It is rare indeed to find such a comprehensive and thorough analysis of an equalities sector, in this case the diverse London lesbian, gay, bisexual and trans (LGBT) voluntary and community sector, that at the same time captures some of the challenges and liveliness of a population of organisations driven by the notion of common identity and the need for social reform.

To quote Sara Llewelin, Chief Executive of the Barrow Cadbury Trust and Vice Chair of the Association of Charitable Foundations, who spoke at a recent ‘In Our Name’ Funding Network Meeting:

‘I started to read the funding section of the LGBT Almanac and after a few minutes began to lose the will to live! Let’s cut to the chase. What it says, in as fancy a way as possible, is that LGBT organisations don’t have much money. And much of what they have is self-generated. Well, what a surprise! But why is that a positive note? Because if a sector can bring about as much change as this one has with so little money, it must be incredibly strong.’

The findings of the Almanac are astonishing and clear in describing a sector that stays positive despite working disproportionately hard to achieve massive amounts within a precarious and marginal economy. This annual publication, it is hoped, will begin to act as an irrefutable benchmark to encourage diversification of that economy and increased external leverage across the board for better resources.

Jane Standing

Chief Executive Officer
Kairos in Soho
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Kairos in Soho (KiS) and the In Our Name (ION) partners (London Friend, PACE and The Metro Centre) would like to say a huge thank you to all of the LGBT organisations who took the time to complete the Almanac Questionnaire.

Thanks also to all those who wrote the amazing articles on ‘Engagement: Building inclusive LGBT communities’ that you will find in these pages.

Thank you to those who helped us to test the Almanac Questionnaire to ensure that it was appropriate for a wide range of LGBT organisations.

Thanks to all across the sector who have contributed ideas, enthusiasm and inspiration for the Almanac’s development as part of the ION project, at the ION launch event, the ION Learning Network meetings, Funding Network, and in communication with KiS elsewhere in a whole range of ways.

Thank you sincerely to Ajamu for being a constant source of inspiration and support in all of our work.

Thank you to the Consortium of LGBT VCOs, particularly Megan Harrison and Mark Delacour, for sharing their information and promoting the Almanac Questionnaire.

Thank you to Giovanna Speciale for amazing support and assistance with data analysis and to Jane Henderson for copy editing.
KiS and the ION partners (London Friend, PACE and The Metro Centre) would like to say a huge thank you to all of the LGBT organisations who took the time to complete the Almanac Questionnaire.

Thank you to David Pilkington for your dedicated support in including D/deaf LGBT organisations in the Almanac project.

Thanks also to Ju Gosling for providing helpful references and information.

Thank you to John Lewis and Happy Computers for offering prizes for a draw to encourage completion of the Almanac Questionnaire.

Ashlee Christoffersen, from Kairos in Soho, who designed the project framework and is the author of the text, bar the articles, has done an inspirational, highly efficient job of summarising and describing the work and experience of organisations that have taken part. Thank you to all Kairos in Soho staff who have worked hard to make the Almanac possible.

Finally, thank you to all those in the LGBT community, across the voluntary and community sector, and working on equalities in London’s local authorities, who helped us to promote the Almanac Questionnaire in order to capture the full spectrum of London LGBT organising across diversity.

**Articles: Engagement: Building inclusive LGBT communities**

- Darren Peters, Individual 65
- Jay Stewart, Co-founder, Gendered Intelligence 67
- Ajamu X, Co-founder, rukus! Federation Ltd. 74
- Parminder Sekhon, Deputy Chief Executive, Naz Project London 77
- Bob Green, Chief Executive, Stonewall Housing 80
- David Bigglestone, Paris Queer Youth Network 82
- Jay Bernard, Poet and KiS Friend 84
- Mubin Haq, Director of Policy and Grants, Trust for London 110
The aim of the Almanac is to provide up-to-date statistical and strategic information about the diverse LGBT voluntary and community sector (VCS) in London, so that LGBT voluntary and community organisations (VCOs) can envision their strategic context and access an information base for planning and development; and so that diverse LGBT organisations, funders and infrastructure can argue for better resources.

The Almanac grew out of Phase One of London’s LGBT Voluntary Sector Infrastructure Project (PiP) conducted by Kairos in Soho (KiS) in 2006/7. The Almanac is one component of the In Our Name (ION) project, which is managed by KiS and delivered in partnership with London Friend, PACE and the Metro Centre. The overriding philosophy of the project is to encourage organisations to reflect together on practice and experience, and to invest long-term in creating a more sustainable and nurturing environment for diverse LGBT community action and LGBT people.

ION is a unique infrastructure model developed within the community to ensure that diverse LGBT VCOs are supported to better deliver their missions. It aims to achieve the following:

- An increase in the overall income of the sector and London LGBT VCOs individually.

- Greater LGBT input into policy development in London.

- An increase in levels of awareness of LGBT issues amongst funders and infrastructure organisations.

- A more connected and supported sector working strategically to improve the experience of LGBT Londoners.
The Almanac is part of a body of research on aspects of the VCS. The research was undertaken at a critical juncture for the VCS, politically and economically. At the time of writing there is little to no available analysis of how the economic context will affect community of identity organisations specifically - organisations already marginalised and under-funded within the VCS. We know that times of growing economic inequality can give rise to increased discrimination and marginalisation as well as resistance to equalities interests and aspirations. Yet this particular time offers an opportunity to LGBT VCOs to do what the sector does best, which is to work collaboratively, and to celebrate the intelligence, inspiration and diversity within the sector.

The sample for this report comprises 89 organisations which, by self-definition, specifically serve or represent lesbian, gay, bisexual, trans or queer people. These organisations, all of which are based in or serve Greater London, completed a questionnaire between July and September 2010.

The report covers: context; methodology; organisation longevity; organisation profiles; types of organisations; organisation purposes; organisation activities; finance; organisations’ geographic scope; the people involved; reflection and looking ahead; and relevant research and publications.

Key findings:

When: longevity

- The average number of years organisations have been established is 15 and new organisations have continued to be founded into 2010.
- Sixteen organisations have been established for over 30 years.

Why: purpose of London LGBT organisations

- Promote LGBT equality and human rights, and equality for LGBT communities of identity, and to challenge prejudice, oppression and discrimination on the basis of sexuality, gender identity and, for instance, race, age, or disability.
• Build self-determining community within and across identities.

• Address issue-specific LGBT needs, e.g. health and housing.

• Formulate and influence law and policy.

• Facilitate knowledge exchange across organisations.

• Collaborate with and support other LGBT groups.

What: types of organisations

• 37% (n=33) are registered charities; 58% (n=52) are legally constituted and 42% (n=37) are not independently, legally constituted.

• 80% (n=4) of partnership projects between LGBT VCOs were formed in the late 2000s.

• The large majority of LGBT projects in non-LGBT organisations have been formed in recent years (83%, n=10, since 1999 and 66%, n=8, since 2004). By contrast, only 16% of LGBT registered charities were formed since 2004.

How: what organisations do

• London-based LGBT organisations engage in an enormous range of activities to achieve their aims and to serve and represent diverse LGBT communities. These activities are: advocacy; arts activities; befriending and mentoring; building knowledge; counselling; direct action and civil disobedience; education; events; the provision of health testing and alternative therapies; administering helplines; housing provision; giving information, advice, signposting and referrals; producing newsletters and online media; outreach; religious/spiritual services; research; resource development; skills development; support; supporting other LGBT organisations; providing third party reporting; and training.

• The data indicate that some activities have decreased both within individual organisations and sector-wide due in part, it seems, to the winding down of some organisations since the 2006 PiP survey. The specific activities affected are: advocacy; befriending; counselling; and helplines.

58% of London LGBT organisations are legally constituted and 42% are not.
The most commonly provided activities are support for LGBT people and information, advice, signposting and referrals. LGBT organisations use diverse and creative methods to campaign on a huge range of issues far surpassing stated organisational purposes and principal activities, and are positive about their policy impact.

At the same time, of course, new activities have been developed and others will have increased.

- The most commonly provided activities are support for LGBT people (42% of organisations, n=35), and information, advice, signposting and referrals (41% of organisations, n=34).
- 12% of organisations (n=10) said that they provide support to other LGBT organisations – most of which are not what would traditionally be considered ‘infrastructure’ or ‘second tier’ organisations.
- 18% (n=15) of organisations said that they provide training to mainstream or non-LGBT community of identity organisations, so that they can improve their activities with diverse LGBT communities.

Influencing decision-makers: campaigns, policy and representation

- London LGBT organisations influence decision-makers at a range of levels, from local to national to non-governmental, in order to: create or affect policy and legislation; influence service delivery; and change public attitudes and perceptions of sexual orientation, gender identity, and other identities in order to put pressure on governments and institutions.
- LGBT organisations have influenced legislation including the Equality Act.
- LGBT organisations use diverse and creative methods to campaign on a huge range of issues far surpassing stated organisational purposes and principal activities, and are positive about their policy impact.
- The most common method of policy engagement is by input into a range of plans, strategies and guidance through stakeholder/consultative panels, focus groups and by participation in consultations.
- The largest proportion of organisations, 29% (n=24), participated in 1-3 policy forums and initiatives or consultations in the past year.

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1 LGBT community of identity organisations are LGBT organisations working on specific equality issues, such as age, disability, race, transgender, gender, belief, and parenting.
Joint working

- A large majority, 75% (n=57), of London-based LGBT organisations engage in organised work with other organisations and there are a significant number of formalised partnerships between LGBT organisations.

Finance

The finance sample is composed of a sub-sample of 68 organisations. Some organisations included in the main report have been excluded from the financial analysis in order to provide a picture of the financial context for organisations that attempt to raise funds and are explicitly LGBTQI, (lesbian, gay, bisexual, trans, queer, intersex, and combinations of these) by mission; and to prevent double counting where financial profiles of projects or work are accounted for in lead organisations already included.

- Total sector income is £9,155,020 and total sector expenditure is £8,477,662.
- One organisation receives 43% of total sector income and the largest five receive 74% of total sector income.
- One organisation spends 38% of total sector expenditure.
- The majority, 65% (n=44), of London LGBT organisations receive less than £10K or nil.
- Average income is £134,633 and average expenditure is £124,672.
- Average income of community of identity organisations is £26,030. However if one uncommonly large charity focusing on young people is removed from the community of identity sample the average income is £10,276.
- Average income amongst Black, Asian and minority ethnic (BAME) LGBT organisations is £8,231; disability organisations £746; trans organisations £17,862; and amongst lesbian and bisexual women’s organisations £139.

Total sector income is £9,155,020 and total sector expenditure is £8,477,662. A majority of 65% of London LGBT organisations receive less than £10K or nil.
When one ‘outlying’ large (according to National Council for Voluntary Organisations (NCVO) definitions) organisation is removed from the sample the sector spends 99.6% of its income, against expenditure, compared with 93% in the UK VCS.

Total London LGBT sector income is 48% of LGBT VCS income in England; 0.03% of UK VCS income; and 0.06% of London VCS income. Ten organisations in both the Almanac and PiP samples have seen a decrease in expenditure between reports and five of these are community of identity organisations. The ratio of restricted to unrestricted income amongst medium, small and micro organisations in the London LGBT sector is 63:37%, compared to a ratio of 15:85% restricted to unrestricted in the UK VCS, which highlights a significant lack of flexibility within the LGBT VCS as compared to the mainstream VCS.

The percentage income, against total income, achieved by the LGBT VCS, across almost every category of income, is lower than that achieved within the mainstream VCS, suggesting that the LGBT VCS has a disproportionately low return on its investment in fundraising, and is spending less on it.

Sources of income

- Across 68 organisations the largest mean source of income is statutory (£55,971), and the second largest source is individuals (£42,175).
• One large organisation receives 71% of total sector income from individuals. If this organisation is excluded, the sector receives just 9% of its income from individuals compared to 37% in the UK VCS.

• Of the types of income from individuals, 24% of sector income is from donations – falling to just 4% amongst medium, small and micro organisations; 2.37% of total sector income is from legacies; 1.77% of total sector income is from membership fees; 1.21% of total sector income is from fees for services; 0.07% is from sale of goods.

• The public sector is the highest single income source for the sector – 41% of total sector income comes from the public sector, compared with 31% amongst medium, small and micro organisations in the UK VCS.

• 5% of total sector income is from the National Lottery.

• 9% of total sector income is from trusts and foundations.

• Income from the private sector is 1.16% amongst micro, small and medium LGBT organisations.

• 0.46% of total sector income is from investments compared with 9% of UK VCS income.

Where: geographic scope

• Apart from specifically borough-based forums and networks, London LGBT organisations tend to operate across several boroughs or across all of London – 75% (n=67) of organisations work across several boroughs, sub-regionally, across London, or across London and the south of England.

Who organisations work on behalf of

• The largest proportion of organisations, 36% (n=30), work on behalf of LGBT or LGBT and queer (LGBTQ), or LGBT, queer and intersex (LGBTQI) people.

• 7% (n=6) of organisations work on behalf of LGBT Black, Asian and minority ethnic (BAME) people.

• 8% (n=7) work on behalf of trans people.
The majority of organisations, 53%, do not have paid staff.

- No organisations in the sample work exclusively on behalf of bisexual people.
- 88% (n=8) of organisations working exclusively on behalf of men or women do not explicitly include trans men and women.
- A much lower proportion of organisations are ‘LGB’ without the ‘T’ than that found nationally – 2% (n=2) compared with 24% (n=32).

**Governing bodies**

- 37% of the people who make up governing bodies in the sector are lesbian, compared with 60% who are gay.
- Bisexual people make up just 6% of governing bodies and trans people make up 10%.
- There is a relationship between the composition of governing bodies and those on whose behalf they work, e.g. organisations working on behalf of trans people tend to be governed by trans people.

**Staff**

- The majority of organisations, 53% (n=40), do not have paid staff.
- The sector employs approximately 276 people.
- Paid staff sector-wide are 21% heterosexual compared with 7% trans and 6% bisexual. At least 14% of these heterosexual people are not trans.
- Representation of BAME and disabled people amongst staff is poor given their proportions in London’s LGBT community.

**Volunteers**

- Overall, in a calendar month, the LGBT VCS benefits from approximately 8,455 volunteer hours – that is 101,460 volunteer hours per year, 1,951 per week, and 280 per day.
• For organisations with volunteers, this averages 130 hours per calendar month.

• Representation across equalities is better amongst volunteers of unstaffed organisations than amongst paid staff in the sector.

Members

• Organisations have varying definitions and structures of membership.

• There are more than twice the number of men than women members of LGBT organisations.

• Representation across equalities in membership generally could be improved.

Service users

• London LGBT organisations serve approximately 214,773 people per year – more than a quarter and less than half of London’s estimated LGBT population.

• The information provided indicates that across the sector service user monitoring is patchy.

• Gay men are more than twice as likely as lesbians to use the services; bisexual and trans people account for about 6% and 4% of service users respectively.

• The proportions of lesbians, trans, BAME and disabled people amongst service users and members are notably lower than their proportions on governing bodies.

• The proportions of BAME members of governing bodies, members generally, and service users are notably low as compared with their numbers within the LGBT community.

Reflection and looking ahead

• London LGBT organisations are remarkably positive about the future as compared with the rest of the VCS.
Conclusion

The London LGBT sector accomplishes a range of creative, inspiring, innovative, often independent, mainly volunteer-led work toward real equality with diverse, self-determined LGBT communities, and work to support and serve those communities. Collating this report based on information provided from diverse LGBT organisations themselves has been a huge privilege.

This report has provided an information base, and benchmark, on which to build collaborative planning and sector development, so that LGBT organisations can reflect on our practice and experiences, and collectively build a more sustainable, diverse and nurturing environment for LGBT community action and LGBT people. The process of producing this information will take place year-on-year into the future.
In Our Name (ION), funded by the Big Lottery Fund, is a unique, responsive infrastructure project that enables KiS and the ION partners, PACE, London Friend and the Metro Centre, and the sector as a whole, to devise valuable and much needed facilitation, information, mutual support and learning across a diverse and eclectic sector.

The willingness to work together and the intelligent management that already exist mean that every pound spent on connection and relationship building has a value that far exceeds the spend.

One finding that stands out is that people in the LGBT sector are more optimistic and motivated than those in the wider voluntary and community sector, despite the adversity of much of the operating environment. The level of cooperation and mutual support that exists in the sector is something that stood out in the PiP research and inspired this project. The Almanac is one part of a London infrastructure project that aims to increase the sustainability of the LGBT sector. The work incorporates funding, policy, information and innovation in diverse LGBT organising.

Completing the study in such a short time, between April 2010 and December 2010, has been an amazing feat, in particular because of the extent of self expression and contribution from across the sector, from completion of the questionnaire itself, to descriptions of what organisations do, to approved profiles, and thoughtful and insightful articles on the matter of engagement in a diverse LGBT context – it is a work of collaboration.
This is a difficult time for some organisations in the sector, particularly for those providing services and reliant on public funds. It is especially tough for equality organisations, and in fact for equality work generally, in the political climate. Sectors charged with enforcing, influencing and promoting social change, in line with extensive legal reform, need to be equipped to do that sustainably and creatively.

This is an appropriate time to initiate a four year programme to measure and reflect the experience of LGBT organisations and organisers annually in a systematic and clear way, starting from the sector’s own expression of what it does, why, and who supports it.

This is arguably the first time that we will see an ‘equality sector’ under the microscope, and a diverse one, that clearly demonstrates that hierarchies and exclusion that exist in the mainstream are mirrored closely within the economies of community of identity sectors. We have to deal with enormous disparity and exclusion within the LGBT sector itself.

Rarely do we have this opportunity to look in detail at the ingenuity, creativity and dynamism that exists across the smaller diverse sectors.

Not only that, but the speed of this work means that we are working with data that are less than six months old, and will do so year on year, creating an informative benchmark for LGBT organising.

Jane Standing, Kairos in Soho

‘This was an incredibly informative day and everyone was really friendly. My main takeaway is actually hope and potential that it is possible to not only survive but thrive in these uncertain times’

Carolin Gyngell, Press for Change, ION Funding Network Participant Feedback November 2010

The In Our Name project is managed by Kairos in Soho and delivered in partnership with London Friend, PACE and The Metro Centre.
The 1st Edition London LGBT Voluntary and Community Sector Almanac provides up-to-date statistical and strategic information about the diverse LGBT voluntary and community sector (VCS) in London. It will allow LGBT voluntary and community organisations (VCOs) to envision their strategic context and provide access to information for planning and development, as well as enabling LGBT VCOs, funders and infrastructure organisations to argue effectively for better resources.

The idea for the Almanac grew out of Phase One of London’s LGBT Voluntary Sector Infrastructure Project (PiP) conducted in 2006/7 (KIS 2007). Julia Unwin urges the development of high quality information as a starting point for effective sector-wide support, planning and development (2004). The PiP research made clear that the LGBT VCS is unique in the levels of support and collaboration between organisations and the extent to which infrastructure support is constructed between many organisations at both first and second tier.

This print report will be accompanied by dynamic online resources which are being explored at the time of writing.

This report is divided into 10 subsequent sections.

Section 4, Context, places the Almanac within the field of research on aspects of the VCS; as part of the ION project; and within the contemporary economic, social, legislative and policy context.
Section 5, Methodology, describes the data collection process, research sample and the methodological issues that arose during the course of the Almanac project.

Section 6, the ‘When’, begins the sector analysis, discussing the formation of London LGBT organisations.

Section 7 presents Organisation Profiles Part One – profiles of organisations beginning with the letters A to M. The profiles are edited, consolidated versions of London LGBT organisations’ responses to the Almanac Questionnaire.

Section 8 is the ‘What, Why and How’ of the sector: 8a Types of organisations; 8b Purpose of organisations; 8c Activities; 8d Finance and funding. Section 8 includes invited articles on the theme of Engagement: Building inclusive LGBT communities.

Section 9 presents Organisation Profiles Part Two – profiles of organisations beginning with the letters N to Z.

Section 10 is the ‘Where’ and continues the sector analysis, examining premises within the sector and the sector’s geographic scope.

Section 11, the ‘Who’, concludes the ‘Who, what, why, when, where, and how’, identifying on whose behalf the sector works; the sector’s governing bodies; staff and volunteers; and members and service users.

Section 12, ‘Reflection and looking ahead’, presents thoughts from the sector on ability to deliver against purpose this past year; outlook for the next year; and staff and volunteer morale at the time the survey was conducted.

Section 13, ‘Research and publications’, highlights some recent publications and ongoing research projects by organisations in the LGBT VCS, or that are useful to people working in this sector.
Finally, there are the References and the Almanac Evaluation Form. KiS and the ION project partners, PACE, London Friend and the Metro Centre, would be grateful for the return of completed forms.

We hope that you will find the Almanac engaging and we encourage feedback.
Influences

The London LGBT Voluntary and Community Sector Almanac is a grassroots ‘state of the sector’ that is articulated from the experiences and analyses of London’s diverse LGBT organisations themselves. It is also part of a tradition of research on ‘third’ sectors, most of which, in contrast, begins from analysis of the formal documents of legally constituted organisations. However, many London LGBT organisations are not legally constituted as such. The Almanac also differs from other third sector research: it does not focus exclusively on the ‘issues’ that organisations address and it pays particular attention to community of identity work.

