **Gay man, 15-24, Glasgow**

“I used to live in a rural area and would like to go back but don’t think I’d feel safe in many rural areas.” **Lesbian woman, 45-54, Glasgow**

“Moved to Edinburgh to be closer to better services and support. Lived in Kirkcaldy, Fife and was very, very isolated in being LGBT.” **Transgender man, 35-44, Edinburgh**

“Bigger cities have more available for LGBT people... services in bigger cities are more likely to meet the needs of LGBT people.” **Gay man, 25-34, Edinburgh**

“Just recently moved, wanted to be somewhere more accepting.” **Lesbian woman, 15-24, Edinburgh**

“I left my home town on the west coast in the late 80s because I knew I couldn’t live an open and happy life there – It did feel like I was the only gay in the village.” **Lesbian woman, 35-44, Edinburgh**

“I moved away from Fife to be as far away from the people in my street who used to harass me for being a lesbian. At the time there was also no visible support networks or spaces to go to.” **Lesbian woman, 15-24, Aberdeen**

“I moved to the south east of England. This was partly because I found Scotland a difficult place to be gay.” **Gay man, 45-54, England**

“My partner and I will return to Melbourne, Australia. One of the reasons for our return is that we have found it to be very difficult to be openly gay women in Glasgow.” **Lesbian woman, 25-34, Glasgow**

“While growing up in Lanarkshire, I couldn’t wait to move away to live a free life.” **Gay man, 25-34 Aberdeenshire**

