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*GENDER IDENTITY*

***& SEXUALITY***

***A comprehensive list of LGBT+ information, resources, and further support.***

* Hate Crime ……………………………………..………….… Page 2
* Discrimination ..................................................... Page 3
* Monosexism & Anti-bisexual discrimination…. Page 4
* Gender Identity.……………………………….…………… Page 5 Sexuality………....................................................... Page 7
* LGBTQ+ and Disability………………………………….. Page 9
* LGBT+ and Faith……………………………….………….. Page 10
* LGBT+ and Race……………………………….………….. Page 11

***HATE CRIME***

***What is a Hate crime?***

Hate crime is the term used to describe an incident or crime against someone based on a part of their identity.

There are five categories of ‘identity’ when a person is targeted because of a hostility or prejudice towards their:

Disability

race or ethnicity

religion or belief (which includes non-belief)

sexual orientation

gender identity.

Victim Support also recognises crimes targeted at alternative sub-cultures (such as Goth) as a form of hate crime. Hate crime can be any criminal or non-criminal act such as graffiti, vandalism to a property, name calling, assault or online abuse using social media.

Source: <https://www.victimsupport.org.uk/crime-info/types-crime/hate-crime>

***How do I report a hate crime or incident?***

You can report a hate crime online: https://www.avonandsomerset.police.uk/report/hatecrime/ **Call 101 if it is not an emergency, if it is call 999**

Ask an adult you trust to report a hate incident to BANES: https://www.bathnes.gov.uk/services/your-council-and-democracy/equality-anddiversity/children-and-young-people-serious-equalit

***Where else can I get support?***

Call victim support on their free 24/7 Support line 08 08 16 89 111

Complete a request for support here: https://www.victimsupport.org.uk/help-and-support/gethelp/request-support

SARI – Stand against Racism and Inequality freephone to report and access support - **0800 171 2272** <https://www.themix.org.uk/crime-and-safety/victims-of-crime>

***DISCRIMINATION***

***What is discrimination?***

Discrimination can be defined as unfair actions, behaviour or treatment which comes from prejudiced feelings. Discrimination can be direct or indirect. Discrimination includes harassment and victimisation.

***How do I know if I have experienced discrimination?***

You might feel you have experienced discrimination when accessing a service, at school or work. Schools and work places should have Equality act 2010 is the main law which protects people from discrimination. t3-ci-122-discrimination-and-law-display-poster.pdf

***What can I do about it?***

If you have experienced a hate incident in school – you can ask an adult you trust to report a hate incident to BANES: <https://www.bathnes.gov.uk/services/your-council-and-democracy/equality-and-diversity/children-and-young-people-serious-equalit>

You can make a complaint directly to the person or organisation which you feel has discriminated against you.You can ask for support from third party such as a mediation service to help you resolve the issue.

If things still have not been resolved informally you can raise this formally through a court or tribunal.

***Where else can I get support?***

Citizens Advice: <https://www.citizensadvice.org.uk/law-and-courts/discrimination/https://www.themix.org.uk/work-and-study/workers-rights-and-pay>

Equality Advisory Support Service: <https://www.gov.uk/equality-advisory-support-service>

Workplace advice: <https://www.acas.org.uk/discrimination-bullying-and-harassment>

***Monosexism and Anti-bisexual discrimination***

**Monosexism:** Negativity shown to individuals who do not identify with monosexuality (Hayfield, 2020).

**Monosexuality:** Monosexuality is an attraction to a single-sex or gender, while non-monosexuality is an attraction to more than one sex or gender (Hayfield, 2020).

**Anti-Bisexual Discrimination:** Discrimination shown to bisexual individuals, irrespective of race, gender or sex. It is also an umbrella term that includes forms of discrimination such as Biphobia and Bisexual Erasure.

* **Biphobia:** Prejudice experienced by bisexual individuals from straight and gay individuals or communities (Bennet, 1992).
* **Bisexual Erasure:** ignoring, removing, falsifying evidence of bisexuality from a source and in its extremist form can perpetuate that bisexuality does not exist’ (Watson & Smith, 2020).
* **Sexual Abuse:** When someone (of any age) forced, pressurized or tricked into taking part in any kind of sexual activity with another person (Childline, 2021).
* **Sexual Violence:** Any kind of unwanted sexual act or activity, including rape, sexual assault, sexual abuse, and many others, irrespective of race, sexuality or gender (Rape Crisis England and Wales, 2021).