The development of the Almanac has been influenced by third sector research including the National Council for Voluntary Organisations’ annual *UK Civil Society Almanac*, which ‘reports key trends and characteristics on a range of topics, including funding and finance, spending, workforce and employment, volunteering and beneficiaries’ (NCVO 2010a). nfp Synergy also produces a ‘State of the Third Sector’ report (nfp Synergy 2010).

There has been specific research about different equality, voluntary and community sectors. The Women’s Resource Centre 2006 report ‘Why women?’ created new evidence of need for ongoing efforts whilst exploring the links between women’s organisations and the barriers facing them (WRC 2006). Voice 4 Change commissioned research ‘to examine what data and evidence there is available on BME groups working within the Third Sector’ (2008:2).
In 2007 the Refugee Council and Refugee Action published ‘Refugee community organisations in England – Realising potential’ focusing on infrastructure support needs; and the Evelyn Oldfield Unit has subsequently begun producing ‘state of the sectors’ about the refugee and migrant community sector (Ruth 2009).

The Consortium of LGBT Voluntary and Community Organisations has produced a report on the LGBT Black, Asian and Minority Ethnic (BAME) third sector (2009), focusing on the issues facing LGBT BAME (and refugee) groups and their relationships with infrastructure organisations; and two reports on the LGBT sector nationally (2010a, b).

The London LGBT Almanac contributes to this body of research and is unique in being London-focused and providing profiles of very different types of organisations - every organisation in the sample plus several others - together with a sector-wide analysis, a ‘who, what, when, where, why and how’ of London LGBT organising. It is unique too in the depth and breadth of its analysis and the singular opportunity it provides for accurate measurement of the sector, given its relatively small size. In contrast to most of the above research, our methodology has yielded a research sample very similar to the actual body of London LGBT organisations.

The In Our Name (ION) Project

The London LGBT Almanac will be produced year-on-year as part of the In Our Name (ION) project. The methodology, combined with the small number of organisations, offer an important opportunity to explore both strategic and immediate issues in a timely way. It will be used as a foundation for working together as a sector to gain greater independence and to pursue innovation and development, core values of the ION project.

Participants at the ION project launch on 19 February 2010 were consulted on the value of the ION project components, including the Almanac. People were excited that the Almanac will: ‘show some of the gaps, highlight where funding goes,
help the lobbying case, and make visible the under resourcing’, noting that it will provide ‘a one-stop shop for LGBT sector related data in London’, and further that it will ‘support funding applications’.

One participant shared ‘I want more people to learn about [my organisation’s] work so they can refer people to us’. The organisation profiles included in this report are designed to meet this need, to increase knowledge across the sector about the various active organisations and what they do. The level of detail provided in the profiles, written by organisations themselves, surpasses information available through existing directories and collates it in one easy-to-reference place.

Wider context

The Almanac research was undertaken at a critical juncture for the VCS. At the time of writing the Comprehensive Spending Review has just been published. Cathy Pharoah of the Centre for Charitable Giving and Philanthropy points out, ‘if public sector spending in the voluntary sector is reduced at the same rate as average departmental spending reductions, this could mean a loss of £2-3 billion over the next four years to the sector’ (Know How Non Profit 2010). The New Economics Foundation argues ‘The Government wants the Big Society to pick up the pieces left by its public spending cuts, but the scale and speed of the cuts leave civil society with an impossible job to do and not nearly enough support…[t]he result will be a poorer, more hard-pressed society, not a bigger one’ (2010).

nfp Synergy notes that small organisations (including the majority of LGBT organisations) are the least likely to be reached by VCS infrastructure and their income is most affected by recession (2010: 4). There is little to no available analysis of how the economic context will affect community of identity organisations specifically; which are already marginalised and under-funded within the VCS. One commentator writes “the Government has adopted the Equalities Act proposed by the last Government and yet equalities targets and measurements have been dropped. There is also the likelihood that the ‘successful’ implementation
of the Big Society will lead to increased inequality’ (Centre for Local Policy Studies 2010). The Treasury’s own equality impact assessment of the Spending Review makes no mention of sexual orientation or gender identity (2010).

Times of growing economic inequality can lead to increased discrimination as well as the marginalisation of and resistance to equalities interests and aspirations; at the same time, of course, the most marginalised will feel the economic impact most sharply. Furthermore, right-wing groups have already seized on a recent flawed Office for National Statistics report, which underestimates LGB population figures and paints a distorted picture of a ‘predominantly affluent’ LGB community (Guardian 26 September 2010).

However, the sector is unique in its diversity, providing a microcosm for exploration and collective learning during this time. Public sector funding cuts will have less direct impact on the majority of the sector, which is largely unfunded, and which includes a vast range of creative, longstanding and vibrant organisations. For a greater appreciation of the landscape negotiated by LGBT VCOs, and the range of experiences and barriers faced, the PiP Report contains considerable qualitative narrative about the contexts of heterosexism, homophobia and multiple prejudices in which we as LGBT VCOs operate, that are not likely to differ greatly from today (KiS 2007).

Furthermore, the Equality Act may provide opportunities for the sector to access resources that it currently does not and jointly to explore independent funding sources. This particular time offers an opportunity to LGBT VCOs to do what the sector does best, which is to work collaboratively. We are already seeing further development of existing good practice in collaboration and mutual support within a sector far less likely to gain support from mainstream infrastructure.
Data collection

The sample in the following report is composed of organisations which, by self-definition, specifically serve or represent lesbian, gay, bisexual, trans, or queer people; are based in or serve Greater London; and which, between July and September 2010, completed a questionnaire. The methodology has aimed to be inclusive of all LGBT voluntary and community organising, from less formal community groups through to relatively large registered charities. There was particular focus on encouraging LGBT community of identity organisations to complete the questionnaire.

The online questionnaire was open for seven weeks from July to September 2010. The questionnaire could also be completed over the telephone or in hard copy.

The questionnaire asked 65 questions covering: organisational details; purpose and activities; geographic scope; target group, governing body, staff and volunteers, members and service users; influencing decision makers; and funding and finance.

Before it was launched, the questionnaire was piloted with a selection of groups judged to be representative of the range of LGBT organisations that were invited to complete it, and their feedback was incorporated.

LGBT organisations known to KiS were specifically invited to complete the questionnaire. 70% (n=75) of invited organisations returned a questionnaire. Each organisation was sent a unique link to the questionnaire so that more than one person could
answer different sections of the questionnaire, and in order to prevent duplication.

The principal reasons supplied by invited organisations who did not return questionnaires were: uncertainty as to their eligibility (see methodological issues described below); not being currently operative; and lack of resources.

The online questionnaire was also circulated via KiS email networks and contacts, and advertised widely in the LGBT press and at LGBT venues in order to reach organisations not known to KiS. It was further circulated by In Our Name project partner organisations; the Consortium of LGBT organisations; and other LGBT VCOs. A small bursary of £20 was offered to organisations with no paid staff to recognise the value of their time and contributions.

The questionnaire was also circulated to other equality sector organisations; to the general voluntary and community sector via councils for voluntary service; and within boroughs by council equalities contacts. 15% (n=14) of organisations in the sample are organisations who had not been specifically invited to complete the questionnaire.

All together, 101 questionnaires were begun. Of these 11 were excluded as they were spoilt or duplicates; and one was removed due to insufficient information to build a profile or to add to the sector-wide strategic analysis, leaving a sample of 89. All 89 organisations are in the sample throughout this report unless stated otherwise.

Although of these 89, 16 responses were partially incomplete they were included in the sample because there was sufficient information to build profiles of the organisations and to contribute to the overall sector picture.

**Methodological issues**

There are a number of methodological issues that arise when determining what a London LGBT voluntary or community organisation is.
First, there is the issue of what makes an organisation LGBT (or L,G,B, or T). For instance one organisation in the sample names LGBT people in its mission statement but not in its charitable objects as registered with the Charity Commission. Others that at one time named LGBT people in their purposes now no longer do, and increasingly serve heterosexual people. Some do not exclusively name LGBT people as their target group but undertake a significant portion of their activities with LGBT people. Still others have a high proportion of LGBT people in any of their governing bodies, staff, volunteers, members, and service users but, again, do not exclusively serve or represent LGBT people. For the purposes of this report no organisations were excluded from the overall sample as all indicated that they specifically serve or represent lesbian, gay, bisexual, trans, or queer people. However, some organisations were excluded from analysis of particular thematic areas, and this will be described throughout the report.

Second, in the LGBT sector in London there can be grey areas in distinguishing between statutory and voluntary organisations. For instance, some borough-based forums and networks are run by council employees, whilst others are accommodated in council structures yet run by relatively independent steering groups and community members.

Two further methodological issues arose in this particular study.

First, while LGBT projects based in mainstream organisations were asked to complete the Almanac Questionnaire on behalf of the project only, it is clear that some of the responses returned describe the entire organisation.

Second, some of the information provided by London-based groups that are national in scope describes the national picture rather than solely London-based work.

These issues will be examined further in future sector research. If an organisation has been removed from analysis of a particular area it will be noted throughout the report and particularly in the finance and funding section.
Some of the methodology has been purposely open-ended so that categories, of, for example, organisational activities, could be devised after analysis of each organisation’s description of what it does; rather than asking organisations to select from a pre-defined list that may not have been comprehensive, or that may have described activities differently to the way that organisations themselves describe them.

Further parameters of this study include:

- The focus of the study has been on independent London-based LGBT voluntary and community organisations so the sample is not inclusive of all trade union LGBT committees and organisations; political party LGBT committees and organisations; employment-based LGBT networks; LGBT student organisations; and LGBT social organisations. The study has not included any for-profit LGBT organisations or organisations solely working on behalf of family, friends and allies of LGBT people.

- Only organisations that are currently operational have been included.

No major LGBT organisations have been missed out of the sample; the collective contacts of those who circulated the questionnaire provided extensive reach and publicity was widespread. Therefore KiS is confident that the study represents an accurate picture of London’s LGBT voluntary and community sector. However, some less formalised community-based LGBT organisations in particular are missing from the sample, due to timescales, marginalisation and the difficulty of encompassing the range of LGBT organisations in one study. KiS aims in subsequent years to reach more organisations. The study itself has been highly productive in bringing to light new LGBT voluntary and community organising.
The average number of years that LGBT organisations in the Almanac sample have been in operation is 15. This is four years longer than the Consortium’s study of LGBT organisations found nationally, though their study looked only at registered charities, non-profit companies, and industrial and provident societies, suggesting that some London-based LGBT organisations have longevity in spite (or perhaps because of) their legal informality (Consortium 2010b). Indeed more than half, 54% \((n=26)\), of LGBT organisations in the Almanac sample that are not registered charities, companies limited by guarantee, or industrial and provident societies were formed in 2000 or before (the oldest formed in 1969).

Whereas the Consortium study found two organisations that had been established for over 30 years, the Almanac sample profiles 16 organisations that have been established for over 30 years.

22% \((n=19)\) of the organisations or projects in the sample have been formed since 2006 and 8% \((n=7)\) since 2009, demonstrating the continual evolution of the sector.
Absolute Freedom Buddhist Group of SGI-UK (now renamed the Rainbow Committee of SGI-UK), s. 1996

About: The Absolute Freedom Group are members of SGI-UK, whose aim is to introduce the Buddhism of Nichiren Daishonin, SGI and nam myoho renge kyo to the LGBT community.

Activities: They coordinate activities to introduce the Buddhism of Nichiren Daishonin into the LGBT community at pride events and through regular introduction to buddhism seminars aimed at the LGBT community.

Joint work: Have been involved in providing stewards for Crusaid Walk for Life, raised funds for UNICEF and a variety of other support for various NGOs / organisations in the UK and across the world. They also supported ‘Seeds of Change’ and also the ‘Gandhi, King, Ikeda’ exhibitions, along with the Victory over Violence campaign and other non-violence, non-nuclear exhibitions and events.

Advocate for Mental Health, s. 1999

About: Advocate for Mental Health aims to empower people using mental health services, by supporting them to make informed choices about their care and treatment and by contributing to the improvement of mental health services for all service users.

Activities: Offers a mental health advocacy service to the LGBT community of Westminster and Kensington & Chelsea; people from outside these boroughs will be signposted to other

www.sgi-uk.org
rainbow@sgi-uk.org
01628 773163
Contact: Chris White
Taplow Court, Taplow, Berkshire SL6 0ER
Works nationally and international under of Soka Gakkai International (SGI)

www.afmh.org.uk
020 8969 3000
73 St Charles Square W10 6EJ
A Registered Charity
An LGBT project in a non-LGBT organisation
Works in Kensington & Chelsea and Westminster
Age Concern Lambeth - Goldies Project, s. 2004

About: To ensure that Age Concern Lambeth encompasses older LGBT people. Age Concern Lambeth’s mission is to support and work with older people to achieve a full and enjoyable quality of life.

Activities: Run coffee morning Tuesdays 10-11.30am in the Vida Walsh Centre in Brixton; encourage and support members to organise additional events; act as a gateway for Age Concerns Lambeth’s generic services; give advice and information; Handyperson Service; befriending; Celebrating Age Festival; and service user involvement.

Campaigns/policy work: Members of the Goldies were involved in an LGBT specific workshop on the Local Strategic Partnership’s Older People’s Strategy.

Joint work: Consultations, advice and information, community safety, health promotion and social activities.

Age Concern’s “Opening Doors in Central London” Project, s. 2008

About: Partnership project involving Age Concerns in Camden (lead agency), Hackney, Islington, Kensington & Chelsea and Westminster to specifically meet the needs of LGBT people over the age of 50. Aims to combat isolation; campaign and give a voice to older LGBT communities; and raise awareness of the issues and concerns faced by older LGBT people within the wider LGBT community, society in general and statutory services.
Activities: Regular social activities; a telephone advice and signposting service on multiple topics from health and housing, welfare rights and benefits, to counselling; referrals to statutory services; befriending; festivals (e.g. London Pride and LGBT History Month); workshops and training for older straight peers within care settings and training to staff; provides volunteering opportunities to work with the groups and in one to one befriending activities.

Campaign/policy work: Provides information, guidance and training for other service providers, statutory and non-statutory, to develop appropriate and inclusive services for older LGBT people in the five boroughs, and at national level (in partnership with Age UK).

Joint Work: Events; activities; campaigning.

**a:gender, s. 2005**

About: the civil service staff network for transgender, transsexual and intersex people.

Activities: support and guidance for civil servants affected by gender identity issues; help raise awareness of gender identity matters across the Civil Service.

Campaigns/policy work: act as internal stakeholders in seeking the best outcomes for trans and intersex people in the exercise of the Civil Service’s public sector equality duty.

**Antidote, s. 2004**

About: Aims to serve the substance misuse needs of the LGBT community.

Activities: Counselling; key-work; information; advice; links to detox/rehab/health services; alternative therapies; education/training.

Campaign/policy work: Influenced assessment policy at generic...
drug and alcohol treatment centres and health services. They now include questions relating to drug use and sexuality/gender in the assessment process.

**Bede House Association - LGBT Domestic Abuse & Hate Crime Project**

About: Bede’s vision is for people in Southwark, especially those who are disadvantaged, to have fulfilling, happy lives, to have a valuable part to play in their community and to feel that they can change their lives for the better. Bede’s purpose is to welcome local people seeking support and opportunities to overcome difficulties and have new fulfilling experiences.

Activities: Provides practical and emotional support to LGBT individuals who are or have been subject to domestic abuse.

Joint Work: Training; forums; consultation.

**Brent Youth & Connexions Service - Mosaic LGBT Youth Project, s. 2000**

About: Provides a best value for money service of a national standard to young LGBT people age 13-19; provides opportunities to grow and develop skills in a safe environment; provides young people with accredited outcomes to better their educational opportunities.

Activities: Youth Club; drop-in Sexual Health advice; Connexions advice; face to face support; counselling.

Campaign/policy work: Delegates a young person to Brent Youth Parliament; regular forum sessions with young people to voice their issues. In the past year: Young people informed Brent policies, for instance the Diversity and Equality Policy and the 2010-2015 Cultural Strategy.

Joint work: Rent desk space from a charity and use space there to deliver youth club sessions and hold staff meetings.
Partnership in delivering youth sessions within youth club with specialist bodies and Service Level Agreement with NHS.

Broken Rainbow UK, s. 2002

About: Our objective is to relieve the distress and suffering caused to lesbians, gay men, bisexual and transgender (LGBT) people by domestic violence and abuse, in particular but not exclusively by doing the following: raising awareness in the LGBT communities and elsewhere of the impact of homophobic, transphobic and same sex domestic violence on the lives of LGBT people; offering advice, support and referral services to LGBT people experiencing homophobic, transphobic and same sex domestic violence; offering information, advice and training to people who are responsible for domestic violence policy and practice in mainstream and specialist organisations, or who are otherwise involved with the survivors and perpetrators of domestic violence, with a view to increase the physical safety and mental well-being of LGBT people who experience such violence or abuse.

Activities: Broken Rainbow UK runs the only National LGBT Domestic Violence Helpline, providing confidential support to all members of the LGBT communities, their family and friends, and agencies supporting them. Our trained LGBT helpline workers help with building a safety plan, discuss housing options and making a police report, give general information about legal rights and information about local support services, and/or just listen. The Helpline telephone number is 0300 999 5428 (LGBT). We can provide speakers for conferences and trainers for workshops/events.

Campaigns/policy/joint work: Broken Rainbow UK is part of the LGBT Domestic Abuse Forum.

www.broken-rainbow.org.uk
0845 260 5560
A Registered Charity
National
2 full-time members of staff
1 part-time member of staff
Bromley Gay & Bisexual Men, s. 1999

About: To act as a referral point for gay and bisexual men to access other services in relation to physical and mental health; to improve the physical, mental and social well being of gay, bisexual and men who have sex with men in the Bromley area.

Activities: Groupwork; promotes social activities within the group and arranges group outings on the evening the group meets; provides support and advice, including one-to-one sessions which may need to take place outside of the group focus. Project of Man2Man condom packs especially for men who have sex with men.

Brothers & Sisters Club DEAF LGBT London UK, s. 1978

About: We’re an organisation for deaf LGBT people.

Activities: We meet upstairs in a gay pub in Islington, on the first Friday of each month. We have an event every 5 years with all deaf LGBT from around the world who come to London, England UK. The next one will be the 35th Anniversary in 2013.

Croydon Area Gay Society (CAGS), s. 1971

About: CAGS organises and encourages a variety of social, cultural, recreational and educational events in order to benefit the social life of the local gay community; provides help and support for homosexual men and women in difficulties; and participates fully with other community groups to ensure that the needs of homosexual people are taken into account at all levels.

Activities: Provides social events, open meetings with speakers, a weekly tennis group, services (via Silver Rainbow) for older gay and lesbian people in Croydon, and advice and support to members and other LGBT people in Croydon.

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2 ‘Active’ volunteers indicates that they volunteer at least once per month.
Campaigns/policy work: Campaigns on local and national LGBT issues as they arise, mainly within the London Borough of Croydon, but we have members in other parts of South London, and indeed other parts of the country. In the past year: achieved local press coverage with our campaign against a local firm of solicitors that had issued a homophobic email; achieved considerable local coverage for our IDAHO events.

Joint work: We work with other local organisations in connection with IDAHO and LGBT History Month and with SLAGO on joint social events.

Camden LGBT Forum, s. 2002

About: Aims to promote equality and diversity by the elimination of discrimination in relation to lesbian, gay, bisexual and transgender people living or working in Camden and, where appropriate, neighbouring boroughs and across London, for the benefit of the public.

Activities: Casework and advocacy for victims of homophobic or transphobic crime, harassment or discrimination; third party reporting scheme so that LGBT victims can report anonymously; accompanies police safety patrols on Hampstead Heath and delivers advice and information across the borough and beyond; schools/youth work: attends PSHE lessons in local schools as part of the Justice Day partnership initiatives; takes assemblies and runs stalls in local schools during LGBT History month; produced an anti-bullying film ‘Treading on Eggshells’ with the Queer Youth Network as a teaching aid; delivers training in LGBT rights and awareness to local police and on equality issues to RSLs etc; runs the largest programme of LGBT history month events in the UK; commemorates IDAHO and Trans Day of Remembrance, produces a fortnightly newsletter, produces research. Undertakes public speaking on issues of importance. Has established ongoing LGBT artists exhibitions.

Campaign/policy work: Inputs to a number of local, pan London and national strategies and guidance via consultation

www.camdenlgbtforum.org.uk
020 7470 8760
A Registered Charity
Company Limited by Guarantee
Across London, principally Camden
National
2 full time members of staff
1 part time member of staff
2009/10 income: £119,882
2009/10 expenditure: £125,248
and focus groups; also inputs to the EHRC; the local Council Social Cohesion Forum; Equality Stakeholders Groups; Tension Monitoring, Tenant Participation and the local Hate Crime Strategy Group. Re-wrote LGBT inclusion guidelines for Camden Schools; Produces campaigns and materials that tackle specific issues such as: ‘A Lifestyle Choice? Myths & facts about LGBT people’.

Joint work: The Forum also liaises with other national organisations such as the British Library and the British Museum on LGBT awareness. As a result they now run community previews to which the Forum has access. Our events are open to all and we are often asked to input to other events such as Holocaust Memorial day in Camden and in other boroughs. Our analysis of CRIS data allows us to evaluate police response, join up community intelligence and raise issues that are of concern with LGBT communities to other relevant organisations.