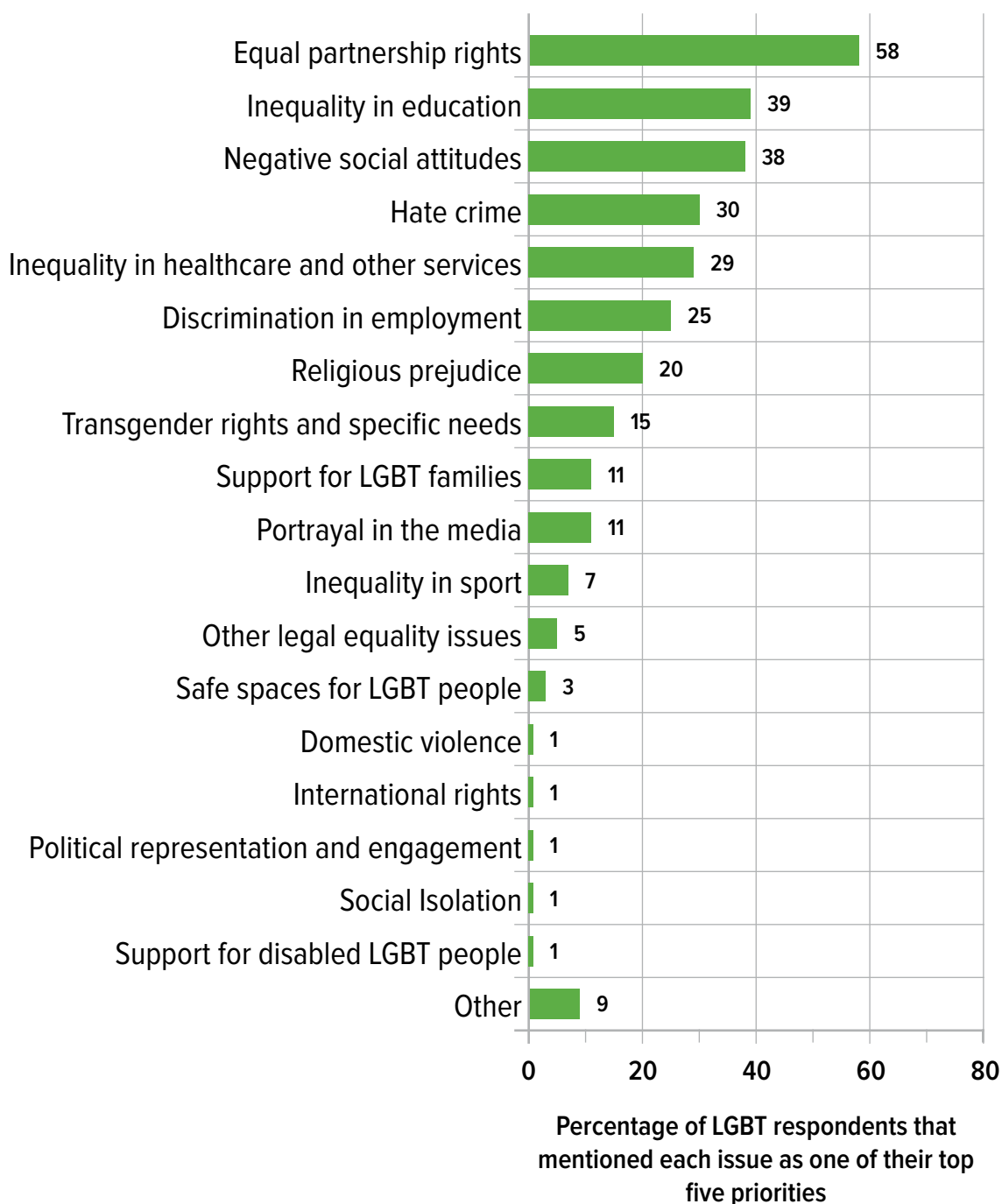
6 | LGBT PEOPLE'S TOP PRIORITIES FOR TACKLING INEQUALITY



LGBT PEOPLE'S PRIORITIES FOR TACKLING INEQUALITY

In addition to asking LGBT people their experiences of inequality in Scotland our research also sought their views on what needs to be done to tackle the prejudice, discrimination and disadvantage that LGBT people face. We asked LGBT respondents to highlight the five LGBT inequality issues that they thought were most important to tackle.

Figure 22. LGBT people's top priorities for tackling inequality



Priority concerns

The main issues raised were:

1 Equality in the law and public policy

The issue raised by the most respondents by far was equality in the law and public policy.

Equal partnership rights

In particular, respondents said the introduction of equal partnership rights for LGBT people was a top priority. Specifically respondents mentioned the need to fully implement Scotland's same-sex marriage legislation (under consideration at the time of the survey), legalise mixed-sex civil partnerships, and introduce equal pension rights for same-sex couples.

Transgender equality

The second most prevalent legal equality issue raised was equal rights and protections for transgender people, including the need to ensure all transgender people have clear legal protections from discrimination, and the need to reform gender recognition laws to make it easier for transgender people to get legal recognition of their gender and to ensure that non-binary people are also able to get gender recognition.

Other equality issues

Other equality issues in the law and public policy raised by respondents included the ban on sexually active gay and bisexual men donating blood, and the need to ensure that LGB people are protected from harassment in the provision of goods, facilities and services. (Currently, sexual orientation is one of only two characteristics not protected in that way by the Equality Act 2010).

2 Ensuring public services meet the needs of LGBT people

Ensuring that public services meet the specific needs of LGBT people was the second most frequently raised issue.

Education

In line with the findings of previous Equality Network consultations, tackling inequality in Scotland's education system came out as another top priority for LGBT people. A range of specific issues were raised, including the need to ensure an inclusive curriculum, to improve pastoral care, and to tackle prejudice-based bullying in schools more effectively.

Healthcare

Ensuring that Scotland's healthcare system meets the needs of LGBT people was also a key priority for LGBT respondents. Specific issues raised included ensuring better access to gender reassignment services for transgender people, tackling health inequalities faced by LGBT people in mental, sexual and reproductive health, and ensuring NHS and other healthcare staff are trained to understand the needs of LGBT people.

Other public services

Other public services mentioned as priority areas for improvement included the police and justice system, and housing and social care. Common themes in the issues raised by respondents included a need for training and resource to ensure public service providers understood and catered for the specific needs of LGBT people and were equipped to deal with incidents of prejudice and discrimination.

3 Improving social attitudes

The third most frequently mentioned priority for LGBT respondents was the need to improve social attitudes. In particular respondents cited the need for greater leadership from the Scottish Government and other key

actors in Scottish society to help challenge the negative attitudes and prejudice that LGBT people continue to face.

4 Tackling hate crime

The fourth most frequently mentioned priority was the need for action to reduce hate crime against LGBT people in Scotland.

