



consortium
of lesbian, gay, bisexual & transgender
voluntary and community organisations

Lesbian, Gay, Bisexual and Trans Groups Tackling Inequality and Discrimination

LGBT Consortium

August 2018

A Research Project Funded by

The
Legal
Education
Foundation

Key Information

Background

What

A research project to explore the extent of which LGBT groups are able to engage with, and frame their work within, the legislation and laws that concern LGBT people and communities.

Why

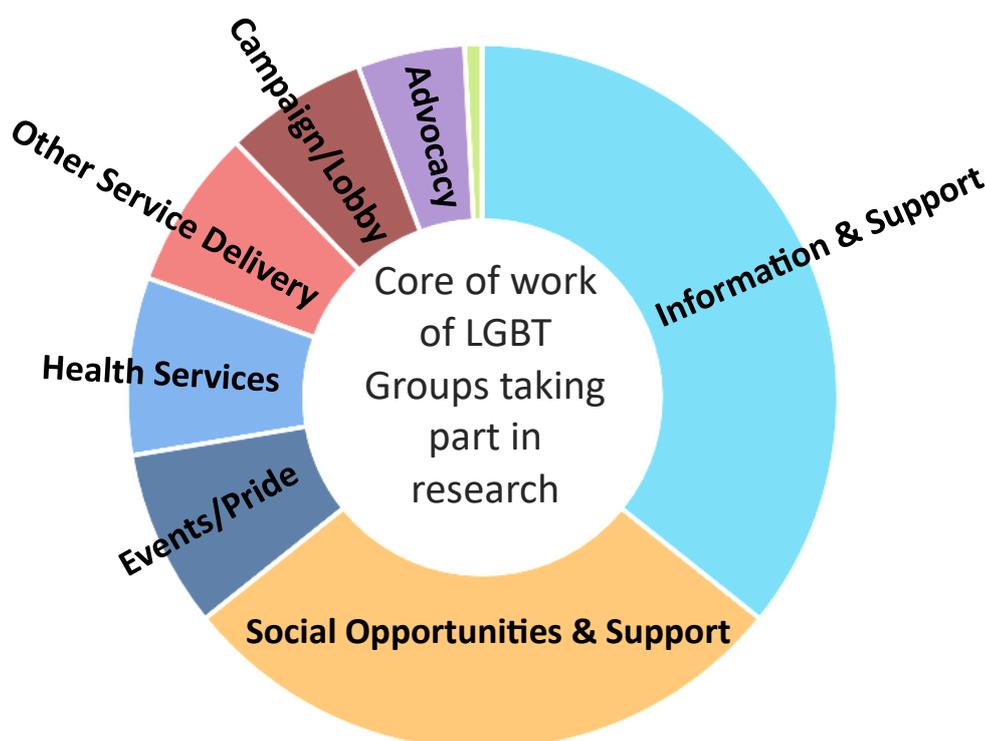
To identify what legal knowledge LGBT Groups have, how they used it and what gaps exist in order to offer further support for improvement.

How

An online survey, phone Interviews and a series of Round Table discussions captured information from 130 groups.

Who

LGBT Groups in the UK. 51% of respondents were from small groups with an income of under £5,000, 58% are volunteer led and don't employ staff.



Findings

The full report provides brand new data on LGBT groups in relation to their use of law and the legal process. Key recommendations are included in this summary.

Key Findings

Knowledge

Rights

46% of groups said knowledge of the rights of LGBT people is vital to their core work, a further 36% said it was Important to their day to day work.

Risk

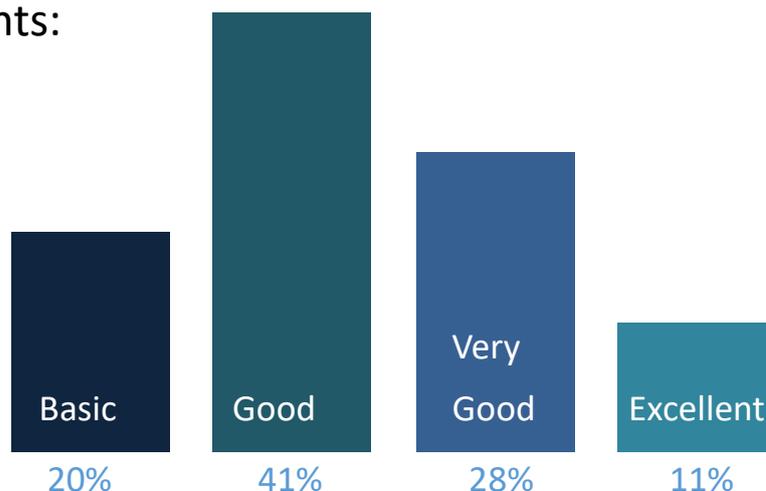
67% of LGBT groups are at risk of losing the skills and experience that enables them to offer advice and information. 35% of these groups felt the cause of that loss would be due to a loss of funding.