Campaign for Homosexual Equality (CHE), s. 1969

About: Aims to promote the principle that lesbian, gay, bisexual and transgender (LGBT) people are entitled to lead their lives openly without fear; to fight for social and legal equality and respect for the human rights of all people irrespective of their sexuality; to eradicate prejudice and hostility directed at LGBT people; and to campaign for improved sex education in schools to eliminate negative attitudes to LGBT people.

Activities: Supports other LGBT organisations; gives annual awards to an individual or an organisation; sponsors a film in the London Lesbian and Gay Film Festival that promotes LGBT issues.

Campaign/policy work: Support for various campaigns as and when they arise; in touch with various public bodies on issues of concern; raises awareness through the Derek Oyston Awards.

Joint work: Member of SLAGO and the Cutting Edge Consortium.

www.campaignforhomosexualequality.org.uk
020 7064 6510 (not answered full-time)
J111, Tower Bridge Business Complex, 100 Clements Road, SE16 4DG
A membership organisation
Voluntary/community organisation
Works across London and nationally
Crocus, s. 2008

About: Croydon’s LGBT Network, Crocus exists to improve the lives of LGBT people who live or have an interest in Croydon. Crocus is a collective of LGBT people and groups collaborating on issues of common interest to be the voice of LGBT people in the borough.

Activities: Provides a co-ordinated platform for the representation of the LGBT people of Croydon; provides an environment for open discussion, information sharing, learning and development on LGBT issues in Croydon; encourages collaboration between Croydon LGBT groups and individuals in Croydon; researches and analyses the needs and issues of LGBT people in Croydon in order to address these needs by working together; strengthens, assists and enhances local LGBT specialist groups without duplicating or undermining their work; undertakes projects as identified by members of Crocus, with a mainly Croydon focus; signposts to support and advice resources.

Campaign/policy work: Lobbying, influencing and representation: council, local hospital, PCT, borough police. In the past year: This work has led to recognition of LGBT issues in key parts of the council and a higher profile for LGBT issues.

Joint work: Works with other LGBT groups in the borough, and with the police and the council.

Cutting Edge Consortium, s. 2009

About: Promotes equality in the debates on faith, sexuality and gender identity; promotes equality and human rights across faiths; unites people and groups of all faiths and none to promote equality and human rights; unites in challenging faith-based groups to promote equality and human rights and the implementation of laws relating to these; promotes equality and the human rights of LGBT people; advocates for LGBT people across communities based on religion or belief and related organisations; raises awareness of and promotes education

Contact: Martin Pendergast
PO Box 24632, E9 6XF
A membership organisation
Network or forum
Voluntary/community organisation

http://sites.google.com/site/cuttingedgeconsortium1/

PO Box 1869 Croydon CR9 0AS
A voluntary/community organisation
Works in one borough: Croydon
6 active volunteers
2010 income: £4,000
2010 expenditure: £2,000
on the right to freedom of thought, conscience and religions across both religious and non-religious groups.

Activities: Liaises with government bodies and related agencies on issues of religion and belief, sexual orientation and gender identity; organised two major national conferences on Faith, Homophobia, Transphobia & Human Rights; held a public launch meeting in the House of Commons; held a 2010 IDAHO event, published a Newsheet, established a website.


Deaf Bear Group, s. 2010

About: A social group for D/deaf people, though hearing people are also welcome, communicating in British Sign Language (BSL); focus on identity and culture, and awareness raising; the group is created to encourage Deaf Bear men in the United Kingdom, Ireland and Internationally who would like to meet other Deaf Bear or Hearing Bear men. The group is also to assist men who are keen to learn BSL. All are most welcome, it does not matter if one is Deaf or hearing; Communication with BSL is the cornerstone of our daily lives.

Activities: A Facebook group; fundraising; workshops; peer support; bridging D/deaf culture and Bear culture, and overcoming isolation.

Joint work: Work with Deaf and/or Bear groups in other countries.

Deaf LGBTQ London, s. 2010

About: A social community of deaf and hearing people, particularly young people.
Activities: A Facebook group; meet Fridays every 3 weeks in Soho from 8pm; socialising; making friends; overcoming isolation.

Joint work: Other organisations can advertise events through the Facebook group.

**East London Out Project, s. 1995**

About: ELOP aims to promote and preserve the emotional, psychological, sexual and social health, well being, safety, individual and community empowerment of lesbian, gay bisexual and transgender communities.

Activities: Counselling, advice and information, information line, support groups, youth services including schools work, sexual health, community safety activities and events, consultations, research and training.

Campaigns/Policy work: ELOP is actively involved in influencing decision making. It sits on various forums in the local authority to influence the provision of services for LGBT individuals and communities. In the past year:

ELOP ensured that an LGBT parents focus group was conducted as part of consultations on the Children’s Plan. ELOP has also raised issues related to schooling and homophobia and ensured that a local authority undertook cultural events for the LGBT community.

Joint work: ELOP does joint work on specific projects.

**Enfield LGBT Network, s. 2005**

About: Aims to improve the quality of life for, and services to, LGBT people by providing direct services, supporting other providers in appropriately meeting the needs of the LGBT community and participating in consultancy with advisory groups across the borough of Enfield and beyond.
Activities: Peer support and counseling groups for LGBT youth, gay men, lesbians and trans people; homophobic crime reporting and support services assisting people experiencing homophobic and transphobic crime; advisory services offered for parents of LGBT young people and referral and support services to LGBT people experiencing domestic violence.

Campaigns/policy work: Works on homophobic crime reduction by working with groups such as the Enfield Police. Involved in shaping equalities policies by working with the Pan London LGBT Organisations (City Hall), and ECEN Equal Opportunities Policy & Action Plan Working Group. Promoting health for LGBT people within the borough by being a part of the HIV Service Providers Strategy Group, HIV Services Steering Group, Enfield Condom Distribution Scheme Steering Group and the Enfield Alcohol Harm Reduction Board.

Four in Ten, s. 2010

About: An LGBT group that is run by LGBT mental health service users and provides mutual support, friendship and social activities. We are also a campaigning group, focusing on improving the statutory mental health services available to LGBT people who live within the four London boroughs covered by the South London and Maudsley Trust. We seek to ensure that the LGBT voice is heard in the planning and delivery of services within the Trust. We have close links with non LGBT mental health service user run organisations and campaigning groups and we exist within the wider mental health survivor movement. In addition, the group has close links with local LGBT organisations.

Activities: We meet weekly in the Maudsley Hospital and socially at other times; intend to invite speakers from a variety of backgrounds to attend meetings, such as sexual health advisors, nutritionists, alternative therapists, benefit advisors, police safety officers, etc., along with clinical practitioners and service managers and representatives from other LGBT organisations.
Campaign/policy work: Currently involved in putting in place a formal process of LGBT service user involvement with the South London and Maudsley Trust; has made the South London and Maudsley Trust aware of their responsibility to obtain the views of LGBT service users on the services they provide such that they have recognised the need for formal LGBT user input; will campaign for LGBT specific service provision.

Joint work: Liaises with the Trust, raising issues of concern to LGBT service users and campaigning for improved services.

**FTM London, s. 1997**

About: FTM London’s purpose is: to support all female to male trans people (FTMs) proactively and positively; to provide and facilitate a safe meeting place where regular meetings can be held; to inform and educate agencies and organisations that impact on the lives of transsexual and transgender people; in particular, to raise awareness with those organisations of the discriminatory practices and attitudes currently prevailing; to network and liaise with other Gay, Lesbian, Bisexual and Transgender associations with the specific aim of promoting harmony and unity to the benefit of FTM London and all similarly disadvantaged people; to maintain trust and confidentiality at all times; to provide and maintain or assist in the provision and maintenance of the above objects.

Activities: All activities are available to all female to male trans people only. FTM London runs a monthly support group and occasional social events, produces a bi-monthly newsletter, hosts a website and has a Facebook presence. FTM London also responds to enquiries received via email or mobile phone and provides a meeting space, in the same building as the monthly meetings, for a support group for the significant others, family, friends and allies (soffas) of trans men.

Campaigns/policy work: There is a representative from FTM London on the stakeholder committee at meetings with the management of Charing Cross Gender Identity Clinic. In the

**BCM FTM London**

**WC1N 3XX**

A membership organisation

Works in London and the south of England

15 volunteers

2009 income: £2,242
past year: The doctors and management of the Gender Clinic are able to hear the views of FTM London members regarding their treatment at the clinic and clinic policy generally.

**GALHA - The Gay and Lesbian Humanist Association, s. 1979**

About: For over 30 years GALHA has promoted humanism as a free-thinking, rational, ethical worldview. It campaigns for equality and diversity, particularly relating to sexual orientation and identity - both in the UK and internationally. GALHA promotes humanism and LGBT equality, working to combat prejudice and discrimination against humanists and lesbians and gay men.

Activities: Holds regular open, public meetings in London with speakers and discussions; issues frequent press releases commenting on current affairs where promoting their aims is relevant; maintains a website that promotes their work worldwide and links to other relevant online resources and organisations; maintains a moderated email discussion list for people to discuss LGBT and humanist issues; carries out other occasional media work including radio, press and TV to promote its aims; provides stalls and information at lesbian/gay, humanist and other events as resources allow.

Campaign/policy work: Makes submissions to government committees and responds to government consultative documents that concern their areas of interest; supports demonstrations and other groups that advance their aims. Holds public meetings and organises demonstrations, appearances on TV and radio, use of Facebook and other web technologies to address specific issues and promote humanist viewpoints and gay rights; One Law for All; Protest the Pope.

**Galop, s. 1982**

About: Galop works to prevent and challenge homophobic and transphobic hate crime, to reduce crimes against lesbian,
gay, bisexual and trans people, and campaign for an improved criminal justice response.

Activities: Galop provides advice, support and advocacy services to victims of hate crimes and incidents. It provides third party reporting services across London and specialist advice and support services to LGBT victims of domestic abuse, sexual abuse and rape. It also provides advice and advocacy to LGBT people regarding the criminal justice system - whether as a victim or perpetrator.

Campaigns/policy work: Galop campaigns to improve the criminal justice system for LGBT people, and for an end to hate crime. In the past year: It has been leading a successful campaign to ensure that people who have previous convictions for offences which are now decriminalised are no longer required to declare these on job application forms, and do not have these revealed on CRB check forms. The MPS has agreed to pursue a more joined up approach to tackling LGBT hate crime, in line with their research recommendations.

Joint work: London LGBT Domestic Abuse Partnership - formal partnership of which Galop are the lead agency. LGBT Jigsaw – Galop is a partner. Spotlight - LGBT Hate Crime Forum - Galop runs this forum, which is attended by agencies and activists from London.

**Gay and Lesbian Association of Doctors and Dentists, s. 1995**

About: A membership organisation to provide professional and social support to LGBT doctors, dentists, medical and dental students.

Activities: Collects and disseminates information on gay and lesbian issues relevant to the practice of medicine and dentistry; combats discrimination against lesbians and gays particularly if expressed by doctors and dentists or toward doctors and dentists; aims to party with a purpose providing social networking in both the real and virtual world to bring
together LGBT medics and dentists and provide a voice for this part of the LGBT and medical and dental communities.

Campaigns/policy work: Has representatives on a range of medical and dental equality and diversity committees at the BMA, GMC, etc.; has successfully influenced both BMA and GMC policy on sexual orientation and gender identity and had some influence at the Department of Health on LGBT policies and representation of LGBT issues in general policies.

Joint work: Joint social events with RCN LGBT Network and trying to work with LGBT lawyers.

**Gay Authors Workshop, s. 1978**

About: Supports and encourages LGBT creative writers; raises the standard and awareness of LGBT creative writing; facilitates publication of LGBT literature.

Activities: Meetings, readings, constructive criticism, information and advice on publication, links to Paradise Press publishing, quarterly newsletter.

Campaigns / policy work: Provides annual “Sappho in Paradise” book prize to further the LGBT written word across national boundaries; raised the profile of LGBT writing.

Joint work: International Lesbian and Gay Cultural Network (ILGCN); Gay History Month; IDAHO.

**Gay's The Word, s. 1979**

About: Aims to stock and sell as wide a range as possible of LGBT books.

Activities: Hosts a whole series of events/book readings/signings and is used by a number of groups including a Lesbian Discussion Group, Gay Reading Group and TransLondon; provides lots of information to tourists visiting London, people
new to the scene/coming out/wanting to find LGBT groups and to journalists and academics conducting research; takes time to talk to, listen and give information/advice to a whole range of people on issues ranging from bereavement, sex, coming out, etc; provides free information/booklets/leaflets on a variety of topics including safer sex information; deals with lots of parents who are coming to terms with their child’s sexuality.

Gemma, s. 1976

About: Aims to lessen isolation of disabled lesbian and bisexual women of all ages.

Activities: Friendship network; quarterly newsletter in print, large print, tape, braille, or email.

Campaigns/policy work: Occasional disability access input.

Gendered Intelligence, s. 2006

About: We seek to nurture and develop gendered intelligence, in order that we may occupy a world where a greater freedom of expression and a wider and richer spectrum of gender identities can co-exist.

Activities: Delivers arts programmes and creative workshops to trans youth (under the age of 25) from across the UK in order to increase the quality of their life experiences; delivers facilitated workshops to all young people within schools, colleges, youth groups and other settings from across the UK, in order to generate discussion and debate about gender equality and how masculinity and femininity is expressed in different ways and on different bodies; offers Continuing Professional
Development, trans awareness training, policy development and consultation as well as attends conferences and events to raise awareness of young trans peoples’ experiences and needs across the UK and beyond; to contribute to the creation of community cohesion across the whole of the trans community throughout the UK; runs the Trans Community Conference to bring trans people and professional services together to form partnerships and run projects that will benefit the trans community; runs a trans youth group; offers a one to one support system for young trans people which assesses needs, offers sign posting, makes referrals and sets goals for the future.

Joint work: Trans awareness training, art-based collaborations, school workshops, consultation work, producing resources.

**Gender Identity Research and Education Society, s. 2007**

**About:** Provides information and education, based on research into atypical gender identity, to all those who can improve the lives of trans people.

**Activities:** Research, policy advice, information on healthcare, employment and rights, training in transgender equality, workshops for families, publications and websites, www.Tcrime.net, www.Tranzwiki.net.

**Campaigns/policy work:** A member of the newly forming National Lesbian, Gay, Bisexual and Trans Partnership. In the past year: substantial policy impact.

Joint work: consultations with policy makers, preparation of literature, training, network development, dissemination of information.
GLAMS UK, s. 1993

About: National support group for LGBT people affected by Multiple Sclerosis; strives to create an environment where neither sexuality nor health is seen as an issue, but instead is recognised as an integral part of our lives; aims to raise awareness of MS within the LGBT community by providing information and offering advice and support. Backed by the MS Society and with membership across the UK, we aim to establish a welcoming space for people to interact, seek support and make connections with people in similar situations.

Activities: Produces a quarterly newsletter, The Glamster, with news about both MS and the LGBT community, and also provides regular opportunities for members, partners and friends to meet socially, which they are extending across the UK; GLAMS can help you meet other LGBT people who are affected by MS, locally and across the country, both online and in person; provides a forum which offers support, provides an opportunity to share experiences and breaks down barriers to tackle isolation within the LGBT community; the MS Society has a GLAMS telephone helpline that you can call, and to make online contact, the GLAMS message board provides a source for discussion, fun, advice and information about issues affecting the LGBT community.

GMFA, s. 1992

About: Improves gay men’s health by increasing the control they have over their own lives. GMFA’s role is to provide gay men with accurate and credible information, and with the skills that enable them to make informed choices and exercise control over their own actions. We do not attempt to make gay men lead healthier lives, nor do we attempt to construct an environment where the only options gay men have are those that support healthy life-styles.

Activities: GMFA develops and provides a wide range of health promotion interventions, including web and print advertising campaigns, booklets, websites, community building events, videos, a magazine and groupwork.
Joint work: GMFA is a member of the CHAPS, PLHPP and National LGBT Partnerships and works collaboratively with partner agencies within these schemes.

**Haringey LGBT Network, s. 2002**

About: Haringey LGBT Network aims to improve the lives of LGBT people living, working, learning or socialising in Haringey.

**Imaan, s. 1998**

About: Imaan supports LGBT Muslim people, their families and friends, to address issues of sexual orientation within Islam. It provides a safe space and support network to address issues of common concern through sharing individual experiences and institutional resources.

Activities: Monthly Imaan meetings are held at central London venues.

**Iraqi LGBT, s. 2005**

About: Iraqi LGBT is a human rights organisation established in September 2005 after a wave of violence against the LGBT community in Iraq, we felt this is our responsibility to stand up and start an action to alert the world about this genocide, with members working secretly undercover in Iraq, the UK and other countries. Since the 2003 invasion and occupation, LGBT persons have faced an unprecedented level of persecution. They now comprise one of Iraq’s most endangered minorities.

Activities: Iraqi LGBT runs and manages three major projects: 1 - Supports the safe houses project inside Iraq and in neighbouring countries; 2 - The asylum projects for the United Kingdom, Iraq’s neighbouring countries, west Europe and the rest of the world; 3 - Iraqi LGBT campaign and head office project.
Iraqi LGBT supports LGBT people seeking sanctuary and campaigns to tell the world about what is happening in Iraq.

**Jewish Gay and Lesbian Group, s. 1972**

About: Provides an atmosphere of friendship and support for Jewish lesbians, gay men, bisexuals, transgender people and their partners; organises social, religious and informative events for our members and their guests; acts as ambassadors between the LGBT and Jewish worlds, trying to dispel ignorance and prejudice.

Activities: Regular separate women’s and men’s events such as restaurant nights; co-sponsorship of the London Lesbian & Gay Film Festival; summer weekends by the sea with optional social and Shabbat events; various mixed social events; celebration of religious festivals e.g. Seder night and social events for Purim, Rosh Hashanah and Chanukah; last Friday of the month - ‘Chavurah’ (Hebrew for meeting of friends) to celebrate the start of Shabbat. The services are taken by gay or lesbian Rabbis or rabbinical students and are followed by a ‘bring a veggie dish buffet’; sometimes they have a guest speaker to lead post-supper discussions on a specific theme; the events provide a safe, confidential and relaxed atmosphere and for these reasons members find that JGLG provides a supportive and helpful environment; most events are exclusive to members and their partners, however some are open to friends and family; Jewish LGBT parents and their children are welcomed to events that are particularly family-friendly. These are advertised in their newsletter and on the website in advance of the event date.

Joint work: We work alongside Liberal Judaism and other Jewish LGBT Groups.
Kairos in Soho, s. 1994

About: Aims to provide space and opportunity for LGBT people to gain support, grow, and effect wider strategic change.

Activities: Provides community activities; engages in research and policy development; develops sector infrastructure and information; explores relationships to space.

Campaigns/policy work: Campaign to protect London Funding from London Councils; Equality Policy strategies in Westminster and across London; health equalities; London local authority equality policy development; funding policy; development of the Funding Commission.

Joint work: Formal partnership with PACE, London Friend and Metro Centre; ongoing work with rukus! Federation Ltd and the BME LGBT sector; pan-London infrastructure work that involves VCOs, funders and infrastructure organisations; joint work on Health Equalities in Westminster; local work in Soho with VCS and statutory partners.

Kingston LGBT Forum, s. 2007

About: The Kingston LGBT Forum exists to ensure that Kingston Upon Thames and surrounding areas are a safe and positive place that embraces the culture and needs of all LGBT people who live; work; study; visit or socialise in the borough; ensures strategies take into account the needs of the LGBT communities; provides a platform to voice concerns about issues relevant to the LGBT communities and to coordinate action on these issues; builds strong partnerships and sharing information between the LGBT communities and the private/voluntary/statutory agencies; raises awareness, enhances the confidence, and ensures strategies are in place to deal with homophobic/transphobic attitudes and crime; identifies and addresses the issues regarding transgendered people; recognises and supports the cultural and social needs of LGBT people of all ages; initiates and supports LGBT events in the community to raise awareness of LGBT issues.
Activities: Meets bimonthly to discuss issues affecting the community; trying to organise events to up the membership of community members; organising events for the community.

Campaign/policy work: Presents on the local authority’s equality forum so provides a voice for any initiatives that are passed through this; having elected a governing body they are increasing the profile of the forum and anticipate this is an area they will expand into in the next 12 months.

**Kingston University’s LGBT Society**

About: Kingston University LGBT Society is a safe place for lesbian, gay, bisexual and trans students. We provide a social atmosphere for LGBT students and engage in social and/or educational community activities and events. We also act as a campaigning group, working as an advocate for the rights and welfare of LGBT people in the university, the local community, nationally and globally.

**Lesbian and Gay Coalition Against Racism**

About: Provide a forum for Lesbians and Gay men to challenge racism and homophobia. LAGCAR believes that the fight of lesbians and gay men against homophobia cannot be seen in isolation. We need alliances with all communities — unity between lesbians and gay men, Black and Jewish communities, the trades unions and religious organisations, women and disabled people, students and young people.

**Lesbian and Gay Newsmedia Archive, s. 1980**

About: The object of the organisation is to encourage and facilitate research into the emergence and existence of lesbian, gay, bisexual and transgender identities and communities within the United Kingdom.
Activities: The acquisition, preservation and management of collections of press cuttings whose subject matter is lesbian, gay, bisexual and transgender individuals and communities within the United Kingdom, reference books relating to the same subject matter and banners badges and other ephemera relating to the same subject matter. LAGNA also provides a research service for those who are unable to visit the archive in person.