5 Employment

The fifth most frequently mentioned priority was the need to tackle inequality in employment. Issues raised included discrimination and harassment by employers and fellow employees, people being unaware of their rights, and a need to make workplaces more LGBT-friendly and aware of the specific needs of LGBT people.

Diverse priorities

It should be noted that issues that directly affect a smaller proportion of respondents (e.g. transgender people, disabled LGBT people etc) will appear lower down the list of LGBT people's top priorities in Figure 22, but may nonetheless be of great importance to these particular respondents.

CONCLUSIONS AND RECOMMENDATIONS



CONCLUSIONS AND RECOMMENDATIONS

The Scottish LGBT Equality Report reveals comprehensively that, despite recent advances in legal rights and improvements in social attitudes, LGBT inequality remains a major problem in Scotland.

In addition to the remaining inequalities that continue to exist in the law, LGBT people in Scotland also face unacceptable levels of prejudice, discrimination and other forms of disadvantage in their everyday lives.

Almost all LGBT respondents to the survey had experienced an incident of prejudice or discrimination during their time in Scotland, and for the majority this was a recent experience, with almost half of respondents having faced an incident of discrimination within the last month.

The experiences outlined in this report reveal the stark reality of the inequalities that LGBT people still experience in modern Scotland, from verbal, physical and sexual abuse, to discrimination and less favourable treatment in Scottish workplaces and in public and commercial services.

In this context, it is unsurprising then that many LGBT people still feel unable to come out and be themselves, even among those they are closest to, for fear of the negative consequences it could bring.

More worrying still is the fact that many LGBT people across Scotland view their local area as being a 'bad' or 'very bad' place for LGBT people to live, and almost half of respondents say that they have moved, or considered moving, away from their local area – or out of Scotland entirely – to live somewhere where they can feel safe and accepted for who they are.

While it is right to recognise the significant progress that has been made in Scotland to date, this report sends a clear message that there is still a long way to go before the lived experience of LGBT people in Scotland is truly equal. As one respondent put it when considering the recent progress on LGBT rights in Scotland, *“What’s the use in me being able to*

get married to someone of the same sex if I then have to move out of my home to avoid being abused by people in my own community?"

If we are serious about creating a fair and equal society for everyone in Scotland, then this report shows that we cannot afford to become complacent or lose sight of the huge barriers that still remain to full equality for LGBT people in Scotland.

The following recommendations address the main issues raised in The Scottish LGBT Equality Report. The Equality Network is able to provide, or signpost to, further guidance, advice and training in each of these areas. For more information please contact: en@equality-network.org

As noted on page 4, the research for this report was conducted before the Equality Network added intersex equality to our charitable remit. We will be working with intersex people and organisations this year, with the aim of publishing further materials on intersex equality and human rights needs in Scotland.

Visible leadership

The Scottish Government should use its unique leadership role in delivering and influencing change across the law, public policy, services, employment, and social attitudes to advance LGBT equality in Scotland.

- The Scottish Government should publish a clear LGBT equality and human rights strategy with deliverable and measurable outcomes that address the discrimination and disadvantages LGBT people continue to face in the law and society.
- The strategy should be developed in consultation with LGBT people and equality organisations, and progress should be monitored and evaluated periodically.
- The Scottish Government should continue to take a leadership role on LGBT equality, by proactively seeking opportunities to

show a visible commitment to LGBT equality and to challenge prejudice, as it has done effectively in recent years when, for instance, hosting the Commonwealth Games and during the passage of equal marriage legislation.

Law and public policy

All LGBT people should be protected from discrimination and able to access their rights in Scotland, while remaining inequalities in the law and public policy should be addressed following consultation with LGBT people and organisations.

- The Scottish Government should consult with LGBT people and organisations on the inequalities that remain in Scotland's law and public policy and how best to reform the law.
- The Scottish Government should fully implement the Marriage and Civil Partnership (Scotland) Act 2014 and resolve outstanding partnership equality issues including the ban on mixed-sex civil partnership and the need to allow couples in non-Scottish civil partnerships to convert their civil partnership to marriage if they wish to do so.
- The Scottish Government should reform gender recognition law to bring it in line with best practice in other countries and to ensure all transgender and non-binary people are able to access their human right to legal gender recognition. This includes removing the psychiatric diagnosis requirement, reducing the age at which people can apply for gender recognition, and providing legal recognition for non-binary people who do not identify as men or women.
- Equality law should be amended and improved to equalise pension provisions for same-sex couples, to ensure that all transgender people are protected from discrimination, to ensure protections for LGBT people from harassment in services, and to include protection from multiple discrimination.