***Reporting***

Instances such as Biphobia, sexual abuse and violence qualify as hate crimes under the Equalities Act (2010) and as such can be reported to the police because they are discriminatory and criminal acts.

You can report a hate crime online at: <https://www.avonandsomerset.police.uk/report/hate-crime/> **Or** call 101 if it is not an emergency. If it is an emergency, then call 999.

Ask an adult you trust to report a hate incident to BANES: <https://www.bathnes.gov.uk/services/your-council-and-democracy/equality-and-diversity/children-and-young-people-serious-equality>

***Support***

**Off The Record:** https://www.offtherecord-banes.co.uk/lgbt-space

**Samaritans:** <https://www.samaritans.org/how-we-can-help/contact-samaritan/>

**Stonewall:** https://www.stonewall.org.uk/help-and-advice LGBT

**Switchboard:** <https://switchboard.lgbt/>

***Gender Identity***

**Sex:** The biological differences which are often categorised as “male” or “female”. A person’s hormone levels, chromosomes and genitalia are what defines a person’s sex. A child's sex is usually assigned at birth and usually based on their external genitalia.

**Gender:** describes a person's internal sense of their identity. For example, someone might identify as a woman or girl, non-binary, a man or boy, gender fluid, or something different. A person’s sense of gender may change during their lifetime.

You may have heard of some of these terms that people use to talk about gender identity:

|  |  |
| --- | --- |
| Cisgender/cis | Someone who is the same gender they were assigned at birth (i.e. they are happy with the gender on their birth certificate). |
| Transgender/trans | Someone whose gender is different from their sex at birth. A trans person does not have to have transitioned or changed their gender marker to identify as trans. A person can realise that they are trans at any age. |
| Gender dysphoria | Gender dysphoria is a term that describes a sense of unease that a person may have because of a mismatch between their biological sex and their gender identity. This sense of unease or dissatisfaction may be so intense it can lead to depression and anxiety and have a harmful impact on daily life. |
| Non-binary/ Genderqueer/ Gender fluid | These are gender identities that sit within, outside of, across or between ‘male’ and ‘female’. |
| Intersex | A person who is born with biology that is not solely male or female. For example, chromosomes, hormone levels or reproductive organs that have female and male characteristics. These variations may not always be seen on the outside and so sometimes they are not diagnosed. |
| Pronouns | Pronouns are the terms we use to refer to someone, e.g. ‘he’, ‘she’, ‘they’. |

***OTR’s LGBTQ+ Team:***

1. Space@offtherecord-banes.co.uk

2. Instagram: @otr\_lgbt

***LGBT+ Support for Young People:***

* switchboard.lgbt
* bristolmind.org.uk/help-and-counselling/mindline-transplus
* mindout.org.uk
* genderedintelligence.co.uk
* mermaidsuk.org.uk

***Where can I find out more?***

* nhs.uk/conditions/gender-dysphoria
* plannedparenthood.org/learn/gender-identity
* youngminds.org.uk/find-help/for-parents/parents-guide-to-support-a-z/parents-guide-to-support-gender-identity-issues
* gires.org.uk

***Sources:***

youngminds.org.uk/find-help/for-parents/parents-guide-to-support-a-z/parents-guide-tosupport-gender-identity-issues nhs.uk/conditions/gender-dysphoria

***Sexuality***

**Sexual orientation/ sexuality:** A way to describe the feelings you have for someone you fancy, want to date or be in a relationship with. This often describes sexual and romantic attraction, but these do not always match.

**Sexual attraction:** How physically attracted to someone you are and includes whether you would like to have sex with them.

**Romantic attraction:** How much you are emotionally attracted to someone.

Some orientations include:

|  |  |
| --- | --- |
| Asexual | An umbrella term used to describe a variation in levels of romantic and/or sexual attraction, including a lack of attraction. |
| Bisexual | Feeling emotionally and physically attracted to more than one gender. |
| Demisexual | Someone who doesn’t have any sexual attraction unless they have a strong emotional connection with someone first. |
| Gay/homosexual | Refers to a man who has a romantic and/or sexual orientation towards men. Also, a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term. |
| Lesbian | Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term. |
| Pansexual | Refers to a person who's romantic and/or sexual attraction towards others is not limited by sex or gender |
| Queer | Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity |
| Questioning | The process of exploring your own sexual orientation and/or gender identity. |
| Straight/heterosexual | Feeling emotionally or physically attracted to a person of the opposite gender. |