**LGBT Advisory Group, s. 2000**

About: Advises the Metropolitan Police Service on policing issues that affect the LGBT community in London.

Activities: Independent advisors to the Metropolitan Police Service.


**LGBT Domestic Abuse Forum, s. 2005**

About: Membership organisation of practitioners, activists, researchers, service providers, commissioners, funders and representatives from public sector departments working in or around the issue of LGBT domestic abuse. Exists to provide individuals and organisations with support to develop, implement and improve services for LGBT people who have experienced domestic abuse. Aims to improve the lives of LGBT victim/survivors of domestic abuse; improve services to LGBT people who have experienced, or are experiencing, domestic abuse.

Activities: Increases access to information on LGBT domestic abuse to victim/survivors and organisations and practitioners; supports the development of an effective coordinated, multi-agency response to LGBT domestic abuse; promotes good practice and challenges inappropriate or unsafe practice;
promotes the inclusion and participation of LGBT victim/survivors in the development of existing and new services and organisations; influences local and central government policy with regards to LGBT domestic abuse; increases public and professional awareness of the specific issues faced by LGBT victim/survivors of domestic abuse; improves the accessibility of services for LGBT victim/survivors and perpetrators of domestic abuse; supports research of current levels of LGBT domestic abuse and service provision.

Campaign/policy work: Facilitates good practice guidance, consultancy and training to service providers, government departments and funders on issues relating to LGBT domestic abuse; influences the development of effective policies and commissioning to support good practice and help improve safety.

In the past year: It has helped raise the profile of LGBT survivors of domestic abuse up the political agenda.

Joint work: Training, information sharing and networking events for organisations who provide services to LGBT survivors of domestic abuse.

**LGBT Jigsaw, s. 2008**

About: LGBT Jigsaw is a London initiative to reduce LGBT youth homelessness. The project brings together Stonewall Housing, the Albert Kennedy Trust, PACE and Galop to provide a network of services for LGBT young people. By putting the pieces together, making a clearer picture of the portfolio of support available, LGBT Jigsaw increases accessibility into a range of services and helps better meet the needs of young people; they are also working increasingly to support youth and housing based organisations to improve the service they offer to LGBT young people.

Activities: Mentoring and befriending; supported housing; supported lodgings; family therapy; family support helpline; training for independence; participation and volunteer

www.lgbtjigsaw.net
info@lgbtjigsaw.net
07814719623
Contact: Michael Nastari
2A Leroy House, 436 Essex Road
London, N1 3QP
Partnership project between voluntary/community organisations
Works across London
1 part time member of staff
opportunities; housing advice service; housing advice line; employment advice; support for victims of crime; mental health advocacy service; survivors of domestic abuse support group; sexual health support; Jigsaw drop in; one to one support; youth projects; youth training; Flapjack Fridays (frontline workers networking events); skill swap (skill/training exchange for youth based organisations).

Campaigns/policy work: Works online to highlight the issues of LGBT young people; monthly eBulletin goes to an increasing number of LGBT and mainstream organisations keeping them informed of news and developments which affect LGBT young people.

Joint work: Has been recognised as a model of best practice for joint working by C4EO and the national Children and Young People Awards. In addition to the internal joint working nature of the project it also provides interagency support to wider frontline workers through Flapjack Fridays, the quarterly networking event. Provides free training to organisations.

**LGBT sexuality in social care & health, s. 2010**

About: Connects practitioners, professionals and academics with best practice and information about LGBT needs within social care and health. Creates a knowledge space for information on LGBT sexualities.

Activities: Information sharing, best practice, organising conferences.

Campaigns/policy work: Work led to the creation of LGBT films on Social Care TV. Also a focus on implementing the Equality Bill 2010.

Joint work: Works with academics.
LGCM (Lesbian and Gay Christian Movement), s. 1976

About: Our purpose is to challenge faith based homophobia and transphobia, create an inclusive church and support LGBT Christians individually and through the education and resourcing of faith groups. We are developing an educational resource for use in dealing with homophobia in schools justified on the grounds of religion.

Activities: LGMC runs local groups, conferences and worship services.

All people are welcome as long as they uphold our statement of conviction.

Campaigns/policy work: Challenge 35 - improve infrastructure, marriage equality. Sit on two boards for the EHRC and various interfaith groups.

In the past year: Instigated campaign to get Civil Partnerships allowed in religious settings.

Joint work: Joint initiatives such as Christians at Pride and LGBT Anglican Coalition and Cutting Edge Consortium.

LMG (formerly London Monday Group for Homosexual Equality)

About: Provides a social outlet for predominantly, though not exclusively, gay men over the age of 45.

Activities: Forges links with other similar organisations predominantly though not exclusively in Central London.
London Friend, s. 1972

About: Aims to increase the health and well-being of London’s LGB&T communities.

Activities: Counselling, therapeutic group work, peer support, advice sessions, helpline, bereavement support, telephone befriending, carers’ support group.

Campaigns/policy work: London Friend is a founding member of the National LGB&T Partnership which advises the Department of Health on health policy issues that will affect LGBT people.

Joint work: Service delivery and policy development undertaken with other organisations.

London Gay Men’s Chorus, s. 1991

About: A performance chorus that practices the art of chorus music to a high level of musical excellence, with a very eclectic repertoire which, by performing as a self-identified gay group, challenges preconceptions both musical and cultural, and demonstrates that diverse and confident minorities can contribute to the enrichment of society as a whole. We aim to work with and help other charities through our work.

Activities: Choral singing rehearsals, workshops, social activities for members, community performances to support events and charities / non-profit organisations in the LGBT and wider communities, corporate entertainment and concerts as fundraising activities, foreign trips such as choral festivals and Europride.
London Lesbian & Gay Switchboard, s. 1974

About: London Lesbian & Gay Switchboard aims to promote the health, wellbeing and happiness of lesbian, gay, bisexual and trans people in the UK by providing them with high quality peer-led support and information services.

London Lesbian & Gay Switchboard’s vision is of a society where lesbian, gay, bisexual and trans people lead healthy, happy and fulfilling lives with ready access to support and information appropriate to their needs.

Activities: We provide a telephone information, support and referral service for lesbians, gay men, bisexual people and anyone who needs to consider issues around their sexuality. The helpline also takes calls from heterosexual people with concerns, looking for information, etc. We also take calls from professionals and the media.

Joint work: HIV Prevention for gay men in London; LGBT Domestic Violence Partnership; Database development for LGBT helplines.

London LGBT Student Network (LLSN), s. 2008

About: Provides an outlet for LGBT students within London to discuss issues that affect them and share good practice and network. Promotes and represents the views and interests of LGBT students in London; provides a campaigning network for student LGBT activists and an active voice against homophobia and other types of discrimination faced by LGBT students in London; coordinates events of LGBT societies in London; develops the LGBT societies and the student unions and relationships between these.

Activities: We provide social and political events, strengthen ties between LGBT societies and their student unions, and are the united voice for London LGBT Students.

Campaigns/policy work: Participated in the ‘Protest the Pope’ campaign. Other campaigns are currently being planned.
The Almanac

Photo: Mike Watson; Materials: courtesy of the rukus! Federation Ltd Black LGBT Archive
Of the 89 organisations in the sample, 52% (n=47) identified themselves as voluntary and/or community organisations; just 37% (n=33) were registered charities; 28% (n=25) were membership organisations; 22% (n=20) Companies Limited by Guarantee; 20% (n=18) networks or forums; 14% (n=13) LGBT projects in non-LGBT organisations; 5.5% (n=5) partnership projects between voluntary and community organisations; 3% (n=3) Community Interest Companies; and 1% (n=1) Industrial and Provident Societies.

There was one additional group defined as a civil service staff network; one group identified as a self-help and campaigning group; one as a campaigning organisation; one as a student group; and one as an intellectual artistic forum.

50% (n=16) of registered charities were also Companies Limited by Guarantee.

28% (n=9) of registered charities were also membership organisations.

Two self-identified networks or forums were also registered charities.

A majority (59%) of registered charities did not identify as voluntary and/or community organisations.

80% (n=4) of the partnership projects between VCOs were formed in the late 2000s.
83% of LGBT projects in non-LGBT organisations have been formed since 1999 and 66% (n=8) since 2004. In contrast only 16% of registered charities have been formed since 2004.

78% (n=18) of membership organisations were formed before 1999.

100% (n=2) of Community Interest Companies were formed since 2005.
London-based LGBT organisations exist for many different reasons, but share a broad common starting point of varied LGBT experiences. From this starting point organisations have set out on different journeys to define their purposes. A number of these journeys have been long as some LGBT organisations have now been in existence for many years.

Firstly, many LGBT organisations exist explicitly and foremost to challenge prejudice, discrimination, and oppression, to ‘make difference work’ and to promote LGBT equality and human rights, and equality for LGBT communities of identity in the wider LGBT community and society in general. This can include work to increase LGBT visibility; and work to challenge heterosexism, homophobia, biphobia and transphobia.

For instance Press For Change aims ‘to achieve equal civil rights and liberties for all trans people in the UK’.

The Safra Project is an LGBT community of identity organisation set up by and for Muslim LBT women that exists because ‘the issues faced by Muslim LBT women, and the (combination of) prejudices based on sexual orientation, gender identity, gender, religion, race, culture and immigration status that they experience, are unique and currently insufficiently addressed’.

Some organisations exist to promote equality and challenge homophobia in specific communities. For example the Lesbian and Gay Christian Movement ‘challenges faith-based homophobia and transphobia’; while the Gay And Lesbian
Association of Doctors and Dentists (GLADD) ‘combats discrimination against lesbians and gays particularly if expressed by doctors and dentists or toward doctors and dentists’.

Secondly, LGBT organisations exist to **overcome isolation**, and to **build and ‘empower’ community**. This work can include the provision of safe space and mutual support, and organising **social** activities for LGBT people; work to **build unity** across communities and organisations; work on aspects of LGBT **heritage**; and work to increase **self-determination**.

For example Outburst UK is ‘a grassroots organisation dedicated to efforts that nurture pride and unity within the [Black LGBT] community in the UK, and provide a happy, safe and supportive environment’.

Gendered intelligence describes their commitment to contributing to community cohesion across the trans community.

Naz Project London seeks ‘to mobilise BME (Black and Minority Ethnic including refugees and asylum seeker) communities and foster **self-reliance** in addressing the challenges of sexual health and HIV’.

Organik BLU writes, ‘**self empowerment** is our mission’.

Four in Ten is a new mental health **service-user led** organisation that seeks ‘to ensure that the LGBT voice is heard in the planning and delivery of services’.

The pursuit of equality both for and within LGBT communities, and community building, are related to work to **bridge cultures**. The Jewish Gay and Lesbian Group for example ‘act[s] as ambassadors between the LGBT and Jewish worlds, trying to dispel ignorance and prejudice’ while the Deaf Bear Group UK and Ireland for BSL Signers works to bridge D/deaf culture and bear culture

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3 ‘Bear Culture’ describe a sub-culture predominantly within gay and bisexual men’s communities; the bear concept can function as an identity or an affiliation; a consensus exists that inclusion is an important part of the Bear Community.
Engagement: Building inclusive LGBT communities
Change is the only constant in communities

Darren Peters, Individual

I’m a development officer for the LGBT Consortium. My work leans more towards community engagement, and through this function I have been co-ordinating the BME LGBT Network since November 2008. The network itself has gone through much change, the biggest one being perception. The new coalition government is bringing many changes with the ‘Big Society’ and this will affect all communities. Even as an individual, the only thing I can be certain of in my life is that change is inevitable.

Before I came out, I really believed that I would be massively disadvantaged being a Black Gay man. When I came to terms with my sexuality I was prepared for a real rough time from family, friends and society in general. Being a mental health professional (for seven years) before I started work in the LGBT community actually assisted me in the process of making the choice to come out. I was exposed to very troubled, mentally ill individuals suffering from psychosis, drug addiction and in many cases dual-diagnosis. Most LGBT people face inner conflict and distress regarding their sexual identity, and it’s a very common reaction to the challenges that we face. However, when you are not out and don’t know people who have gone through similar experiences, it makes it all the more isolating.

I was able to see that most of these individuals were sufferers of poor mental health due to drugs and alcohol, suppression of their past, and not accepting who they were. This experience gave me insight into my own situation and I realised that if I kept hiding my sexuality I could also end up being medicated or in hospital.

BME LGBT people often face homophobia from within BME communities and wider communities, as well as suffering the impact of racism within the LGBT community and across society. The impact of these multiple forms of discrimination can be social isolation, weak connections to traditional sources of support (e.g. family, faith-based organisations), internalised homophobia, increased dependence on drugs and alcohol, vulnerability to poorer mental health outcomes, risk-taking with sexual health and low self-esteem.

However, on a positive note, there is something very rewarding about engaging community members and working towards an inclusive LGBT community. The BME LGBT Network has been running for two years now. I arranged a dinner in celebration of this achievement. It was a very humbling experience to see all of the core members of the network (from different cultural experiences and of all ages) just ‘hanging out’, being themselves and enjoying each others’ company on a less formal level.

The BME LGBT Network was set up to engage professionals from the BME LGBT communities and to collectively work together to tackle the above problems strategically and through community engagement. The network aims to set up a series of interventions to challenge isolation, respond to discrimination, build resilience, engage with decision-makers and inspire lasting connections between people.
LGBT experiences of prejudice and discrimination, and the resulting aspirations for equality, are the starting place on a journey that has led to several groups organising explicitly to address LGBT need in a specific issue or area. This work often involves promoting and ensuring LGBT inclusion in mainstream VCO and statutory services.

For example Stonewall Housing provides ‘housing advice, advocacy and support for lesbian, gay, bisexual and transgender people’.

LGBT Jigsaw aims to reduce LGBT youth homelessness, increase accessibility into a range of services, and help to meet the needs of young people more effectively.

Other organisations exist to address LGBT community safety, homophobic and transphobic crime; or to work toward a better experience for LGBT people in education. Out for Our Children wants to see ‘nurseries, playgroups and schools that welcome our children; books that reflect our children’s reality; a school curriculum that includes us and educates everyone; and schools and early years settings that address prejudice and homophobia’.

We hope that these lasting connections can lead to a more inclusive LGBT community that accepts, values and celebrates difference. As a network, we strive to be an example of a group of community members from different backgrounds able to come together in a productive, proactive and collaborative fashion.

The BME LGBT Network aims to: Empower, support and represent BME LGBT communities whilst sharing, informing and educating wider communities of our experiences and the effects of discrimination. The network will welcome allies who share this vision.

Valuing equality and diversity is very important. However, being able to embrace ‘change’ is equally important when we work towards building an inclusive LGBT community.

By working with Kairos in Soho and the In Our Name Project, the BME LGBT Network also aims to be a valuable contribution towards building an inclusive LGBT community.

‘Out for Our Children’ wants to see ‘nurseries, playgroups and schools that welcome our children; books that reflect our children’s reality; a school curriculum that includes us and educates everyone; and schools and early years settings that address prejudice and homophobia’.
Engagement: Building inclusive LGBT communities

Jay Stewart, Co-founder Gendered Intelligence

Gendered Intelligence is a small but growing organisation that places the experiences of young trans people at the centre of its purpose. We hope to nurture and support the growing political, activist and community interests of young trans people by empowering them to set up and carry out their own projects: to run meetings, organise themselves, fundraise and engage with others. This way they take responsibility for forming their own communities, through their activities.

A recent history of campaigning for and achieving equality rights for trans people means that some (but not all) trans people can enjoy a legal framework that protects them from discrimination and harassment. The huge tasks that lie ahead, however, are encouraging the cultural shift needed to gain understanding of trans and gender variant lives, and developing a more sophisticated and intelligent approach to gender and sexuality more broadly and across society as a whole.

This is why Gendered Intelligence concentrates predominantly on education and particularly within young peoples' settings. Our route into education is often through the arts, where people can share their stories, heritage and viewpoints in order to engage those from outside of our LGBTQ communities, and to build awareness around the ways in which heteronormativity regulates and restricts everyone. In this way it is not only about identifying as LGBT or queer in order to be or become part of our community, but rather it is about establishing a politic, regardless of one's own gender identity or sexual orientation, that looks to challenge those regulations and restrictions. This way we can all play our part in creating richer and more diverse ways to express gender and sexuality.

Several organisations aim to improve LGBT health and well-being. PACE for instance aims ‘to promote the health and wellbeing of LGBT people particularly their mental health and emotional wellbeing’.

Yet issues are addressed in a holistic way. For instance GLAMS UK writes ‘we strive to create an environment where neither sexuality nor health is seen as an issue, but instead is recognised as an integral part of our lives’.

Some organisations exist to build unity in order to provide a ‘united voice’ representing LGBT people, and collectively formulate and influence law and policy.
The West London LGBT Development Project ‘promote[s] and supports LGBT engagement in the west London boroughs’.

The LGBT Domestic Abuse Forum exists ‘to influence local and central government policy with regards to LGBT domestic abuse’.

Other organisations exist to facilitate knowledge transfer or exchange across organisations. For instance LGBT Sexuality in Social Care and Health ‘connect[s] practitioners, professionals and academics with best practice and information of LGBT needs within social care and health’. OutWest ‘suppl[ies] and share[s] examples of good practice between statutory and voluntary organisations’.

Several organisations, including some traditionally not considered ‘infrastructure’ or ‘second tier’ organisations, named fostering collaboration and supporting other LGBT groups, organisations and projects as part of their purpose, part of the ‘why’ they exist. This is consistent with findings in the PIP report and from the In Our Name project launch event, that LGBT organisations tend to access support from other LGBT organisations (Kairos in Soho 2007: 104). In the Almanac Questionnaire the London Gay Men’s Chorus said for example ‘we aim to work with and help other charities through our work’.
LGBT organisations in the sample engage in an enormous range of activities to achieve their aims, and to serve and represent diverse LGBT communities. The ambition, innovation, and creativity in the LGBT voluntary and community sector are a great cause for celebration. The following section will look first at the activities of LGBT organisations; second, work to influence decision-makers; and third, joint working.

Services and activities

Just 54% of organisations (n=45) said that they provide public services while 46% (n=38) said that they did not.

For the purposes of this investigation of the sector, we have not maintained a distinction between ‘activities’ of organisations and ‘services’ that they provide. This distinction is often difficult to make: one organisation may describe the same activity as a ‘service’ while another may not. The language used to describe activities may at times be driven by public sector commissioning and funders more than by organisations themselves.

Individual organisations engage in a range of different activities and different kinds of activities. For instance it is very common for groups to engage in social activities as well as activities to influence decision-makers. Some groups also mix ‘first tier’ or ‘frontline’ activities with ‘second tier’ or infrastructure work, i.e. informal and formal support for other LGBT organisations.

4 Organisations were asked the following: Does you organisation provide services? (i.e. public services such as advice, counselling, health provision)
Organisations described their activities in an open-ended way, and the following activity categories were developed after careful analysis of what LGBT organisations themselves said that they do. Information and some examples are given under each activity category below. However, if an organisation is highlighted as an example of an activity it should not be concluded that this is its only or principal activity. We have provided figures for how many organisations undertake each activity below, but these will not necessarily be comprehensive: an organisation may not have stated everything that they do. It is most likely that organisations named the activities that are the most significant for them at this time. Chart 8.2 shows the frequency of activities that organisations indicated they undertake.
Advocacy

10% of organisations (n=8) indicated that they undertake advocacy. This includes, for instance, advocacy for those who experience homophobic crime, discrimination or harassment; advocacy regarding the criminal justice system for both perpetrators and victims; and mental health advocacy.

At the time of the PiP survey, 25% (n=23) of a comparative sample indicated that they undertook advocacy. This may suggest that advocacy services have decreased overall; some of the organisations in the PiP sample have now closed.

Arts activities

8% (n=7) of organisations indicated that they undertake arts activities including, for instance, arts-based workshops; theatre production; readings; community performances; exhibitions; video and editing training.

rukus! Federation Ltd, for example, undertakes ‘community based work with Black Lesbian, Gay, Bisexual and Trans artists and cultural producers, locally, nationally and internationally’.

And, the Gay Authors Workshop aims ‘to facilitate publication of LGBT literature’.

Befriending and mentoring

8% (n=7) of organisations indicated that they engage in mentoring and/or befriending.

At the time of the PiP survey, 27% (n=25) of a comparative sample indicated that they undertook befriending. This may suggest that befriending services have decreased overall; some of the organisations in the PiP sample have now closed and others did not indicate that they provide befriending services in the Almanac Questionnaire.

Building knowledge

We would assume that all organisations in the study engage in knowledge production based on learning from LGBT experiences and the activities that they undertake, but for some organisations this is a key aspect of what they do. Community of identity organisations engage in building and sharing specific equalities knowledge that challenges established ideas. For instance Regard, the national organisation of Disabled LGBT people, follows the social model of disability, and shared this learning and knowledge at the September ‘Focus on equality’ Learning Network event. 2.4% (n=2) of organisations indicated that knowledge production was a core part of their activities.
Engagement: Building inclusive LGBT communities
Creating a right ole rukus!