- Further consideration should be given to the desirability of devolving powers over equality law to the Scottish Parliament – a move that the Equality Network would strongly support.
- The Scottish Government should keep under review the 12 month ban on gay and bisexual men donating blood, with the aim of eliminating the ban as soon as it is considered safe and practicable to do so.
- The Scottish Government should continue to monitor the need for action to ban sexual orientation and gender identity conversion therapies in Scotland.
- The Scottish and UK Governments should review the effectiveness of sexual orientation and gender identity anti-discrimination laws, including the degree to which they are working effectively, understood and the extent to which LGBT people are able to access justice.
- The Scottish Government should work to increase understanding of the rights and discrimination protections that LGBT people have in Scotland, among LGBT people as well as employers and service-providers.

Social attitudes

There should be renewed efforts to promote the value of equality, to challenge prejudice, and to improve social attitudes towards LGBT people in Scotland.

- The Scottish Government should continue to fund media campaigns, such as the One Scotland campaign, that emphasise the Scottish Government's commitment to LGBT equality in Scotland, and should ensure that LGBT people are represented within wider initiatives and communications.

- The Scottish Government should continue to monitor social attitudes towards LGBT people, including through research such as the Scottish Social Attitudes Survey, and should explore ways to monitor social attitudes towards people with intersectional identities.
- Scottish broadcasters, online and news media should engage with LGBT organisations and people to ensure accurate and adequate portrayals and inclusion of LGBT people in the Scottish media.
- Religious organisations and LGBT organisations should engage with each other to promote understanding and challenge prejudice.
- Sports Governing Bodies (SGBs) and other sports sector organisations should commit to taking steps to challenge anti-LGBT prejudice and include LGBT people in all levels of sport, including by signing up to the Equality Network’s Scottish LGBT Sports Charter.
- Key organisations involved in Scottish public life should work to encourage LGBT involvement, seek to reduce barriers, and provide appropriate support to enable openly LGBT people to be better represented in Scottish public life, for instance in politics, business and sport.

Education

Scotland’s education system should promote equality and understanding, and it should provide a learning environment where all LGBT people feel safe, confident, and have an education that is relevant to their needs.

- All educational establishments should have in place clear and effectively communicated policies that ensure students and staff are not disadvantaged, discriminated against or bullied as a result of their sexual orientation or gender identity, including in non-discrimination and anti-bullying policies.
- All educational establishments should have clear anti-bullying policies and procedures that treat homophobic, biphobic and

transphobic bullying seriously, and ensure that such incidents are addressed and recorded properly.

- All educational establishments should ensure teaching and non-teaching staff have access to training to ensure they are fully aware of LGBT issues and are able to deliver LGBT-inclusive lessons, provide appropriate support for LGBT pupils, and effectively tackle homophobic, biphobic and transphobic bullying.
- All educational establishments should ensure the lives of LGBT people are included equally throughout the curriculum and in teaching materials, including in Relationships, Sexual Health and Parenthood Education (RSHPE), though also in wider subject areas as applicable, for instance History, Literature and Modern Studies.
- All educational establishments should seek to provide appropriate pastoral care and signposting for LGBT pupils dealing with issues related to their sexual orientation or gender identity.

Policing and justice

Hate crime and incidents against LGBT people should be tackled more effectively in Scotland, and LGBT people should have confidence in the justice system.

- The Scottish Government should commission comprehensive research on the workings and success of the first five years of the Offences (Aggravation by Prejudice) (Scotland) Act 2009.
- Police Scotland should publish quarterly regional statistics for reported sexual orientation and gender identity hate crimes and incidents in order to effectively monitor incidence.
- The Scottish Government, Police Scotland and other criminal justice agencies should work with LGBT organisations on measures to increase awareness of what constitutes a hate crime, to effectively communicate a determination to tackle hate crime,

and to increase confidence among LGBT people in reporting hate crimes.