***OTR’s LGBTQ+ Team:***

1. Space@offtherecord-banes.co.uk

2. Instagram: @otr\_lgbt

***Sexuality support for young people:***

* switchboard.lgbt
* mindout.org.uk
* childline.org.uk/info-advice/your-feelings/sexual-identity/sexual-orientation
* youngstonewall.org.uk/lgbtq-info/sexual-orientation

***Where can I find out more?***

* nspcc.org.uk/keeping-children-safe/sex-relationships/sexuality-sexual-orientation
* plannedparenthood.org/learn/sexual-orientation/sexual-orientation
* <https://www.bishuk.com/about-you/sexualities-2/>

***Sources:***

stonewall.org.uk/help-advice/faqs-and-glossary/glossary-terms childline.org.uk/info-advice/your-feelings/sexual-identity/sexual-orientation

***LGBTQ+ and Disability***

* **Disability:** a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on your ability to do normal daily activities (Equalities Act, 2010). This includes progressive conditions.
  + **Ableism:** Discrimination in favour of non-disabled people (Scope, N.D.).
  + **Disablism:** Discrimination or prejudice against disabled people (Scope, N.D.).
* **LGBTQ+:** The acronym for the Lesbian, Gay, Bisexual, Transgender and Queer community.

***Stonewall Data***

* Disabled LGBTQ people are more likely to experience a hate crime based on their disability or gender identity than non-disabled people.
* Disabled LGBTQ people are also more likely to feel unsafe in the area that they live in.
* 1 in 5 disabled LGBTQ people are discriminated against when visiting LGBTQ venues.
* 1 in 5 BAME disabled LGBTQ people have been discriminated against when visiting shops
* 1 in 10 disabled LGBTQ people experience discrimination when going to a bank or insurance company.

***Report***

* Call **101** or in an emergency call **999** – disability and LGBTQ (or both) related hate crimes fall under the Equality Act 2010
* Report abuse at: https://www.bathnes.gov.uk/services/care-and-support-and-you/concerned-someones-risk-harm-or-abuse/how-report-abuse - The Virgin Care Adult **Safeguarding Team:** **0300 247 0201**
* If someone is in immediate danger call 999 • Avon and Somerset Police: <https://www.avonandsomerset.police.uk/contact/>
* Alternatively call 101
* Anonymous Hate crime Reporting: True Vision https://www.report-it.org.uk/your\_police\_force

***Support:***

* Off The Record: https://www.offtherecord-banes.co.uk/lgbt-space
* Samaritans: https://www.samaritans.org/how-we-can-help/contact-samaritan/
* Stonewall: https://www.stonewall.org.uk/resources-disabled-lgbt-people-and-lgbtpeople-accessibility-needs
* LGBT Switchboard: <https://switchboard.lgbt/>
* Victim Support: 0117 942 0060

***LGBTQ+ and Faith***

* Faith is an important part of many LGBTQ+ people’s lives and the misconception that they cannot belong to a faith because of the gender identity or sexual orientation is extremely damaging (Stonewall, 2019).
* Stonewall Research found that 32% of lesbian, gay and bi people of faith aren’t open with anyone in their faith community about their sexual orientation.
* Furthermore, one in four trans people aren’t open about who they are in their faith community.

***Report:***

* Crimes/Hate Crimes against those of faith and/or sexual orientation/gender identity fall under the Equality Act (2010)
* If you are not in immediate danger then you can call **101**, if it is an emergency then call **999**
* Anonymous Hate Crime Reporting: True Vision https://www.reportit.org.uk/your\_police\_force

***Support:***

* Diverse Church: <https://diversechurch.website/>
  + LGBTQ+ Christian Support
* House of Rainbow: <https://www.houseofrainbow.org/>
  + Pastoral support for LGBTQ+ BAME people of faith • Off The Record: <https://www.offtherecord-banes.co.uk/whats-up-grid>
* Oasis Hub: https://oasisbath.org/ Inclusive Church in Bath
* Mind: https://www.mind.org.uk/about-us/our-policy-work/equality-and-humanrights/mental-health-and-being-lgbtiqplus/
* Samaritans: <https://www.samaritans.org/branches/bath/>
* Quest: <https://questlgbti.uk/>
  + LGBTQ Catholics
* Sarbat: <http://www.sarbat.net/>
  + LGBTQ+ Sikhs
* KeshetUK: <https://www.keshetuk.org/>
  + LGBTQ+ Jewish people
* Imaan: <https://imaanlondon.wordpress.com/>
  + LGBTQ+ Muslims