Ajamu X, Co-founder, rukus! Federation Ltd.

The reasonable man adapts himself to the world; the unreasonable one persists in trying to adapt the world to himself. Therefore all progress depends on the unreasonable man.
- George Bernard Shaw, Maxims for Revolutionists

rukus! is known for its long-standing and successful programme of community-based work with Black LGBTQ artists, activists and cultural producers, nationally and internationally. At the heart of our practice is a commitment to bringing artistic and philosophical concepts and creativity to our work.

Many projects aimed at our BME LGBTQ communities emerge from within the wider LGBTQ voluntary organisations run mostly by and serving white people. These are formally constituted organisations, ‘the sector’. The lack of Black presence is approached as a problem to be fixed, and a box to be ticked. These initiatives to reach the so-called ‘hard to reach’ arise quite often from within institutions where Black communities are simply not understood, or are perceived in stereotypical ways.

These initiatives cannot possibly emerge with appropriate cultural sensitivity.

We live in the sounds, the language, the smells and the tastes; we inhabit spaces with those ‘unsayable somethings’ that others just would not get.

It’s in some of the attitudes amongst the first out generation of Black queers, in the energy of the young queens, weaned on Nollywood and America’s Next Top Model, where home is still Nigeria and Little Lagos, Peckham and Brixton, cultures inhabited physically, emotionally, spiritually and psychologically, simultaneously. Any effective community engagement work has to take all of this, and more, on board.

Well meaning individuals and organisations parachute in and out quickly without developing long term mutually beneficial relationships and rarely do they consistently include the communities in ongoing community engagement processes. The complexity of the work is under-estimated and relatively large organisations put aside paltry pots of funding for the task in hand.

Equitable partnership is offered but rarely transpires, and well meaning as the contact might be, the knowledge that individuals and organisations have built up over years is appropriated. Rarely does the knowledge generously shared feed through the structures of power in larger organisations. The contribution often goes uncelebrated or unrecognised.
Counselling

12% (n=10) of organisations indicated that they provide counselling services. This includes couples counselling; family therapy; drug and alcohol counselling; youth counselling; and therapy.

At the time of the PiP survey, 17% (n=15) of a comparative sample indicated that they undertook counselling. This may suggest that counselling services have decreased overall; some of the organisations in the PiP sample have now closed and others did not indicate that they provide counselling services in the Almanac Questionnaire.

Direct action and civil disobedience

1.2% (n=1) of organisations stated that they engage in ‘radical, non-violent’ direct action and civil disobedience.

Education

5% (n=4) of organisations indicated that they engage in education, i.e. going into schools to lead workshops or to take assemblies on topics such as gender identity or homophobic bullying.

Our unique approach involves setting our own agenda, creating new dialogues and delivering creative projects and events across a range of sectors, and working with a cross-section of organisations.

BME organising is multi-faceted. One of the ways we have engaged with individuals and our communities is by developing events and projects which are culturally appropriate, which push our practice and appeal to a cross-section of our community.

rukus! has the flexibility to be anything it wants to be. Yes, achieving funding is an extreme challenge, yes we would appreciate access to more creative resources, but at the same time, operating consciously at the size that we are means that we stay fluid, independent and creative in ways that mirror the identities of our communities.

We have managed to do what we have done in 10 years because we have pro-actively nurtured respectful friendships, created collaborations, embraced and created ‘robust discussions’. We try to remain playful yet serious in presenting a new kind of politic to a sector which at times appears lacking in fresh ways of engaging. All our endeavours can have a greater impact when we fully integrate creative practices, honest intentions and playfulness to reposition our work and re-imagine possibilities for LGBTQ communities.
Events

34% (n=28) of organisations indicated that they organise events as a key part of their work. Events are organised for numerous purposes, and include social events; community-building events; youth drop-in events; walks; events to mark incidents of homophobic crime; through to secular ceremonies of love and commitment for same sex couples.

Testing and alternative therapies

7% (n=6) of organisations indicated that they engage in the direct provision of testing and/or alternative therapies.

Many more organisations work around health issues, offering information, support, advice, health promotion outreach, advocacy, signposting and referrals and working to ensure access to appropriate health services for LGBT communities. For instance in addition to providing health services, Naz Project London challenges ‘myths and prejudices that exist about and within LGBT-BME communities and ensure[s] that these communities have access to care, support, and culturally and linguistically appropriate information’.

Helpline

7% of organisations (n=6) indicated that they run a helpline.

At the time of the PiP survey, 33% (n=30) of a comparative sample indicated that they ran a helpline. The magnitude of this change suggests that the provision of helplines has decreased overall; some of the organisations in the PiP sample have now closed and others did not indicate that they provide a helpline in the Almanac Questionnaire.

Housing provision

3.6% of organisations (n=3) indicated that they provide supported housing or lodgings.

Information, advice, signposting and referrals

The second most common activity (after support, see below) of LGBT organisations is the provision of information and advice, and signposting and referrals to other LGBT organisations or generic statutory and non-statutory services. 41% (n=34) of organisations indicated that they provide information and advice. This information and advice cover a range of topics, including health; housing; welfare rights and benefits; legal rights; employment; and LGBT parenting.
Engagement: Building inclusive LGBT communities

Parminder Sekhon, Deputy Chief Executive, Naz Project London

Established in 1991, Naz Project London (NPL) provides sexual health and HIV prevention and support services to targeted Black and Minority Ethnic (BME), including refugee and asylum seeker, communities in London. NPL aims to educate and empower communities to face up to the challenges of sexual health and the AIDS pandemic. As the largest BME organisation in London, NPL is committed to making a positive contribution to addressing health inequalities amongst BME communities accessing sexual health support services.

NPL has been working with LGBT communities for over 19 years. Our work with BME LGBT communities has been extensive and deep reaching. We are often termed as working with ‘hard to reach’ communities but we do not consider them hard to reach: they are simply our communities. We co-ordinate and deliver 5 LGBT support groups on a monthly basis:

- Portu-gays - Portuguese speaking Men who have Sex with Men (MSM)
- Grupo Amigos - Spanish speaking MSM
- HIV positive MSM
- DOST - South Asian MSM
- EHSAAAS - Young South Asian 16-25 MSM
- KISS - South Asian, Middle Eastern, North African lesbian, bisexual and questioning women

In conjunction to this we have just completed a two year project working with The Catalyst Project, an innovative peer education sexual health programme for young Black MSM in London - a very successful accredited peer education project. Furthermore we also have another project called Monya working with recently arrived African MSM exclusively in Newham.

Our aim is to create accessible focal points for LGBT communities across London. Our groups are a lifeline to many of our service users and provide a meaningful reference point that affirms belonging. Building the infrastructure within which we can operate, support one another, strengthen our voice, and increase our visibility is key to us. From this place we can work towards being as inclusive as we can. At NPL our core ethos, mission statement and structure enable us to engage LGBT members of diverse backgrounds at all levels of the organisation. We are always mindful of not only who is sitting at the table, but who is not there and how we can reach out to those who don’t feel they can access us. We also have alliances with non-BME LGBT members and volunteers, and working across communities in this way has been an invaluable resource in building inclusive LGBT communities.
NPL is not an LGBT organisation, however in our remit to provide sexual health promotion to BME communities we offer a number of services to LGBT service users. Access will always be a key issue. Who is providing access? Who is delivering the front line service? NPL’s counselling service has been very popular with our communities because it is staffed by volunteer counsellors recruited from our target communities. One client comments,

‘As a queer Muslim woman I’d definitely say that the Counselling I received at NPL was the most culturally sympathetic and open minded I have come across - and I’ve been bounced around the system for a while now. I found the experience extremely helpful and empowering, particularly because I didn’t have to spend half my sessions providing cultural context or feeling like I was an exotic curiosity. At NPL I was able to discuss my anxieties about existing in a number of very different communities with someone who genuinely understood what that felt like and who approached the differences between us in a non-judgmental and supportive way.’

- Zahra, 31, Kiss member

Building inclusive LGBT communities is not difficult. For a level playing field to be created that is representative, it requires people to move along the table and make space, and sometimes even give up their place, so someone else who hasn’t had a chance to sit down can be welcomed and their perspective and contribution valued.

One organisation explains: ‘We offer general advice wherever we can but if the problem is very specialised then we operate a “signposting” system.’ This is a common approach of LGBT organisations.

**Newsletters and online media**

18% (n=15) of organisations named the production of newsletters and/or the maintenance of informative websites and a social media presence as a key part of what they do.

**Outreach**

Outreach is awareness-raising and relationship-building amongst individuals and organisations, often non-LGBT. 18% (n=15) of organisations indicated that they undertook outreach. For example, in the past year one organisation said it had ‘raised awareness…made people discuss topics they would not normally discuss’.
Religious/spiritual worship

7% of organisations (n=6) indicated that they undertake religious/spiritual worship and/or recruitment.

Research and research services

12% (n=10) of organisations indicated that they undertake research.

For example the Lesbian and Gay Newsmedia Archive ‘encourages and facilitates research into the emergence and existence of lesbian, gay, bisexual and transgender identities and communities within the United Kingdom’ and Stonewall undertakes research in areas such as hate crime, health and education.

Resource development

7% of organisations (n=6) indicated that the production of resources is a key part of what they do. For example, Camden LGBT Forum has ‘produced an anti-bullying film as a teaching aid’.

Skills development

6% of organisations (n=5) indicated that they work to develop the skills of LGBT people. For example the Albert Kennedy Trust provides ‘opportunities for young people to develop life skills to help them secure employment, their own tenancy or a place in higher education through our accredited training programme’.

Support

The most common activity of LGBT organisations is the provision of support. Support is less formal than counselling but more than simply the provision of information and advice. 42% of organisations (n=35) named support as a core activity. This can be general support around sexual orientation, gender identity or coming out, or more specialised support, for instance practical and emotional support to those affected by domestic abuse or homophobic crime; parenting and/or caring support; and bereavement support.

Support is often peer support. For instance Regard provides ‘support drawn from the shared experiences of our members and on a strictly non professional basis’. The Eddie Surman Trust operates ‘a prison visiting scheme for positive prisoners’.

The UK Lesbian and Gay Immigration Group supports LGBT asylum seekers: ‘LGBT asylum seekers receive direct support from the group through...ongoing one-to-one support in preparing for their cases and in coping with the difficulties of the system including visits in detention’.
Supporting organisations

12% of organisations (n=10) said that they provide support to other LGBT groups, organisations and projects. This includes more traditional infrastructure activities like giving advice on funding and governance, as well as less formal support including, for example, web hosting.

Third party reporting

6% of organisations (n=5) indicated that they have a third party reporting system to which people can report incidents of homophobic and transphobic crime without having to go directly to the police. For instance Galop ‘provide third party reporting services across London’.

Engagement: Building inclusive LGBT communities
Are we run for and by all LGBT people?

Bob Green, Chief Executive Stonewall Housing

Each lesbian, gay man, bisexual and transgender (LGBT) person is very different, but they share common experiences of being discriminated against and feeling unwelcome in many services. Unfortunately LGBT organisations may also be excluding some people. Older people may assume that an organisation only works with young people. The name of an organisation may lead some transgender people to think that it is not for them. Disabled people may not be able to use LGBT services. People from different ethnic backgrounds or people holding a religious belief may avoid LGBT agencies for fear that they may face negative attitudes or that workers will not understand their situation.

Stonewall Housing was set up in 1983 to provide safe housing for young lesbians and gay men. In 1990 we developed a housing advice service for all ages, as over-25-year-olds needed assistance with their housing problems. In 2005 we changed our remit to recognise the housing needs of bisexual and transgender people. These changes came about because we recorded who was approaching us and changed our services accordingly.

LGBT organisations need to know who is coming through our doors as clients, staff, volunteers and board members, using narrow demographic definitions. It makes sense and it may also be a requirement of funders. Once we know that, we can improve our services through:

- Consulting with workers and clients and other agencies who already work with different sections of LGBT communities
Training

While providing services to meet LGBT need unmet by mainstream services, both statutory and non-statutory, the sector overall also does a lot of work to influence mainstream providers, for instance by providing training to statutory service staff, so that they can improve their services for LGBT people.

18% (n=15) of organisations indicated that they provide training, usually to non-LGBT people and organisations, for instance to front line services; the police; probation services; and local authorities.

- Educating staff, clients, volunteers and board members, explaining why change is needed and training them about different equality issues
- Developing robust anti-discrimination policies to ensure that all workers and clients are safe and welcome
- Celebrating difference so that no one feels left out
- Promoting services and targeting recruitment to those that do not approach us
- Communicating internally and externally using a range of communication methods and welcoming imagery

All information that Stonewall Housing gathers is confidential, but we use statistics about who approaches us to target recruitment, shape new services and frame our research and campaigns, which aim to improve the housing situation of all LGBT people.

Information should not be collected for the sake of it; rather it should drive improvements in services and wider representation among staff, clients, volunteers and board members. Then LGBT organisations will be truly run by and for all LGBT people.
The Paris (LGBTQ) Youth Group, initiated in May 2007, is based in Newham and as a result its membership is incredibly diverse - it is believed that Newham is one of the most diverse populations in all of Europe. The group provides services for and supports young people who identify as lesbian, gay, bisexual, transgendered and those who question their sexuality.

This context can present its challenges, but also has many advantages. As a staff team we listen to the young people we work with to have a better understanding of how to work together, and to be sensitive towards issues and subject matters. We have embraced and integrated cultural issues and ideas into our work. The group has evolved organically over the years and has always looked outwards rather than inwards in working with the community.

‘Paris is an opportunity to come together and make a difference in the community and it is a place that has helped me deal with my sexuality’ – Male, 17 years.

From holding a conference with headteachers to look at and examine solutions to homophobic bullying, to international visits to Holland examining the sex education system and bringing the learning back to the UK to share with teachers, health practitioners and other professionals, Paris has tried to expand young peoples’ horizons; including supporting young people to set up a social enterprise. As a result of many projects and pieces of work, the group was invited by the European Union to attend a youth initiative in Greece titled ‘Creativity’, where 120 young people from 14 countries came together for 10 days and used creative mediums to examine democracy, participation, and identity. Paris is ‘somewhere for young people to come together to help each other and other young people with issues around their sexuality’ – Male, 19 years.

This visit inspired the young people of the group to host a youth exchange in England in August 2010. They decided to focus on ‘Discrimination’ as a topic matter and also made a decision to not work just with other LGBTQ groups. The exchange was a great success.
As an LGBTQ youth group, we have tried our utmost to include everyone in our work and not be exclusive, providing support to the young people we work with as well as being mindful that we are all part of a wider community. Paris allows an expressive and safe space for young people to come together and discuss, debate and work on self-development with other peers. ‘Paris is a place with its doors open. Nobody is refused entry and no one is made to leave. It is a place where people come together to make new friends and unlike most places that claim this, Paris fulfils on this promise. A firm and supporting group with someone always willing to help and encourage development. As well as a social gathering where people learn about different aspects of any LGBTQ field, you are also provided with professional and outstanding personal support. It is the place to be in Newham at the moment.’ – Male, 18 years.

Activities for non-LGBTQ people

51% of organisations (n=42) said they also undertook activities with or provided services for non-LGBTQ people.

These services included the provision of basic information; and training, advice and support to non-LGBTQ people on LGBTQ issues, for instance training of mainstream service providers, employers or school staff.

Several organisations noted that their events are ‘open to all’, particularly friends and family of LGBTQ and people united to the particular cause, e.g. stopping homophobic crime.

Few organisations said that they provided exactly the same services or activities for non-LGBTQ people. One stated explicitly that they ‘will provide support and legal advice to the partners, families, associates of trans people so long as these do not conflict with the rights of the trans person and are directly related to the fact that their partner, family member or associate is trans’. This seems to be a relatively common approach of LGBT organisations overall.
Engagement: Building inclusive LGBT communities

Jay Bernard, Poet and KiS Friend

In the quest to engage diverse LGBT people in inclusive LGBT voluntary and community organisation spaces and activities, what happens if we move away from the obsession with health and safety or the night club mentality? What happens if we look at the average teenage bedroom for inspiration? What happens if we go inside a queer person’s wardrobe or look at their bookshelf? The four pieces I’m displaying in this almanac come from a desire to see a re-evaluation of where the LGBT community draws its influence when it comes to creating spaces/activities – they do not have to include four walls and a reception desk. They do not have to close at 11pm. They do not have to be in the same place or have the same function every day of the week.

I drew these images in response to the question of what new LGBT spaces might look like, but I hope they raise questions about the function of such spaces as well. In most of the discussions I’ve had, people have wanted to move away from the kind of space that models itself on a clinic and/or youth centre. These models are both stereotypical and patronizing, plus they disregard one of the key intrinsic qualities of the LGBT community: creativity.

In the image of the bedroom I’ve juxtaposed the infamous ‘Kiss’ poster with an image of one of the earliest Pride marches in London, 1972. I’ve included a diary in this image because I think it would be amazing to use the actual writing of queer people to adorn spaces (Tracey Emin style). In the image of the house on a patch of disembodied grass, I’ve combined images from both mainstream and queer cultures (why not own them both?). The third image, of my hand decorated with windows, is a reminder that texture, tactility, and humanity must be behind all of the activities that we create. If no one feels anything for them, they’ll be abandoned as fast as clubs go out of fashion.

Most of the architectural structures featured are deliberately taken from images of very ordinary areas. This is because a) there are people who do not have the means / time / knowledge to get to Soho, or any of the other great places in central London; b) not everyone feels comfortable in swanky spaces; and c) we don’t always have to build something new: like all the best projects we can take something simple and make it exceptional.
Influencing decision-makers: Campaigns, policy, representation

Campaigning and policy work is a hugely important part of what the London LGBT VCS does. By the simple fact of their existence, as well as by engaging with non-LGBT organisations, LGBT organisations bring a different experience to the table, and share the experience and learning that have grown from it. This sharing of LGBT experiences at strategic levels can be enormously challenging in a context of heterosexism, institutional racism and other structural inequalities.

At this particular time, policy engagement is especially important, following a relatively high point of legislative and policy attention to LGBT equality accompanied by significant economic turmoil and political change.

For the purposes of the following, we have made a distinction between campaigning (trying to effect change at strategic levels) and outreach (raising awareness amongst individuals, specific social groups and organisations).

As mentioned above, many organisations mix campaigning with other functions such as social activities, and overcoming isolation. South London Gays (SLG), for example, writes: ‘although primarily a social group, SLG has occasionally been involved in various letter-writing campaigns on gay issues’.

London-based LGBT VCOs engage in work to influence decision-makers at a wide range of levels. These include:

- **Local level**: schools, local social work teams, primary care trusts (PCTs), councils, borough police, local strategic partnerships, the local voluntary sector, local children’s, youth, and mental health services, housing providers, drug and alcohol treatment services, hospitals

- **Sub-regional level**: NHS trusts

- **Regional/pan-London level**: Mayor of London, Metropolitan Police Service (MPS), London Councils
• National level: the government itself (e.g. the current Coalition Agreement), Supreme Court, various government departments, the Equality and Human Rights Commission (EHRC), the Care Quality Commission, Ofsted, the Charing Cross Gender Identity Clinic

• Non-governmental levels: British Medical Association, General Medical Council, General Teaching Council, arts institutions (e.g. museums, publishers), sporting bodies

Policy engagement reported by LGBT VCOs has involved influencing specific legislation: the Equality Act 2010, the Mental Capacity Act and the Education Bill.

Campaigns and policy work take place across a wide range of issues, are delivered by a variety of organisations, with some organisations working across a number of issues.

The issues are:

• Asylum
• CCTV
• Civil partnerships
• Cuts to public services. For example Four in Ten writes, ‘as part of the wider mental health survivor movement, we will be involved in campaigning against government cuts that will impact on the financial security of people claiming welfare benefits on mental health grounds’
• Disability access and rights
• Domestic violence
• Drug and alcohol harm reduction
• Faith and homophobia
• Forced marriage
• Funding
• HIV testing and service provision for people living with HIV/AIDS
• Homelessness
• Homophobic and transphobic crime
• Housing
• Monitoring of sexual orientation (e.g. within drug and alcohol treatment contexts)
• National statistics
• Sex work
• Sexual health
• Youth services

LGBT organisations say that they use a variety of methods to influence decision-makers.

The first of these is building unity or ‘voice’ amongst LGBT individuals and organisations in order to agree campaigns and the goals of policy engagement. Haringey LGBT Network describes a function common to many LGBT organisations: ‘We provide a platform to voice concerns about and raise awareness of issues relevant to LGBT communities, and coordinate action on those issues’. Some organisations work to develop ‘policy voice’ amongst specific communities. For example Naz Project London worked on a collaborative project to develop the policy voice of people living with HIV.

Once unity and voice have been developed, methods include:

• Campaigning online, for instance LGBT Jigsaw writes, ‘we work online to highlight the issues of LGBT young people. Our monthly eBulletin goes to the head of every children’s services department in London’.

• Changing ideas, for instance challenging tolerance of homophobic and transphobic bullying in schools and arguing for an understanding of such bullying as abuse.

• Conducting and presenting research, creating an evidence base on which to build policy.

• Creating new representative bodies and alliances. For instance the newly-formed National LGB&T Partnership will advise the Department of Health on health policy issues that will affect LGBT people, while the Counterpoint
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Alliance is a policy collaboration of Positive East, Positively UK and Naz Project London.