- Police Scotland and third party reporting centres should ensure that their hate crime recording allows for the recording of multiple aggravating factors and that published statistics include how many hate crimes have multiple aggravating factors.
- Criminal justice agencies should put in place mechanisms to protect the privacy of LGB and transgender people when hate crime is prosecuted, to protect victims from intrusive media attention.
- Police Scotland should continue to engage with LGBT organisations and people on policing issues and needs, including through the LGBT reference group.
- Police Scotland and justice system bodies should train staff on LGBT issues to ensure they are able to deal appropriately with LGBT service users.
- Police Scotland should ensure officers are better equipped to support LGBT victims of hate crime and domestic abuse and signpost victims to appropriate support services.

Health and social care

Health and social care in Scotland should meet the needs of LGBT people and tackle the particular issues and inequalities that LGBT people can face.

- The Scottish Government should work with NHS Scotland to more effectively tackle the health issues and inequalities faced by LGBT people in Scotland, including addressing sexual, reproductive, and mental health needs and substance abuse.
- The Scottish Government should work with NHS Scotland to improve gender reassignment services, including a focus on the reduction of current waiting times.

- NHS Scotland staff, social care, and other healthcare providers should train staff on the needs and health concerns of LGB and transgender people in order to meet the needs of service users.
- NHS Scotland must take a leadership role in ensuring that general healthcare services (i.e. not LGB or transgender-specific services) are equipped to meet the needs of LGB and transgender people.
- NHS Scotland should ensure that sex-specific services such as cervical screening are easily accessible to all patients who require them, regardless of their gender identity or sexual orientation.
- NHS Scotland should have an organisation-wide policy in place stating that all patients will be assigned to the ward appropriate to the gender they live and identify as, regardless of their physical body.
- The Chalmers Centre and the Sandyford clinic should offer regular sexual health clinic sessions specifically for transgender people, staffed with staff with transgender expertise.
- NHS Scotland should commit resources to transgender and LGB specific suicide prevention and counselling services.
- NHS staff providing general mental health services should receive LGB-specific and transgender-specific training to ensure they are confident and competent to assist LGB and transgender people experiencing mental health difficulties.
- The NHS Scotland Gender Reassignment Protocol must be improved to take account of the limitations highlighted by the protocol audit.
- The eligibility criteria for breast and facial feminisation surgeries for trans women need to be removed from the Adult Exceptional Aesthetic Referral Protocol and fully incorporated into the Gender Reassignment Protocol.
- The National Gender Identity Clinical Network must have oversight of the Gender Reassignment Protocol and lead on its enforcement across all health boards.

- The NHS Scotland Gender Reassignment Protocol must be put into practice uniformly across all health boards.
- NHS Scotland must commit resources to support transgender people in remote locations to access services which cannot be efficiently provided in all localities.

Commercial, public and voluntary services

Commercial, public and voluntary services should meet the needs of LGBT people in Scotland and understand their obligations under the law.

- Commercial, public and voluntary service-providers should ensure they are aware of their legal obligations to provide services that do not discriminate on grounds of sexual orientation or gender identity.
- Services should incorporate visible representations of LGBT people in advertising and other communications.
- Service-providers should make the most of equality training and LGBT engagement opportunities to understand the needs of LGBT service-users.
- Services should avoid making assumptions about people's sexual orientation, gender identity, and lifestyle especially when such assumptions effect service provision.
- Service-providers should have training and clear and effectively communicated policies in place to ensure transgender and non-binary service-users and staff are able to make use of appropriately gendered facilities such as public toilets, changing rooms, and other facilities.
- Services should ensure that equality outcomes made under the public sector equality duty are genuinely inclusive of the needs of all LGBT people, and created in consultation with LGBT people

and organisations. These outcomes should be properly implemented, evaluated and amended where necessary.