Gaps

Groups identified a gap between legislation and its practical application. While many groups have a good understanding of what the legal rights of LGBT people are, many are unsure how to help people who have had their rights breached in a practical sense.

Knowledge

LGBT Groups level of knowledge of LGBT peoples legal rights:



“Volunteers come with their own skills and networks. When a volunteer leaves the group the project’s shape shifts to reflect the current volunteer base”

Key Findings

Advice

Offering Advice

60% of groups indicated that they offer Advice as part of their work.

Key Issues

The three key issues that came up most frequently were LGBT people looking for advice around 'Access to Mental Health Care', 'Discrimination Due to Trans Status' and 'Hate Crime'.

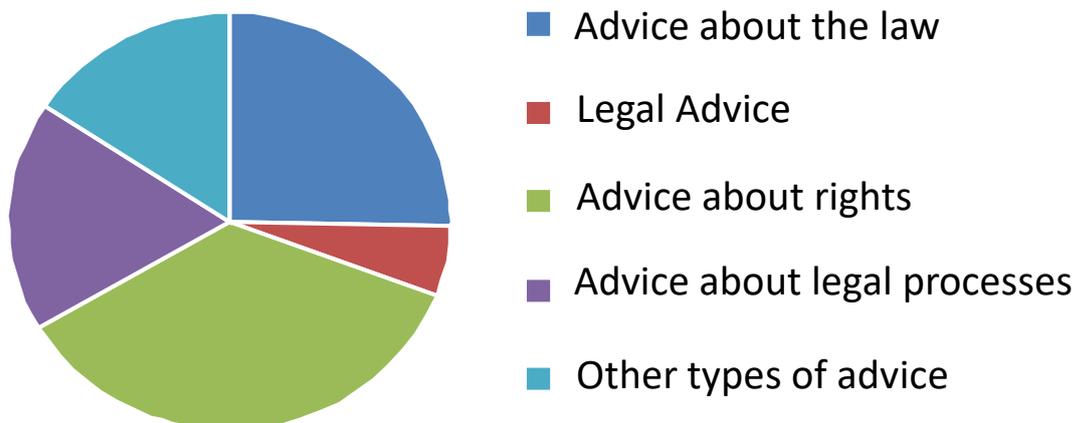
Effectively Challenge

72% of groups agree or strongly agree that they would be able to challenge inequality more effectively with more knowledge of the laws protecting LGBT people's rights.

Type of Advice

Only 9% of all groups that give advice, give Legal Advice. Of those groups offering 'other types' of advice, 17% was trans specific advice.

Type of Advice offered by LGBT Groups



“It would be great to gain clarity around the term 'advice' and how different it is to 'information'. It would also be useful to know if and how giving advice to members impacts on insurance etc.”

Key Findings

Providing Information

Information

80% of groups offer 'Information and Support' to LGBT people. 68% of groups signpost to other specialist LGBT groups.

Signposting

Smaller groups, with an income of £5000 or less, are far less likely to offer information specifically about the law than larger staffed groups are.

Access

Groups having access to accurate signposting was identified as being as good as upskilling them, especially where capacity and funding is tight.

Capacity

Some Groups reported that they spent a lot of time helping professionals from outside of the LGBT Sector to find the right organisations or service for their clients which often drains already limited capacity.

Best Practice

Some groups reported that, due to a lack of specialist services and information, they often have no choice but to signpost LGBT people to mainstream services, despite knowing that the service users potentially might not have their needs met fully.

“We always signpost to our regional LGBT organisation. Are we always sure we are signposting correctly, honestly no, but with limited capacity and no feedback from those we signpost to, what can we do?”

Recommendations

Evidence from this research shows that groups don't need or want an in-depth knowledge of all areas of the law or LGBT rights. Improving their basic knowledge through training and giving them greater access to specialist LGBT Groups would enable more effective signposting.

LGBT Groups want resources that marry up legislation with its practical application so that they can apply knowledge to the situation in hand. A suite of scenario based online resources should be produced for LGBT groups.

Evidence suggests that small LGBT groups don't always recognise their own knowledge as an asset. Direct work and training with groups can build confidence so that they can apply that knowledge and recognise when it's appropriate to charge third parties for their expertise.

LGBT groups want to exchange and trade specialist knowledge and skills. Establishing a 'Knowledge Network' where groups can do this easily is vital to improving access to knowledge.

Better signposting tools are needed so that groups are able to effectively signpost to organisations who can and should give advice. A simple and effective signposting tool that can be used by professionals and service users is needed.

Groups lack time and resources to be able to keep up to date with changes. Connecting groups with legal professionals and networks would ensure that they have direct access to up to date knowledge.

Information taken from "LGBT Groups Tackling Inequality & Discrimination" Research Project Funded by The Legal Education Foundation carried out Oct 2017 - March 2018

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Visit: www.lgbtconsortium.org.uk for more information