- Direct action: demonstrations.
- Contributing to a huge range of plans, strategies and guidance at all levels by attending stakeholder/consultative panels and focus groups and by responding to formal consultations.
- Lobbying: approaching elected leaders directly.
- Making submissions to government committees.
- Media advocacy.
- Participating in forums like Local Involvement Networks (LINks).
- Petitions and letter-writing campaigns.
- Providing representation to Youth Parliaments.
- Publishing best and recommended practice guidelines for decision makers.

Initiatives, forums, and consultations

20% (n=17) of organisations participated in zero policy initiatives, consultation responses, or policy forums during the past year. 5% (n=4) participated in policy forums only; 7% (n=6) participated in policy initiatives or consultation responses only. 13% (n=11) participated in more than 10 policy forums and policy initiatives or consultation responses.

The largest proportion of organisations, 29% (n=24), participated in 1-3 policy forums and policy initiatives or consultation responses.

Finally, LGBT organisations have a range of campaign and policy goals, which are:

- to create new legislation and policy
- to influence new legislation and policy as it is being developed

The largest proportion of organisations, 29%, participated in one to three policy forums and policy initiatives or consultation responses. Organisations were generally positive about their policy impact, saying for instance that it had been ‘strong’, ‘substantial’; that ‘progress is being made’.
Say No! to London Councils Cuts

London Councils provides grant aid for a huge range of voluntary sector activities across London, amounting to £26.4 million per annum. PACE, Galop, Stonewall Housing, the Consortium of LGBT VCOs and Kairos in Soho together receive just under £500K annually from this funding stream. This money is used to provide: homeless advice; youth homelessness prevention work; homophobic and transphobic hate crime prevention and support; domestic abuse services; anti-homophobic bullying work in schools; support to under 18s at risk of sexual exploitation; and organisational development to support diverse LGBT organisations and enable a mutual learning environment between organisations. London Councils, under different names, has been an important funder to the LGBT sector for many years.

In June 2010 London Councils initiated a review of the grants scheme. The review was motivated by the increasing devolution of powers and services by central government to local levels; by the cuts in public sector finances and by pressure from the boroughs to ‘repatriate’ funds back to the boroughs.

The purpose of the review was purportedly to consider whether currently commissioned services should be delivered, and in theory funded, locally, sub-regionally or regionally.

Representatives from GALOP, PACE, Stonewall Housing, the Consortium of LGBT VCOs and Kairos in Soho came together in August 2010 to organise a campaign to protect the existing approach to funding pan London, regional and cross borough services. The campaign, ‘Say No! to London Councils Cuts’, was led by Galop. The group collaborated with Voluntary Sector Forum at London Voluntary Service Council and the London-wide campaign to preserve London Councils’ existing funding scheme.

An impressive campaign was run by the LGBT VCOs involved. They produced a briefing document and press release, sent letters to London Councils councillors, approached councillors, responded to the consultation and succeeded in getting press coverage about the campaign and trade union support. The extent to which the sector pulled together highlights the positive relationships and communication mechanisms that exist. There is a sad irony in the fact that the first campaign covered on the LGBT sector information website, funded by London Councils, is the London Councils’ proposal to cease funding to regional groups and instigate severe cuts prior to the approved end date of commissioned projects.

The decision about the future direction of the London Councils’ grant scheme was made in December 2010. The decision was to continue to fund services that London Councils deemed ‘can only reasonably be delivered on a London-wide basis’ until the end of the current commission arrangements; and to decommission services deemed ‘essentially local in nature but...more suited to sub-regional decision-making and delivery’ and services deemed ‘local in nature and capable of local determination and priority setting’ after transitional arrangements end in June 2011.
For the London LGBT sector this means that the majority of current services provided by LGBT organisations will lose significant funding and potentially face closure; three LGBT VCOs are immediately affected by this decision. This cut will reduce the current London Borough Grant Scheme from £26.4 million per annum to £9.9 million. This represents a 63% cut. Many of these organisations represent nurturing environments that support cross-equality and infrastructure support across the sector.

At the time of writing, the Roma Support Group has won a judicial review challenging the cuts by London Councils on the basis that they failed on public sector equality duties. ‘The consultation will have to be re-run and transition funding extended. The Judge held that London Councils’ consultation process was flawed and that they had failed to meet their statutory equality duties...This sets a really good equality precedent that public bodies cannot ignore equality obligations whilst claiming lack of funds,’ (Pierce Glyn Solicitors 2011).

Organisations were generally positive about their policy impact in the past year, saying for instance that it had been ‘strong’, ‘substantial’; that ‘progress is being made’.

Other organisations noted the uncertainty of this particular time, but took heart from small steps, and were confident that they had had an impact in terms of putting an issue on the agenda. Others noted that policy impact can, of course, be very difficult to measure, and that a balance must be struck between quick wins and the slower creation of long term change.

The extent to which the sector pulled together highlights the positive relationships and communication mechanisms that exist.

- to change current legislation and policy
- to monitor/campaign for the implementation of existing legislation and policy (e.g. the Human Rights Act 1998 and anti-discrimination legislation)
- to influence service delivery; for instance ELOP ‘sit on various forums in local authorities to influence service provision to meet the needs of the LGBT community’
- to change public attitudes and perceptions around sexual orientation and gender identity and to influence public opinion in order to put pressure on governments and institutions
Joint working

75% (n=57) of organisations said that they undertook organised work with other organisations and 25% (n=19) did not. 79% (n=15) of those that did not were organisations with no paid staff which likely have less capacity to engage in joint working.

Organisations were asked to describe the joint work that they do. The **activities** that organisations collaborate on include:

- Advice and information, signposting and referrals to other organisations
- Art collaborations and projects
- Campaigning
- Community engagement
- Conferences
- Consultations
- Database development for LGBT helplines
- Fundraising
- Joint health promotion outreach
- Lobbying
- Network development/networking events
- Peer education
- Policy development
- Publishing a community magazine
- Research
- Service delivery
- Sharing space
- Social events
- Training development and delivery
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Volunteer recruitment

Other issues that organisations work jointly on include:

- Community safety
- Disability access and rights
- Domestic abuse
- Education
- Employment
- Equality
- Improving service provision for LGBT people
- International Day Against Homophobia and Transphobia (IDAHO)
- LGBT History Month
- Older LGBT people’s rights
- Space/local planning

Specific partnerships mentioned in the LGBT VCS include:

- LGBT Domestic Abuse Forum (Galop, Broken Rainbow, London Lesbian and Gay Switchboard, PACE, Stonewall Housing)
- LGBT Jigsaw (Stonewall Housing, the Albert Kennedy Trust, PACE, Galop)
- South London Association of Gay Organisations (SLAGO)
- In Our Name Partnership (Kairos in Soho, London Friend, PACE and the Metro Centre)
- Spotlight – LGBT Hate Crime Forum
- The Cutting Edge Consortium
- International Lesbian and Gay Cultural Network
- CHAPS Partnership - the Department of Health funded work for gay men’s HIV prevention
• Pan London HIV Prevention Partnership (PLHPP)
• Christians at Pride
• LGBT Anglican Coalition
• Pride committees

Other organisations that LGBT VCOs work jointly with include:

• Councils, police, government, British Council, British Library, British Museum, NHS trusts, academics, Charing Cross Gender Identity Clinic
Sixty eight organisations from the total research sample of 89 are included in the finance and funding analysis unless otherwise stated.

The 21 organisations excluded from the sample fall into the following categories: nine stated that they did not raise funds or have income, and it was clear from further analysis that this is not a current intention; eight are projects within larger organisations, either where the larger organisation is already included in the sample of 68, or where these projects exist within mainstream VCOs; and a further four are not explicitly LGB/T/Q/I by mission, and their income/expenditure related to LGB/T/Q/I work are not sufficiently distinct from the rest to permit accurate financial analysis.

It is important to note that a number of these organisations make a significant and historic contribution to LGBT work, particularly their work related to communities of identity and equality. For example, Naz Project London provides a supportive environment for LGBT work by and for South Asians (including Bangladeshi, Indian, and Pakistani); Muslims (including Middle Eastern and African); Horn of Africans (Eritrean, Ethiopian, and Somali); Portuguese speakers (including Angolan, Brazilian, Mozambican, and Portuguese); and Spanish speakers (mainly Latin American) in London and beyond.
The work of these organisations is highlighted in the main report but excluded from the financial analysis because the aim of this section is to provide the financial context for discrete LGBT community action by organisations explicitly LGB/T/Q/I by mission.

The financial information provided by the questionnaire respondents in the sub-sample has been reconciled and verified. All figures have been adjusted to reflect changes to the retail price index to provide comparable figures as at 31 March 2010.

For the purpose of comparison, the sample for this section is frequently compared to the sample described in NCVO’s UK Civil Society Almanac 2010. The NCVO Almanac data are used in this report as a useful reference point against which the economy of the London LGBT sector can be compared to the wider sector.

The comparison is considered useful because whilst the NCVO Almanac sample includes registered charities in England, Scotland, Wales and Northern Ireland, often better resourced, the sample overall represents organisations less resourced than those in London; for example, average income for London organisations is £638,334, compared to average income for organisations in the South East region, which is £164,858.

The NCVO Almanac divides organisations into categories according to their income levels as follows:

- Micro – Less than £10K
- Small – Less than £100K
- Medium – Less than £1M
- Large – Less than £10M
- Major – Over £10M
The total income of the sector is £9,155,020. The extent to which the LGBT sector as a whole has been able to retain income for investment and development is minimal, at 0.4% of total income.

**Sector income and expenditure overall**

The total income of the sector is £9,155,020. Expenditure is £8,477,662, accounting for 93% of the sector’s overall income. According to the NCVO Almanac, the wider VCS spent 93% of its income in 2007/8. This suggests that the LGBT sector overall is generating a surplus, and a similar percentage of surplus when compared to the wider VCS.

However, it should be noted that if the highest income recipient in the LGBT sample is excluded as a ‘large’ organisation, leaving a sample of only micro, small and medium LGBT organisations, total sector income is £5,222,860 and total expenditure is £5,200,863, meaning that this sub-sector spends 99.6% of its income.

The income and expenditure of a similar sub-sample of organisations is captured in the NCVO Almanac. Expenditure represents 96.2% of income (NCVO 2010a: 83-85). The extent to which the LGBT sector as a whole has been able to retain income for investment and development is therefore minimal, at 0.4% of total income.

Total income of £9,155,020 compares to income of £35.5 billion (NCVO 2010a: 37) in the wider sector, (0.03%); £9,155,020 compares to income of £14.7 billion (NCVO 2010a: 82) in the VCS in London (0.06%); and to total income of £19,047,011 (Consortium of LGBT VCOs 2010c) in the LGBT VCS in England (48%).

In London, total LGBT sector income equates to £12 per LGBT head of population (n=775,000). This compares approximately to £1,897 of VCS income per head of the whole population in London (Mayor of London 2010, 2008). It was argued in response to the PiP Report (KiS 2007) that this per head of population comparison may not be useful, given that many mainstream VCOs address the needs and experience of LGBT people in London. However, qualitative research in the PiP Report suggests that this provision is extremely limited and not consistently supportive (KiS 2007: 79-82).
Given the size of London’s LGBT population, LGBT sector income represents a very small percentage (0.06%) of London’s total voluntary sector income. Since PiP ten organisations have experienced a reduction in expenditure.

Given the size of the London LGBT population, (10% according to Mayor of London statements 2008), this income represents a very small percentage (0.06%) of the total VCS income in London (NCVO 2010a: 82).

Total expenditure in the London LGBT sector of £8,477,663 compares to the total expenditure of the wider VCS of £29.8 billion (NCVO 2010a: 38); this amount has been calculated by deducting the £3 billion of VCS expenditure given as grants by voluntary sector grant-making bodies to other VCOs, and represents 0.03%. In London LGBT expenditure of £8,477,663 compares to wider VCS expenditure in London of £13.8 billion, and represents 0.06%. Grant making expenditure is included in the London total for the latter comparison (NCVO 2010a: 82). The total national expenditure for the LGBT VCS is not currently available.

Total LGBT sector expenditure of £8,477,663 (2009/10) compares to total sector expenditure of £6,089,580 amongst organisations in the PiP sample, (2005/6).

Given that KiS was the author of the PiP report (KiS 2007) it is possible to identify those organisations that were in both the PiP sample and this one thus providing a useful comparison of the economy of LGBT VCOs across a specific time frame.

An analysis of organisations that are in the current sample and also in the PiP sample shows a total increase in expenditure of £3,039,005 (58%). However, £1,998,442 (38%) of this increase relates to two organisations, Stonewall and the Consortium of LGBT VCOs. This is significant given the changes in the legislative landscape between the two periods, and the potential for an associated increase in attention to LGBT issues in policy and law.

Ten organisations have experienced a reduction in expenditure, with an average decrease of £16,951. Five of these organisations are community of identity organisations and three are registered charities. One organisation is both a community of identity organisation and a registered charity.
8.3 Income (£)

- London LGBT VCS: 9,155,020
- LGBT VCS England: 19,047,011
- London VCS: 14,700,000,000
- VCS UK: 35,500,000,000

8.4 Expenditure (£)

- London LGBT VCS: 8,477,663
- London VCS: 13,800,000,000
- VCS UK: 32,800,000,000
Income

Of the total sector income of £9,155,020, one organisation receives £3.9m, (43% of total sector income). It is the only ‘large’ VCO in the sample (that is, by the NCVO definition, an organisation with income over £1m).

The combined income of the five largest organisations is £6.8m, which represents 74% of the total income of the sector. Five organisations receive more than £500K per annum; eight receive between £100K and £500K; 11 receive between £10K and £100K; 44 (65% of organisations) receive less than £10K or nil. In the PiP sample, 51% received less than £10K or nil.

Of the total income, £3,683,885 (40%) is restricted income (that is income tied to the delivery of specific work, by a donor). £5,469,160 (60%) is unrestricted income (that is income intended to be used for delivery of mission, decided on an ongoing basis). If the largest income recipient is removed as a 'large' organisation (by NCVO’s definition), restricted income is 63% compared to 40% and unrestricted income becomes 37% compared to 60%. This reveals a completely reverse picture of the sector’s flexibility with income streams.

The ratio of restricted to unrestricted income amongst medium, small and micro organisations in the LGBT sector is 63:37%, compared to a ratio of 15:85% (NCVO 2010a: 86) restricted to unrestricted in the wider sector, highlighting the comparative lack of financial flexibility within the LGBT VCS as against the mainstream VCS.

Average income

Average income in the London LGBT sector is £134,633, (n=68, stdev =£497,918), which compares to average income in the wider VCS of £221,013 (NCVO 2010a: 83).

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5 ‘Stdev’ means standard deviation, the average difference away from the average that organisations are – a high standard deviation indicates that organisations are spread across a wide income range.
The ratio of restricted to unrestricted income amongst medium, small and micro organisations in the LGBT sector is 63:37% compared to a ratio of 15:85% in the wider VCS, highlighting a low level of financial flexibility.

The average income of LGBT community of identity organisations is just £10,276.

Income by community of identity/target group

A sub-sample of community of identity organisations was created. These are LGBT organisations working on specific equality issues, for example age, disability, race, transgender, gender, belief, and parenting.

The average income of these organisations is £26,030 (n=28, stdev=£86,207) compared to average income of all LGBT organisations of £134,633.

If one uncommonly large charity focussing on young people is removed from the community of identity sample, the average income amongst community of identity organisations is £10,276 (n=27, stdev=£22,392).

The average income amongst BME LGBT organisations is £8,231 (n=5, stdev=£15,579); amongst disability organisations it is £746 (n=2, stdev=£712); amongst trans organisations it is £17,862 (n=7, stdev=£23,248); and amongst lesbian and bisexual women’s organisations it is £139 (n=4, stdev=£164).

Registered charities

The average income amongst registered charities is £366,076, (n=23, stdev=£816,736), and amongst non-registered charities £16,399, (n=45, stdev=£85,510).

Sources of income

The sector receives income from: individuals; statutory sector; national lottery; trusts and foundations; private sector; investments and ‘other’. The highest average income source, £55,971 (n=68, stdev=£150,939), is from statutory bodies, and the second highest source, £42,175 (n=68, stdev=£248,165), is from individuals.
8.5 Average Income Sources (£)

- Investment
- Other
- Private
- Trusts
- National Lottery
- Statutory
- Individuals

8.6 Proportion of Different Income Types from Individuals

Note: Excluding one ‘outlying’ large organisation.
The highest mean source of income is statutory sources (£55,971), across 68 organisations, and the second largest source is individuals (£42,175). Amongst medium, small and micro LGBT organisations, donations from individuals account for just 4% of sector income.

**Income from individuals**

Income from individuals is £2,867,874, which represents 31% of total income to the LGBT sector. This compares to income from individuals in the wider VCS of 37% (NCVO 2010a: 37, 83).

If the one 'large' organisation, receiving 71% of the total income from individuals, is removed from the sample, income from individuals to the sector is £819,874, or 9% of total income.

Average income from individuals amongst micro, small and medium LGBT VCOs is £12,237 (n=67, stdev=£39,482).

**Types of income from individuals**

The types of income from individuals are: donations (including events income); legacies; membership fees; fees for services; sale of goods; and ‘other’.

The highest average income type from individuals is from donations and is £32,647 (n=68, stdev=£222,126). Amongst medium, small and micro organisations the figure is £5,624 (n=67, stdev=£20,630).

**Donations**

Total donations is £2,220,025 which represents 24% of total sector income.

If one 'large' organisation is excluded, which generates 83% of total donations to the sector, total income from donations is £376,825, or 4% of total sector income.

**Income from legacies**

Total income from legacies is £217,328, which is 2.37% of total sector income. Just three organisations received legacies during the year. Of the total, £204,800 was received by one organisation.

This compares to income from legacies across the wider VCS of 6%.
Income from membership

Total income from membership fees is £162,144 which is 1.77% of total sector income. Average income from membership fees is £2,384 (n=68, stdev=£10,187). Most organisations (87%) receive less than £10K from membership per annum. The largest amount received by any organisation, London Gay Men’s Chorus, equates to 39% of total income from this source. This organisation has a highly independent economy and is fully funded by fees for services and membership.

Income from fees for services

Income from fees for services is £110,597, which is 1.21% of total sector income. Average income from fees is £1,626 (n=68, stdev=£11,307). The highest amount received by one organisation is £93,610, again London Gay Men’s Chorus, with all other recipients receiving less than £10K.

Income from sale of goods

Income from sale of goods is £6,673, which is 0.07% of total sector income. Average income is £98 (n=68, stdev=482).

Income from the public sector

Income amongst LGBT VCOs from the public sector is £3,806,001. This is the highest single income source and represents 41% of total sector income. Of this total £2,834,424, (74%) is received by five organisations. Average public sector income is £55,971 (n=68, stdev=£150,939).

This compares to income from the public sector in the VCS as a whole of 36%. However, amongst medium, small and micro organisations in the wider VCS, the comparable percentage income from the public sector is 31% (NCVO 2010a:83). The public sector contribution to the LGBT sector is therefore comparatively high, despite the fact that the amount is very small. This may in part account for the disproportionately high
percentage of restricted funding amongst medium, small and micro organisations in the LGBT VCS.

Of the 23 LGBT VCOs that receive funding from the public sector, 16 organisations receive over 50% of their income from this source. This sub-sample of groups receive 67% of their combined total income from the public sector and their combined total income equates to 43% of the total income of the LGBT sector.

Public sector funding of £1,932,420 is from central government\(^6\) (21% of total sector income) and £1,873,581 is from local government, (20% of total sector income).

Grants account for £1,232,031 of the total and fees and contracted services account for £2,573,970. The ratio of grants to contracts of 32:68% compares to that in the wider VCS of 29:71% (NCVO 2010a: 47).

**Income from National Lottery**

Income from the National Lottery is £455,521. The average amount of lottery income, amongst those that receive it, is £50,615 (n=9, stdev=£48,746). This represents just under 5% of total income to the London LGBT sector and 0.09% of total National Lottery funding (NCVO 2010a: 83).

Income from National Lottery to the wider VCS, by comparison, is 1.5% of total income (NCVO 2010a: 83).

**Income from trusts and foundations**

Total income from trusts and foundations is £805,482. The largest amount received in the year is £307,200, and the smallest is £273. The average amount is £11,845 (n=68, stdev=£41,034).

\(^6\) Central government includes the NHS and local government includes Primary Care Trusts (PCTs).
Income from this source represents 9% of total income, or 5% amongst medium, small and micro organisations only. This compares to the percentage income from trusts and foundations in the wider VCS of 5%, or amongst micro, small and medium organisations in the wider VCS of 6% (NCVO 2010a: 37, 83).

Income from the private sector

Total income from the private sector is £879,631. Four organisations receive private sector income in amounts ranging from £819,200 to £500.

The largest organisation in the sector receives 93% of the total private sector funding of the sector as a whole.

Amongst micro, small and medium LGBT VCOs income from this source represents 1.16% of sector income. This compares to the average percentage income from this source in the wider VCS, amongst micro, small and medium organisations of 1.5% (NCVO: 2010a 83).

Income from investments

Total income from investments is £42,199, which represents 0.46% of total sector income. Average income from this source is £621 (n=68, stddev=£3,461).