- Organisations with equality advisory groups should include knowledgeable LGB and transgender-specific representatives
- Larger organisations should consider having LGB and transgender equality ambassadors or champions whose role it is to develop knowledge and disseminate it to colleagues and increase opportunities for LGBT visibility.
- Services should ensure equality and diversity or non-discrimination policies explicitly include protections for LGB and transgender people.
- Services should ensure during development that new policies are first thoroughly assessed for the impact they will have on LGB and transgender service users.
- Services should specifically aim to increase the number and diversity of people facing intersecting forms of discrimination involved in their consultations and service user groups so that people with real lived experiences of intersectionality can feed into service development.
- Services should make a concerted effort to make systems, forms, information, and materials reflective of transgender and LGB people’s needs:
 - The option of ‘other’ should be available when service users are asked to state their sex/gender.
 - Forms that seek information on service-users’ transgender history must make these questions distinct from questions about gender identity and sexual orientation.
 - Services should not assume that all people with a particular physicality are the same gender e.g. that all people who need prostate exams are male.
- Organisations should collect anonymised data on the experiences of LGBT people who interact with their services.

- Services provided to job seekers and benefits claimants need to take into account the specific barriers and concerns that LGBT people, particularly transgender people, experience and be equipped to help them deal with these.

Employment and the workplace

Employers should provide a welcoming and supportive work environment for LGBT people, and understand their obligations under the law.

- Employers should ensure they are aware of their legal obligations to prevent discrimination and harassment against LGBT employees.
- Employers should have clear and effectively communicated policies that ensure staff are not disadvantaged or discriminated against as a result of their sexual orientation or gender identity, and to deal with complaints of bullying and harassment.
- Employers should make the most of training and engagement opportunities to understand the needs of LGBT employees, and should consider the benefits of supporting LGBT staff networks.
- Employers should have clear and effectively communicated policies on supporting transgender staff who are transitioning.

The urban-rural divide

More work is needed to tackle the particular inequalities and issues faced by LGBT people in rural and island parts of Scotland.

- The Scottish Government, local authorities and providers of public services should consider how to better ensure that LGBT people living in rural areas of Scotland are able to more easily access public services, including support and health services, that meet their LGBT-specific needs.

- Local Authorities, Community Learning and Development Partnerships and LGBT organisations should regularly review LGBT capacity building in rural areas to ensure LGBT people are empowered and able to engage with decision-makers on the issues which affect their lives.
- The Scottish Government and Local Authorities should work to ensure that young LGBT people are able to access support-services such as LGBT youth groups and advice services.

Intersex equality

Understanding the needs of intersex people should be a key priority for the Scottish Government, services, employers, and LGBT equality organisations.

- The Scottish Government, services, employers, and LGBT organisations should engage with intersex people and organisations to better understand the needs and concerns of intersex people in Scotland, including the inequalities faced by intersex people in Scottish law and society.

Intersectionality

In implementing these recommendations, it is important to bear in mind that LGBT people are not all the same, and that many have intersectional identities. As this report identified, disabled LGBT people, minority ethnic LGBT people, and LGBT people with religious beliefs or families can face barriers that are more than simply a sum of those faced by people with different single protected characteristics.

- In implementing the recommendations in this report, there should be a particular focus on providing appropriate and supportive services for LGBT people living in rural areas.

- In implementing the recommendations, service providers should take particular care to be sensitive to the specific needs of people with intersectional identities, including disabled LGBT people, LGBT people with religious beliefs or families, and minority ethnic LGBT people. This can best be done in partnership with intersectional people and organisations that specialise in intersectional issues.

EQUALITY NETWORK



EQUALITY NETWORK

The Equality Network is Scotland's national lesbian, gay, bisexual, transgender and intersex (LGBTI) equality and human rights charity.

We were established in 1997 by LGBT activists who believed that Scotland needed a national organisation to voice the concerns of LGBT people and to work to secure full equality in the law and society. We added intersex equality to our charitable remit in 2014.

Our work

Our work has always been based in people's priorities, as identified through regular consultation and engagement with LGBT, and going forward also intersex, communities and individuals across Scotland.

Over the past eighteen years a key priority for LGBT people has been to remove inequality from the law. In that time the Equality Network has led successful campaigns to:

- ✓ Repeal Section 28
- ✓ Equalise the age of consent
- ✓ Allow gender recognition
- ✓ Introduce civil partnerships
- ✓ Secure protection from discrimination in employment and services
- ✓ Allow same-sex adoption, fostering and fertility treatment
- ✓ Reform sexual offences laws
- ✓ Establish hate crime laws
- ✓ Secure equal marriage

Our new Equal Recognition campaign aims to secure reform of Scotland's gender recognition laws, to ensure all transgender and non-binary people are able to access their human right to legal gender recognition: www.equality-network.org/equal-rec

While our national campaigns have secured major steps forward in legal equality, our work with key public services and organisations across Scottish society helps to ensure that LGBTI people receive equal treatment in their day-to-day lives.