***LGBTQ+ and Race***

***Stonewall Data***

* Just over half of all black, Asian and minority ethnic LGBT people (51 per cent) report experiencing discrimination or poor treatment within their local LGBT network because of their ethnicity.
  + This number rises to three in five black LGBT people (61 per cent).
* In 2010, acceptance levels of homosexuality among the general black and Asian population in the UK stood at 42 per cent, as compared to 88 per cent acceptance among white respondents.

***Report***

* Racial hate crime can be reported at 101 or 999 if it is an emergency and falls under the Equality Act 2010
* You can tell a trusted adult if one is available – including but not limited to a teacher or parent
* Report abuse at: https://www.bathnes.gov.uk/services/care-and-support-and-you/concerned-someones-risk-harm-or-abuse/how-report-abuse
  + The Virgin Care Adult Safeguarding Team: 0300 247 0201
* Avon and Somerset Police: <https://www.avonandsomerset.police.uk/contact/>
* Anonymous Hate Crime Reporting: True Vision https://www.reportit.org.uk/your\_police\_force

***Support***

* SARI: https://www.sariweb.org.uk/ - Stand Against Racism and Inequality
* Off The Record: <https://www.offtherecord-banes.co.uk/>
* Samaritans: <https://www.samaritans.org/how-we-can-help/contact-samaritan/>
* LGBT Switchboard: <https://www.samaritans.org/how-we-can-help/contact-samaritan/>
* Black Families Education Support Group: <https://www.educationequals.org.uk/>
* Offer a supplementary Saturday school, educational advocacy and mentoring
* B in Bath: https://bib-network.org/Mentoring and support to underrepresented groups to support them achieve in work and life
* Kiki- Bristol https://www.facebook.com/KikiSocials/ Social Space for QTIPOC people.
* UK Black Pride https://www.ukblackpride.org.uk/

***Helpful Information***

**APPS:**

**WorryTree:** WorryTree’s mission is to help make a positive difference to your daily life, providing supportive, useful tools for you to manage your worries in a better way, transforming your thought habits for the long-term benefit of your mental wellbeing.

**Calm:** Especially if anxiety can interfere with sleep. Has meditation and sleep stories, relaxing music to ease your stress.

**Headspace:** Everyday mindfulness and meditation for Stress, Anxiety, Sleep, Focus, Fitness and more.

**SAM:** Self-help anxiety management app

**What’s up**: free app utilising some CBT and ACT methods to help cope with anxiety, depression, anger, stress and more.

**MindShift:** provides resources to help manage anxiety including healthier thinking, a chill out zone and taking action

**Websites Mind**

www.mind.org.uk advice and support to empower anyone experiencing a mental health problem.

Young Minds www.youngminds.org.uk to improve the emotional wellbeing and mental health of young people.

[www.childline.org.uk](http://www.childline.org.uk)

<https://www.anxietyuk.org.uk/>

https://www.childline.org.uk/info-advice/school-college-and-work/school-college/exam-stress/ (stress with exams)

https://www.childline.org.uk/globalassets/info-and-advice/school-workand-college/school-and-college/exam-stress/beat-exam-stress.pdf (pdf Beat exam stress

Info to deal with anxiety <https://www.anxietybc.com/anxiety-PDF-documents>

**Tools to cope with anxiety**

<http://youth.anxietybc.com/>

<http://www.moodjuice.scot.nhs.uk>

<http://www.ntw.nhs.uk/pic/selfhelp/>

Radio 4 program how to manage your anxiety (Video how to manage worries)

videohttp://www.bbc.co.uk/programmes/p03rwr72?intc\_type=singletheme&intc\_location=radi o4&intc\_campaign=radio4infour&intc\_linkname=vidclip\_manageworries\_contentcard3http:/

Mood juice (selfhelp with anger/anxiety/social anxiety/stress….) <http://www.moodjuice.scot.nhs.uk>

Mood gym

<https://moodgym.anu.edu.au/welcome/new/splash>

Think you know (advise how to stay safe with social media)

<https://www.thinkuknow.co.uk>