This compares to percentage income from this source across the wider VCS of 9% (NCVO 2010a: 37).

Income from other sources

Total income from ‘other sources’ is £297,659, representing just over 3% of total income to the sector. There is a methodological issue here in that no specific category was offered in the questionnaire for income from events as this was intended to be included in the ‘donations’ section. We can assume that this
8.7 Sources of Income: Whole LGBT Sector and Micro, Small and Medium Organisations (£)

<table>
<thead>
<tr>
<th>Source</th>
<th>Whole sector</th>
<th>Micro, small and medium organisations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individuals</td>
<td>2,867,875</td>
<td>819,874</td>
</tr>
<tr>
<td>Public Sector</td>
<td>3,806,002</td>
<td>3,294,002</td>
</tr>
<tr>
<td>National Lottery</td>
<td>455,522</td>
<td>353,122</td>
</tr>
<tr>
<td>Trusts and Foundations</td>
<td>805,483</td>
<td>496,283</td>
</tr>
<tr>
<td>Private Sector</td>
<td>879,631</td>
<td>60,431</td>
</tr>
<tr>
<td>Other</td>
<td>297,659</td>
<td>154,299</td>
</tr>
<tr>
<td>Investment and Trading</td>
<td>42,199</td>
<td>42,199</td>
</tr>
</tbody>
</table>

NOTE: The difference between ‘whole sector’ and ‘micro, small and medium organisations’ is the income of one ‘large’ LGBT VCO in the sector.

‘other income’ relates to income from events not included in ‘donations’ by some respondents, plus sundry other sources.

Expenditure

Total expenditure is £8,477,663. Average expenditure is £124,672 (n=68, stdev=£422,787). One large organisation spends £3,276,800 (38%) of this total; medium organisations (n=12) spend £4,575,036 (54%); small organisations (n=11) spend £575,722 (7%); and micro organisations (n=44), spend £50,105 (0.6%).

One organisation accounts for 38% of total sector expenditure.

Medium and large organisations account for 93% of total expenditure.
Medium and large London LGBT organisations account for 93% of total London LGBT sector expenditure, compared with 50% amongst similar-sized organisations in the wider VCS. Eighty one percent of London LGBT organisations account for just 7.6% of total sector expenditure.

In the wider VCS, medium, and large organisations account for 50% of total expenditure (NCVO 2010a: 85).

Small and micro organisations account for 7% of total expenditure, which is the same as in the wider VCS (NCVO 2010a: 85).

**Types of expenditure**

Overall expenditure of £8,477,633 is spent on charitable activities, governance and fundraising.

**Charitable activities**

Expenditure on charitable activities amounts to £7,717,359, which is 91% of total expenditure.

The average amount spent by organisations on charitable activities is £113,520 (n=68, stdev=£379,075). Excluding one large organisation, sector expenditure on charitable activities amounts to £4,798,911, and the average expenditure is £71,626 (n=67, stdev=£163,994).

Average expenditure on charitable activities amongst micro, small and medium LGBT VCOs is therefore £71,626 which equates to 92% of total expenditure on charitable activities amongst these organisations.

This compares to expenditure on charitable expenditure amongst micro, small and medium organisations in the wider VCS of 85% of total expenditure (excluding grant expenditure, NCVO 2010a: 85).

**Fundraising**

Expenditure on fundraising is £611,804, which is 7% of total expenditure. The highest amounts spent on fundraising in any one organisation are £348,160, £97,000 and £87,662. The largest proportion of expenditure on fundraising, of total expenditure in any one organisation, is 23% and the highest amount spent in one organisation represents 11% of its total expenditure.
Amongst micro, small and medium organisations expenditure on fundraising is £263,644 or 5% of their total expenditure. This compares to an average expenditure amongst micro, small and medium organisations in the wider VCS on fundraising of 9% (NCVO 2010a: 85). Bearing in mind that the percentage income, against total income, achieved by the LGBT VCS, across almost every category of income, is lower than that achieved within the mainstream VCS, this suggests that the LGBT VCS has a disproportionately low return on its investment in fundraising, and is spending less on it.

**Governance**

Total expenditure on governance in the LGBT sector is £135,010 or 1.6% of total expenditure.

This compares to expenditure on governance in the wider VCS of 3%.

**Funding applications**

The LGBT sector submitted 163 funding applications in the year. Ninety three of these were successful (57%). Three organisations submitted twenty or more each, 60 in total, of which 30 were successful (50%). The highest number of organisations (n=5) submitted three.

Respondents were asked to describe their most interesting or successful fundraising activity in the year. Responses included social enterprise development; concerts; funding from new sources; corporate membership scheme; events; and sales. As the In Our Name Project develops, successful work in the sector will be promoted and learning and skills sharing encouraged across the networks.
Engagement: Building inclusive LGBT communities

Mubin Haq, Director of Policy & Grants, Trust for London

Engaging with communities who are less visible, that face discrimination and are not treated equally and fairly, is a core theme running through the work of Trust for London. Our mission of tackling poverty and inequality in the capital has meant that we have supported work which targets particular groups, including lesbians, gay men, bisexual and transgendered people.

We take this approach because there is growing evidence about the difficulties many LGBT people have in accessing mainstream services; the isolation many face; and the abuse, violence and discrimination they may encounter. We have funded a diverse range of work in these different fields. Not simply funding services, but enabling the voices of disadvantaged communities to be heard. This has been one of our core values, and as a result many of the LGBT groups we have funded have been user-led grassroots initiatives. Through funding this work we have learnt a great deal and we are still learning.

However, amongst the general population and policy makers, LGBT people are sometimes seen as a relatively small population, which is generally affluent. There is a feeling that there is not a need, or any disadvantage. This is clearly a distorted picture, as is the one which creates the impression that the community is blighted by negative issues.

What makes the picture more complex is that despite the enormous strides made over the last 50 years, many LGBT people are still not out and are therefore less visible. Most statistical data does not capture sexuality, and many individuals do not want to reveal such personal information. We therefore do not have key social and economic knowledge about this community, in comparison to data we have on gender, age or ethnicity - so the picture is less defined.

This lack of data is an issue for a number of funders and policy makers, but it need not be an excuse for not engaging. We do have some knowledge about the needs of LGBT people and this is a starting point and one which we can build on.

But there is another challenge for us and that is how the needs of those individuals who are multiply disadvantaged are met. For example, are there adequate services for those LGBT people who are older and from black and minority ethnic communities? Or for those who are refugees and asylum seekers? The challenge is not just for LGBT voluntary organisations, but for other single issue groups, broader community organisations, funders and mainstream agencies. Engagement means not just working on your issue in isolation but seeing how all of these issues interconnect.
Naz Project London, s. 1991

About: To mobilise BME (Black and Minority Ethnic including refugees and asylum seeker) communities and foster self-reliance in addressing the challenges of sexual health and HIV; addresses the sexual health and HIV/AIDS needs of its communities, especially young people. NPL aims to educate and empower communities to face up to the challenges of sexual health and the AIDS pandemic, and to mobilise the support networks that exist for people living with HIV/AIDS.

Activities: Training, counselling, outreach work, peer education health provision, HIV testing and care and support for HIV positive clients.

Campaigns/policy work: In the past year: NPL youth peer educators collaborated with the National Children’s Bureau to make best practice presentations in Birmingham, London and Egypt. In collaboration with the Joseph Rowntree Foundation and Carnegie UK Trust, NPL participated in an innovative project to develop the policy voice of people living with HIV. Initiated the Counterpoint Alliance, a policy collaboration of Positive East, Positively UK and NPL.

Joint work: HIV testing, peer education program, training for African community workers, joint outreach health promotion work.
17-24-30 No to Hate Crime Campaign, s. 2009

About: The basic aims of 17-24-30 are: to bring people together; to build our communities; to support those that have been attacked; to stop hate crime.

Activities: Organise an annual vigil in Trafalgar Square in October, and three acts of remembrance in April to mark the anniversaries of the nail bomb attacks on Brixton, Brick Lane and Soho.

NUS LGBT (National Union of Students Lesbian, Gay, Bi and Trans Campaign)

About: The national student movement for the liberation of LGBT people. We fight for the rights of LGBT students, support LGBT students in universities and colleges and provide a national voice on LGBT issues.

Organik BLU, s. 2008

About: Our purpose is to provide a spiritual, safe and enriching platform for women who are like minded to come together to share hearts, stories and experiences. Self empowerment is our mission. Our goal is to create a spiritual, loving same gender loving community.

Activities: Self empowerment workshops, group therapy, one to one spiritual guidance and spiritual healing.
Out for Our Children, s. 2004

About: We want to see: Nurseries, playgroups and schools that welcome our children; books that reflect our children’s reality; a school curriculum that includes us and educates everyone; and schools and early years settings that address prejudice and homophobia.

Activities: Training for school staff in actively including children of LGBT parents and those parents in schools; resource development for schools and early years settings; advice on LGBT parenting issues relating to schooling; crèche for children of LGBT parents allowing them to socialise with other children from LGBT parents.

Campaigns/policy work: Liaison with Ofsted.

Joint work: Attending and presenting at forums, conferences and meetings.

Outburst UK, s. 2006

About: We are a grassroots organisation dedicated to efforts that nurture pride and unity within the Black LGBT (BLGBT) community in the UK, and to provide a happy, safe and supportive environment. We aim to build a strong community through communication, transparency, accountability, positive visibility, and educational opportunities while facilitating and fostering relationships within the wider community. Additionally, the Board of Directors believe that the BLGBT community need an annual forum where individually and collectively we can consider where we have been, where we are now and what direction we need to set. Our purpose: To educate, support, nurture and develop the BLGBT community; to empower and give vision to the BLGBT community; to work with the wider community to develop a sustainable, safe haven for BLGBT people. To provide a place for BME gay, lesbian, bisexual, transgender, questioning, people and others to meet, gain information, and socialise.

www.outforourchildren.co.uk
A Registered Charity
National
10 active volunteers
2009/10 income: £15,000
2009/10 expenditure: £15,000

www.outburstuk.org
0844 357 8681
PO Box 65118, London, SW16 9BS
A voluntary/community organisation
Community Interest Company
Works across London
30 active volunteers
Activities: Outburst festival; cultural events during Black history month and LGBT history month looking at aspects of BAME LGBT pioneers; education.

All are welcome at all events.

Campaigns/policy work: Petition was given to Home Office for a young Iranian who was to be deported; he was given indefinite leave to remain this year.

Joint work: Represented on London Pride Committee sub-caucus for entertainment.

OutRage!, s. 1990

About: OutRage! is a broad-based group of queers. We are committed to radical, non-violent direct action and civil disobedience to: assert the dignity and human rights of queers; fight homophobia, discrimination and violence directed against us; affirm our rights to sexual freedom, choice and self-determination. We seek to provide support and practical assistance to anyone, anywhere who faces oppression, hate or discrimination because of their sexuality.

Activities: Provision of political, legal, advice and support on issues that affect queer people. Provision of information to students and other academics who seek it. Media engagement.

Campaigns/policy work: Providing support both legal and material to asylum seekers and others who face persecution because of their sexuality. We are particularly involved in support of Iraqis. We are also continuing our campaign against hate music.

Joint work: Co-operate on an ad hoc basis on specific campaigns or projects.

www.outrage.org.uk
0208 240 0222
Contact: David Allison
OutRage! PO Box 17816, SW14 8WT
A voluntary/community organisation
International
20 active volunteers
annual expenditure: £200
OutWest, s. 1989

About: Aims to enhance the lives of the LGBT community in West London in both social and support roles by way of social activities, individual support and advocacy, partnering arrangements with other local and pan-london LGBT organisations and to raise awareness of the difficulties still faced by the LGBT community in the 21st Century.

Activities: We have an active social side which is a good method of gaining and retaining interest. On the support side we have developed a Third Party Reporting scheme, a booklet on Hate Crime and on accessing Housing. We host an annual conference covering topical issues within the LGBT community. We offer general advice wherever we can but if the problem is very specialised then we operate a “signposting” system. Friends and family are always welcome to our social events, especially those of younger people who tend to be more relaxed about voicing concerns in a social atmosphere. Our 24hr phone line is always available.

Campaigns and policy work: We work by becoming involved in as many statutory bodies as possible, without detracting from our core business. Often this is as simple as writing to an organisation explaining our existence and offering to meet and discuss how we could work together. In the past year: Many local organisations are now contacting us because of the high profile we have raised over the years.

Joint work: Joint conferences with the West London LGBT Development Project.

OutZone Youth Project, s. 1997

About: The OutZone Youth Project for gay and bisexual young men, aged 25 and under, aims to build self-esteem and confidence by providing invaluable peer and one to one support; promote positive self-image and identity through structured group work sessions and discussions; provide speedy, uncomplicated access to information, including sexual

www.outzone.org
Contact: info@outzone.org
A voluntary/community organisation
Works across London
health and HIV prevention information, resources or referral; and ensure LGBT young people in London are happy, healthy and socially included.

**PACE, s. 1985**

About: Promotes the health and wellbeing of LGBT people, particularly their mental health and emotional wellbeing.

Activities: Counselling, couples counselling, family therapy, mental health advocacy, gay men’s therapeutic HIV prevention groupwork (including groups targeting Black men and Asian men), women’s health trainer and women’s groupwork programme, youth groups (one male, one female and one younger mixed), youth counselling, anti-homophobic bullying work in schools, mental health inequalities research project, parenting support groups, family support helpline, domestic violence support groups and employment coaching for the unemployed with health problems.

Campaigns/policy work: Research.

Joint work: Partnership service delivery with: Stonewall Housing, GALOP, AKT, Switchboard, and Broken Rainbow around youth homelessness and domestic violence; LGBT awareness training for family services (adoption primarily).

**Paris Youth Group, s. 2007**

About: Paris, the Lesbian, Gay, Bisexual, Transgender and Questioning (LGBTQ) Group in Newham is a collective of young people aged 13 to 19 that exists to involve and accept every young person who is LGBT or is questioning their sexuality; campaigns for an education system and changes in law that address the needs of LGBTQ young people, giving them full equality with heterosexual people; provides educational activities and opportunities for members to gain new skills, increase their confidence and make a difference in their communities.
Activities: Our activities are planned and organised by our members.

Campaigns/policy work: Work with schools on addressing homophobia.

Joint work: Local health services; other LGBT groups; local government bodies; British Council; EU - Youth In Action Programme.

Positive East, s. 2005

About: Aims to improve the physical, economical, emotional and psychological quality of life for individuals and communities affected by HIV across East London.

Activities: Emotional, practical and psychological support for those affected by HIV and AIDS. This includes one to one support, benefits and housing advice, group work, training, alternative therapies and ‘back to work’.

Campaigns/policy work: “It’s better to know” - encouraging HIV testing in the community in Tower Hamlets and Hackney. Sit on a number of sexual health strategy groups and other fora such as LiNks, LGBT forum, benefits (SS).

In the past year: Key role in influencing PCTs to undertake community HIV testing; key role in keeping HIV on the health and social care agenda, including Joint Needs Assessments.

Joint work: Policy development, gay men’s health promotion, HIV testing.
Press for Change, s. 1992

About: Press for Change (PFC) seeks respect and equality for ALL trans people. PFC is a legal advice and educational social enterprise, which campaigns to achieve equal civil rights and liberties for all trans people* in the UK through legislation, education, the law and social change.

*Trans people are those people whose gender identity or preferred gender presentation is different from that which is expected of a person of the sex recorded on their birth certificate. PFC will campaign for the rights and liberties of all trans people in the UK, whatever their status.

PFC will offer support and advice wherever possible to individual trans people whose natural rights and liberties are challenged or denied within society or by current repressive legislation.

Activities: PFC provides support, including free legal advice services to all trans people. PFC works with other organisations such as the Equality and Diversity Forum (EDF), the Equality and Human Rights Commission (EHRC), Government departments, businesses, other trans support organisations, public bodies and educational establishments to increase respect for the rights of trans people.

Campaign/Policy work: We continue our fight to have the Equality Act 2010 amended so as to exclude those provisions which allow some employers and service providers to discriminate against trans people - solely because they are trans. PFC approaches government directly if we feel this would be advantageous. In the past year: We feel we have had significant impact over the last year, in particular in how the Equality Act 2010 is to be interpreted according to various government and EHRC guides.

Joint Work: Liaison in relationship to legislative lobbying, and campaigning. Training services provided to many public sector organisations.
**Queer Youth London and South East (QYLSE) (part of the Queer Youth Network), s. 1999**

About: Queer Youth London and South East is a regional group of the Queer Youth Network (QYN); QYLSE provides monthly group meetings, projects and campaigns alongside the online support of QYN.

Activities: Monthly youth group meetings are facilitated by members who volunteer for QYN. The Regional Coordinator organises meets with the help of a team of local representatives. Members and volunteers are all young people under the age of 25 who run their own projects, e.g. a trans inclusive swimming group and a trans clothing project. QYLSE also runs a film night and a resources library, lending out LGBT related books, DVDs and information leaflets.

QYN also has online forums where young people discuss their issues, gain peer support, help with campaigns (national and local) and access help from Support Officers.

Campaigns/policy work: There are many ongoing projects and campaigns that young people run themselves.

Joint work: Signposting to other organisations and a lot of unofficial partnership work with many LGBT and youth organisations.

**Quest, s. 1973**

About: Aims to sustain and increase Christian belief. Associates lay men and women who are seeking ways to reconcile the full practice of their Catholic faith with the full expression of their LGBT natures in loving Christian relationships, and providing opportunities for them to meet together for worship, discussion and study; establishes and extends a dialogue between LGBT Catholics and members of the clergy; seeks wider opportunities in the Catholic press and elsewhere to promote a fuller and more public discussion of the issues involved; provides a point of contact for any LGBT Catholic in need of reassurance and support.
Activities: There are six or seven regional groups throughout the UK. The telephone ‘linkline’ is available nine hours per week, and on answer phone. There are social meetings and opportunities for worship. An annual conference is organised. Quest also encourages dialogue with clergy.

Campaigns/policy work: Homophobia in schools.

Rainbow Arts, s. 2010

About: Aims to provide a virtual and tangible intellectual artistic forum providing LGBT artists with a chance to work collectively, access each other and have a platform to exchange ideas around their art in a space where their sexuality is the norm.

Activities: Aims to provide information on jobs, auditions, sources of funding and scoping out new ways of working collaboratively.

Regard, s. 1989

About: Regard is a national organisation of disabled LGBT people representing disability issues to the LGBT sector and LGBT issues to the disability sector; combating the social isolation of our members, and generally informing and campaigning around matters of importance to disabled LGBT people.

Activities: Offers advice, information and support drawn from the shared experiences of members and disseminates information through newsletters and online news and discussion groups for our members.

Campaigns/policy work: Campaign for introduction of a “Sue’s Law” to enable people who are not in a legally recognised relationship to nominate their “next of kin” by means of a simple legal declaration and amend the Mental Capacity Act to recognise this. Working with the Care Quality Commission on rights of disabled LGBT people in social care settings.
Joint work: Working with Kairos in Soho in having an accessible LGBT venue in Soho; with Stonewall on a booklet on disabled LGBT rights; Pride on disabled LGBT access; the Care Quality Commission on disabled LGBT rights in health and social care and Age of Diversity on the rights of older LGBT people.

**rukus! Federation Ltd, s. 2000**

About: rukus! is an award winning charity known for its long-standing and successful programme of community-based work with Black Lesbian, Gay, Bisexual and Trans artists and cultural producers, locally, nationally and internationally.

Activities: We deliver an innovative programme which includes one-off events, screenings, workshops, theatre performances and exhibitions. One of our key goals is developing Europe’s first dedicated Black LGBT Archive which generates, collects, preserves and make available to the public historical, cultural and artistic materials relating to our lived experience in the UK.

We devise a range of social and cultural events such as readings, exhibitions and community engagement work.

Joint work: We have worked within the areas of community engagement and volunteer recruitment.

**Safra Project, s. 2001**

About: The Safra Project is a resource project working on issues relating to lesbian, bisexual and/or transgender women who identify as Muslim religiously and/or culturally (Muslim LBT women). The Safra Project was set up in October 2001 by and for Muslim LBT women. The issues faced by Muslim LBT women, and the (combination of) prejudices based on sexual orientation, gender identity, gender, religion, race, culture and immigration status that they experience, are unique and currently insufficiently addressed.

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Activities: Research and resource production, sign posting and stakeholder meet-ups. Collaborative progressive campaigns on human rights and anti-discrimination issues.

Campaigns/policy work: Women Living Under Muslim Laws campaigns.

**Schools OUT, s. 1974**

About: Support LGBT people in education. Aims to eradicate homophobia and transphobia in schools and colleges

Activities: These include counselling, training and consultation.

Campaigns/policy work: Providing an online LGBT resource centre. Meets with DFS, GTC, OFSTED. In the past year: We’ve identified homophobic bullying in schools as child abuse and a hate crime.

Joint work: Consultation and advisory.

**Soho Masses, s. 1999**

About: The Soho Masses were founded after the Admiral Duncan bombing, by a grassroots group of Catholics, and are now part of the Archdiocese of Westminster’s outreach to LGBT Catholics.