The issues and recommendations outlined in this report will form a key part of our work with government, parliament and public services over the coming months and years. For more information on our work visit:

 www.equality-network.org

 www.facebook.com/equalitynetwork

 www.twitter.com/LGBTIScotland

 www.youtube.com/LGBTScotland

Scottish Transgender Alliance

The Scottish Transgender Alliance is the Equality Network's national project working to improve gender identity and gender reassignment equality, rights and inclusion in Scotland.

The project provides expert training and policy guidance to employers and service-providers across Scotland. It also informs trans people about their rights and provides trans equality conferences and skills development events to assist trans people to engage with public bodies. For more information on the STA project visit:

 www.scottishtrans.org

 www.facebook.com/scottishtrans.org

 www.twitter.com/scottishtrans

 www.youtube.com/scottishtrans

LGBT EQUALITY IN SCOTLAND



1980 **Homosexuality decriminalised**

1995 **Scotland's first Pride March**

1997 **Equality Network established**

1999/2003 **LGBT employment equality**

2000 **Armed forces ban lifted**

2000 **Section 28 repealed**

2001 **Equal age of consent**

2004 **Gender recognition**

2004 **Civil partnership**

2007 **Adoption equality**

2006/7 **Discrimination in services banned**



2008 **Equality in fertility law**

2009 **Sex laws equalised**

2009 **Hate crime laws**

2010 **Equality Act**

2014 **Equal marriage**

2016-21

Equal recognition?

www.equality-network.org/equal-rec



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EQUALITY NETWORK

We need your support to continue our vital work for LGBTI equality!

- Ensure our vital work for LGBTI equality continues
- Receive our exclusive Friends magazine
- Attend our annual Friends reception
- Get your Friends lapel pin

Your regular donation will ensure we can continue to make Scotland and the world a place where everyone can live free from prejudice and discrimination.



My Details

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Postcode:

Email:

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Donation details to Equality Network

I would like to make a monthly donation of

£3 £5 £10 £25 £

Starting on (fill in month and year)

01 / / or 15 / /

Gift Aid Declaration

Please treat all my future donations as Gift Aid donations. I confirm I have paid or will pay an amount of UK Income Tax and/or Capital Gains Tax for the current tax year (6 April to 5 April) that is at least equal to the amount of tax that all the charities and Community Amateur Sports Clubs (CASCs) that I donate to will reclaim on my gifts for the current tax year. I understand that other taxes such as VAT and Council Tax do not qualify. I understand that the charity will reclaim 25p of tax on every £1 that I have given. Tick to apply

Please fill in this whole form and send it to
(not to your bank!):

**Freepost RLXT-ABXL-THJE,
Equality Network, 30 Bernard Street,
Edinburgh EH6 6PR**

Envelope must be handwritten, not printed.

**Charity name:
Equality Network**

**Instruction to your
Bank or Building
Society to pay by
Direct Debit**

Name and full postal address of your Bank
or Building Society

To: The Manager.....

.....
Bank/Building Society

Address

.....
.....
.....

Postcode

Name(s) of Account Holder(s)

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.....

Bank/Building Society account no.

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Branch Sort Code

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Banks and Building Societies may not
accept Direct Debit Instructions from some
types of account.

Service User Number

6	9	1	2	1	3
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*Charities Aid Foundation, Kings Hill,
West Malling, Kent, ME19 4TA*

**Instruction to your
Bank or Building Society**

Please pay Charities Aid Foundation Direct
Debits from the account detailed in this
Instruction subject to the safeguards assured
by the Direct Debit Guarantee. I understand
that this Instruction may remain with Charities
Aid Foundation and, if so, details will be
passed electronically to my Bank/Building
Society.

Signature(s)

.....

.....

Date

.....

This document is available in PDF format on our website equality-network.org.

If you need it in larger print or another format, please contact us on **0131 467 6039** or en@equality-network.org.

EQUALITYNETWORK

LGBTI Equality and Human Rights in Scotland



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