Activities: The Soho Masses Pastoral Council hold a mass for lesbian, gay, bisexual, transgendered Catholics, their parents, families and friends at 5.00 pm, on the 1st & 3rd Sundays of every month. The mass is held at the Church of the Assumption & St Gregory, Warwick Street, London, on behalf of the Archdiocese of Westminster. The group also runs a Pride Stall, and a young person’s group that meets monthly.
Joint Work: Fundraising for CAFOD and for organisations for people living with HIV. Liaises with other religious bodies which are not necessarily Catholic.

South London Gays, s. 1995

About: The aims of South London Gays are to serve primarily as a social group for LGBT people living in the South London area and beyond.

Activities: SLG’s main focus is on the monthly meetings with guest speakers. The group also arrange regular cinema and theatre visits, days out to museums and other attractions, restaurant meals, tennis matches, and tea parties and coffee evenings in members’ homes.

Campaigns/policy work: Although primarily a social group, SLG has occasionally been involved in various letter-writing campaigns on gay issues.

Joint work: Joint events with other gay groups in London and Surrey.

Southwark LGBT Forum

About: A focus/ liaison group which meets regularly - at 2 to 3 month intervals - with representatives form the Police and Southwark Council. Focuses on homophobic crime and accountability of statutory services.

Southwark LGBT Network, s. 2000

About: Brings together LGBT people in Southwark through social and cultural activities to foster and strengthen community ties within and beyond the LGBT community, and to work with other relevant bodies towards building resilient communities that contribute to combating homophobia and transphobia, crime and harassment. Working closely with Southwark LGBT
Forum, which focuses on hate crime and accountability of statutory services, the Network aims to make the borough become a place where LGBT people can live openly, in safety and participate fully in public and community life.

Activities: The Network is taking over activities and services which have been provided by a full-time dedicated LGBT community development officer employed by Southwark Council. Some of the activities that are to be taken up will include distributing an email bulletin and administering a website.

**Spectrum London, s. 2007**

About: A London wide group offering support to transgendered people, people who may be questioning their gender, together with their partners, family and friends.

Activities: Provides and facilitates a safe meeting place where regular meetings can be held and offers peer to peer support, outreach, advice and advocacy. It also liaises with other organisations that need advice in supporting transgendered people.

Joint work: Stakeholder group meetings with Charing Cross Gender Identity Clinic involving other groups both in London and nationwide.

**STAC, s. 2002**

About: Aims to provide a community space particularly, but not exclusively for disadvantaged, socially excluded Black and Minority Ethnic communities in the London boroughs of Lambeth and Southwark. Specifically targets members of the Black Lesbian and Gay community.

Activities: Runs a café gallery showing the art/photography of the local community; provides sports programmes that encourage the learning of young people; offers multi-media
activities such as video and editing training; provides support to other community groups and ventures; holds fundraising events and training in management committee training, education, business and management skill programmes, assertiveness for women, handling stress, cultural and social awareness.

Step Forward (Tower Hamlets) Step Out Project, s. 1988

About: Independent and confidential services delivered from a purpose built young people’s centre in Bethnal Green, alongside a wide range of other support services; offers personal and practical support services for young people aged 11-25 and their families; Step Out is aimed at LGBT young people and those questioning their sexuality in Tower Hamlets; provides a safe and supportive environment where LGBT people or those questioning their sexuality can get advice, information and support on a range of issues affecting their lives as well as the opportunity to meet other LGBT people; welcomes young people from a range of communities, supporting community cohesion.

Activities: LGBT Youth Group; one to one counselling and support session; drop-in space; activity programmes; family support; advice and guidance; access to condoms, femidoms and sexual health information.

Campaign work/policy work: Influencing local community plans.

Joint work: Sexual Health Clinic (in partnership with NHS).

Stonewall, s. 1989

About: Promotes equality for lesbian, gay and bisexual people.

Activities: Strategic interventions promoting equality.

Campaigns/policy work: Education for All (tackling bullying in schools), Diversity Champions programme (working with employers), lobbying national and local governments.
Joint Work: 600 partner organisations around employment and 110 around education.

Stonewall Housing, s. 1983

About: Provides housing advice, advocacy and support for lesbian, gay, bisexual and transgender people and uses information gathered to campaign and lobby other agencies to improve the housing services for LGBT people so all have safe places to live.

Activities: Housing advice, advocacy and support for lesbian, gay, bisexual and transgender people and resources, training and advice services for non-LGBT agencies.

Campaigns/policy work: Lobbying the Mayor of London’s strategies to include reference to LGBT people, specifically their housing needs. Sits on Housing and Equality Advisory Panels for the Mayor of London, Tenant Services Authority and Homes and Communities Agency and are members of the steering group for the National LGBT Partnership. In the past year: Influenced the Mayor of London to include LGBT in his Housing Strategy and has influenced national, regional and local agencies and providers to include LGBT references in their guidance for housing providers. Shares the information and experiences it gathers around LGBT housing with other agencies to support their research and to develop guidance on LGBT housing.

Joint work: Provides support to young people who live in properties owned by other housing associations. Partnership working on youth and domestic abuse projects with other LGBT groups. Partnership development with other LGBT

www.stonewallhousing.org
020 7359 6242
Contact: Hamish McDonald
2a Leroy House, 436 Essex Road, London, N1 3QP
An Industrial and Provident Society
Works across London
11 full time members of staff
3 part time members of staff and 2 volunteers
2009/10 income: £548,000
2009/10 expenditure : £591,000

National
57 full time members of staff
3 part-time members of staff
2009/10 income: £3.82 m
2009/10 expenditure: £3.42 m
groups funded by the Department of Health. Chairs an Older LGBT Housing Group, made up of individuals and a variety of organisations. Sits on Equality Boards for regional and national agencies.

Surrey and London Association of Gay Organisations (SLAGO), s. 1981

About: An umbrella group covering a number of social and support groups for gay men and lesbians in various parts of London and the Home Counties. SLAGO promotes social contact, co-operation, mutual support and equal treatment between homosexual men and women and heterosexuals both in law and in society.

Activities: Provides member groups with a forum for interchange of news and ideas, quarterly liaison meetings, occasional conferences, and a variety of joint social events. Other services for groups include web hosting for those groups that don’t yet have a website.

The Albert Kennedy Trust, s. 1989

About: Enables LGBT young people to live in safe homes and to fulfil their potential; aims to meet the changing needs of LGBT young people in order to help them live safe and independent lives; to challenge the discrimination which causes young people to experience homelessness, rejection and abuse; to educate, inform and challenge providers of services and wider society in order to ensure acceptance, support and respect for LGBT young people.

Activities: Provides safe and supportive homes with LGBT carers through a Supported Lodgings Scheme; informal support by helping young people build positive independent futures through mentoring & befriending; advocacy, information and support by phone, face to face or email; provides opportunities for young people to develop life skills to help them secure employment, their own tenancy or a place in higher education through
accredited training programmes; limited support provided to young people facing homelessness through an emergency support pack; in certain circumstances, can provide access to a rainbow starter pack; offers training and audit to mainstream housing and homelessness organisations as part of their ‘Making a Difference’ quality mark scheme; new project funded by the Forced Marriages Unit in response to an increasing number of young people from faith backgrounds contacting AKT who are being threatened with honour killings by their families who cannot accept their sexual orientation.

Campaigns/policy work: Encouraged mainstream housing providers at a local level to address the needs of LGBT youth through our ‘Quality Mark’.

Joint work: Jigsaw; Starting Out (Manchester); a Comic Relief-funded mental health project.

The Consortium of Lesbian, Gay, Bisexual and Transgendered Voluntary and Community Organisations, s. 1998

About: A national membership organisation that aims towards a vibrant, viable and valued LGBT third sector.

Activities: Capacity building LGBT groups and organisations through training and support; representing the needs and views of the LGBT third sector; collecting evidence about the LGBT third sector and LGBT communities and helping LGBT groups and organisations recruit volunteers.

Joint work: Training development, delivery of a regional infrastructure voice.
The Drill Hall (Central London Arts), s. 1984

About: Promotes, maintains, improves and advances education particularly by the production of educational plays and the encouragement of the arts including the arts of drama, music, singing, literature.

Activities: The Drill Hall (Central London Arts) is a theatre and arts centre.

Joint Work: The Drill Hall works with other organisations on theatre and arts projects.

The Eddie Surman Trust, s. 1996

About: Provides help and support to HIV positive people by means of operating a national freephone helpline, Positiveline; offers support to HIV positive people who may be depressed or suicidal because of their diagnosis as well as being able to advise on testing, medication and safer sex etc.

Activities: Offers advice on HIV/AIDS, housing and offers small grants to positive people in hardship; also operates a prison visiting scheme for positive prisoners and an HIV support group for gay men; works in conjunction with other groups.

The Pink Triangle Trust, s. 1992

About: A charitable trust to advance the education of the public, and particularly of lesbians and gay men, in the principles and practice of humanism; to advance the education of the public, and particularly of humanists, about all aspects of homosexuality; may also assist individuals to obtain remedies...
under the law where they have suffered unlawful discrimination on account of their homosexuality or their humanism.

Activities: Provides a secular ceremony of love and commitment for same sex couples, including those who enter into a civil partnership; provides a blog and e-discussion list for LGBT unbelievers (atheists, agnostics, freethinkers, humanists, secularists); publishes a unique online magazine for LGBT unbelievers (atheists, agnostics, freethinkers, humanists, secularists).

Joint work: Supporting humanist projects worldwide via membership of the International Humanist & Ethical Union.

**TransLondon, s. 2006**

About: The aims of TransLondon are to: provide a safe place to explore and express your personal gender identity; combat isolation; provide support with information and resources; provide a space where all trans people can socialize, share experiences and exchange ideas; combat transphobia; promote greater acceptance and rights for all trans people; provide help and advice for trans people who want to support their friends, family and colleagues; provide advice and support with transitioning; foster a sense of inclusion and celebration of each of us as unique and valued (trans) people. TransLondon also represents the interests of TransLondon members on stakeholder committees and forums.

Activities: Advice and/or referral to suitable support organisations.

Campaigns/policy work: Occasional petitions. In the past year: TransLondon has had some impact in terms of informing policy-makers of the needs and experiences of trans people, which has helped policy-makers to improve policies.

Joint work: Organising joint events; liaising with support organisations, service providers, statutory bodies and regional/national government.
UK Black Pride, s. 2006

About: UK Black Pride is a celebration of lesbian, gay, bisexual and trans people from Africa, Asia, the Caribbean, Middle East and Latin America. Seeks to attract a massively diverse crowd of LGBT friendly people and entertainers from all races and genders; UK Black Pride believes in ‘pride before profit’ so subsidises a range of Black LGBT peoples’ active involvement at the annual event through sponsorship and support from an ever-growing list of LGBT community organisations and trade unions.

Activities: The festival includes a main stage and dance tents; education and welfare workshops; an LGBT communities market place; children’s area and much more; provides access to people who are registered to welfare and community orientated services.

Joint work: Visit the club scene and speak at community events.

UK Lesbian and Gay Immigration Group, s. 1993

About: UK Lesbian and Gay Immigration Group promotes human rights, in particular the elimination of discrimination on the grounds of sexual identity and gender identity, by helping to resolve immigration issues for those persecuted as a result of their sexual/gender identity and for same sex couples.

Activities: Provision of free, confidential information and advice; access to quality legal advice; emotional support and assistance; monitoring the implementation of law and government policy; LGBT asylum seekers receive direct support from the group through the provision of information about the asylum system, legal advice, ongoing one-to-one support in preparing for their cases and in coping with the difficulties of the system including visits in detention, assistance to find expert representation, provision of research to support asylum claims, and the provision of a safe environment for mutual support.

Campaign/policy work: UKLGIG is recognised by the government, UK Border Agency, legal professionals,
community and support groups and asylum seekers, as the experts on LGBT asylum. This has led to undertaking major policy work that has a nationwide impact for all asylum seekers. Much is still in progress but UKLGIG is currently involved in the Supreme Court decision to no longer allow UK Border Agency to tell LGB asylum seekers to “go home and be discreet”.

Joint work: Policy and research.

**Walk on the Wildside, s. 2000**

About/Activities: Walking group for lesbians and bisexual women.

- [www.wow-walks.co.uk](http://www.wow-walks.co.uk)
- A voluntary/community organisation
- Works in London and south of England

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**Wandsworth LGBT Forum, s. 2005**

About: Aims to raise awareness and campaign on LGBT issues such as homophobia and discrimination within the statutory agencies and across the borough, while also building partnerships and providing a platform for the forum’s members to ensure that the LGBT communities are consulted on service provision within Wandsworth.

Activities: A signposting organisation that not only acts as a referral point for the LGBT community but also offers support to those involved in LGBT community services, an example being the funding of a theatre in education group to educate students about trans issues.

Campaigns/policy work: Previously there has been less campaign work undertaken by the forum. This year, the forum’s voice has been heard more than ever before, the discussions have been more in-depth, and the impact of these much greater than in previous years.
West London Lesbian, Gay, Bisexual and Trans Development Project, s. 2009

About: To promote and support LGBT engagement in the west London boroughs of Brent, Ealing, Hammersmith and Fulham, Harrow, Hillingdon, Hounslow and Richmond upon Thames, through: supporting the development of grassroots LGBT groups; lobbying for improved services for LGBT residents; providing training on LGBT issues for public and voluntary organisations; coordinating the West London LGBT Forum and an annual West London LGBT Conference; and developing joint initiatives between statutory and voluntary organisations and LGBT groups and LGBT residents.

Activities: Capacity-building support to LGBT groups - funding advice, governance advice; hate crime third party reporting; engagement activities - workshops, training, focus groups, outreach; providing volunteering opportunities; establishing borough-based LGBT forums; borough-based homophobic crime monitoring and strategic groups, Police LGBT forums and Equalities Steering Groups.

Campaigns/policy work: Engagement work with Local Involvement Networks (LINk) with LGBT people around health and social care needs. In the past year: Developed joint work with police, local authorities, and housing providers on third party reporting and homophobic crime work; influenced development of: Ealing Police policy on policing public sex environments; Ealing PCT Equality and Diversity Strategy for LGBT residents; and housing providers approach to addressing hate crime on estates. Also influenced local authorities on the need to address homophobic and transphobic bullying through joint training and learning events, and youth and connexions workers on needs of LGBT young people. Raised profile of: local LGBT groups in West London with mainstream services; needs of LGBT residents in accessing mainstream services; specific needs of trans people with regard to mainstream services; and needs of LGBT residents in accessing mental health services.

Joint work: Joint working initiatives to engage with LGBT residents and develop projects that meet their needs.

www.ealingcvs.org.uk/lgbt
020 8280 2286
Contact: Peter Vittles
The Lido Centre, 63 Mattock Lane, W13 9LA
An LGBT project in a non-LGBT organisation
Sub-regional, based in West London
1 part-time member of staff
2009/10 income: £31,500
2009/10 expenditure: £31,500
Geographic scope

The following section describes the geographic scope of London LGBT organisations. As a general note, organisation location and scope can at times be historically contextualised as being where diverse LGBT people have safely gathered or lived, and yet the reach of LGBT organisations is normally wider than simply where they are based, which can present funding challenges particularly within the ‘localism’ agenda. Location and scope are also determined by external factors like affordability and funding and are subject to change.

London LGBT organisations, excluding borough-based forums/networks, tend to operate across several boroughs or all of London.

Just 8% (n=7) of organisations identified themselves as local/neighbourhood-based although all of these said that their geographic reach was also wider e.g. across London.

17% (n=15) of organisations identified their scope as being ‘one borough’, and of these 27% (n=4) also identified a wider geographic scope. Of those that did not 45% (n=5), were borough-based forums/networks, and one said that it had service users from ‘further afield’.

As one organisation explains, ‘we aim to deliver provision to young people of [one borough], we do however recognise that young people who identify as LGBT or are not sure of their sexual and/or gender identity tend not to access support...’
services in their neighbourhoods; that is why we welcome young people from any borough.

13% of organisations (n=11) cover several boroughs; 7% (n=6) are sub-regional; 35% (n=31) work across London; 18% (n=16) work in London and the south of England; 45% (n=40) are national; and 20% (n=18) are international. One organisation explains international as, ‘UK based, but with supporters around the world’.

75% (n=67) of organisations in the sample work across several boroughs, sub-regionally, pan-London, or London and the south of England.

Organisations in practice, of course, will have different reach for different activities; one organisation noted ‘we work on a variety of projects which have different geographical scope’ and others said that some of their activities are borough-specific while some are pan-London. Often these restrictions relate to specific funding.

**Premises**

75% (n=57) of organisations have a regular and reliable office or meeting space and 25% (n=19) do not.

This shows some improvement since the last comprehensive mapping of the London LGBT VCS. 69% (n=27) of a comparative sample in the PiP survey had a regular and reliable meeting space while 31% (n=12) did not. This improvement is across both relatively more and less well-resourced organisations but particularly in less well-resourced organisations.
Target group

Organisations were asked on whose behalf they worked. The following categories were developed after analysis of the responses.

The largest proportion of organisations, 36% (n=30), work on behalf of LGBT or LGBT and queer (LGBTQ), or LGBT, queer and intersex (LGBTQI) people.

7% (n=6) of organisations work on behalf of young LGBT people while 2% (n=2) work on behalf of older LGBT people.

7% (n=6) of organisations work on behalf of BAME LGBT people (one on behalf of Muslim LBT women; one LGBT BME; one Black LGBT; one Black LGBTQ; one Black lesbian and gay; and one LGBT people from Africa, Asia, the Caribbean, Middle East and Latin America). This is a higher proportion than found among registered LGBT organisations nationally (5%; Consortium 2010b: 12).

83% (n=5) of active BAME LGBT organisations have been established since 2000.

5% (n=4) of organisations work on behalf of trans people, 1% (n=1) young trans, 1% (n=1) trans and intersex, and 1% (n=1) female to male (FTM) trans (a total of 8% (n=7) trans or trans/intersex organisations).

6% (n=5) of organisations worked on behalf of men only. Apart from FTM London which works on behalf of female to male
trans men, none of these explicitly included trans men. 5% (n=4) worked on behalf of women only. Three of these did not explicitly include trans women.

Interestingly, while in their national study of registered LGBT organisations the Consortium of LGBT voluntary and community organisations found 24% (n=32) worked on sexual orientation exclusively (i.e. excluding trans as part of their target group) (Consortium 2010b: 11), in London we find only 2% (n=2) ‘LGB’ organisations. Both LGB organisations in the Almanac sample were established 20 years ago or more.

1% (n=1) of organisations worked on behalf of disabled LGBT people and 1% (n=1) worked on behalf of disabled LB women.

Though we have not distinguished organisations as such in what follows, it should be noted that some organisations are led by the group that they work on behalf of while others are not.

### 11.1 Target group

<table>
<thead>
<tr>
<th>Group worked on behalf of</th>
<th>Number of organisations</th>
<th>Group worked on behalf of</th>
<th>Number of organisations</th>
</tr>
</thead>
<tbody>
<tr>
<td>LGBT/LGBTQ/LGBTQI</td>
<td>30</td>
<td>LB</td>
<td>2</td>
</tr>
<tr>
<td>Young LGBT</td>
<td>6</td>
<td>People affected by homophobic or transphobic crime</td>
<td>1</td>
</tr>
<tr>
<td>LGBT people of faith</td>
<td>5</td>
<td>Trans and intersex</td>
<td>1</td>
</tr>
<tr>
<td>BAME LGBT</td>
<td>5</td>
<td>Young trans</td>
<td>1</td>
</tr>
<tr>
<td>Gay/Bi Men/MSM</td>
<td>5</td>
<td>LGBT artists</td>
<td>1</td>
</tr>
<tr>
<td>Trans</td>
<td>4</td>
<td>Muslim LBT women</td>
<td>1</td>
</tr>
<tr>
<td>LGBT occupational groups</td>
<td>4</td>
<td>Disabled LB women</td>
<td>1</td>
</tr>
<tr>
<td>LGBT people affected by</td>
<td>2</td>
<td>Disabled LGBT</td>
<td>1</td>
</tr>
<tr>
<td>domestic violence</td>
<td></td>
<td>LGBT parents</td>
<td>1</td>
</tr>
<tr>
<td>Older LGBT (50 +)</td>
<td>2</td>
<td>People affected by HIV/AIDS</td>
<td>1</td>
</tr>
<tr>
<td>D/deaf LGBT</td>
<td>2</td>
<td>GL</td>
<td>1</td>
</tr>
<tr>
<td>LGBT people with health needs</td>
<td>2</td>
<td>FTM trans</td>
<td>1</td>
</tr>
<tr>
<td>LGB</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LGBT organisations</td>
<td>2</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The Almanac

Section 11: THE ‘WHO’

11.2 Makeup of Governing Bodies Overall (% of total sector members of governing bodies)

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lesbian</td>
<td>37</td>
</tr>
<tr>
<td>Gay</td>
<td>60</td>
</tr>
<tr>
<td>Bisexual</td>
<td>6</td>
</tr>
<tr>
<td>Trans</td>
<td>10</td>
</tr>
<tr>
<td>Heterosexual</td>
<td>7</td>
</tr>
<tr>
<td>Women</td>
<td>40</td>
</tr>
<tr>
<td>Men</td>
<td>59</td>
</tr>
<tr>
<td>BAME</td>
<td>19</td>
</tr>
<tr>
<td>Of faith</td>
<td>19</td>
</tr>
<tr>
<td>D/deaf</td>
<td>6</td>
</tr>
<tr>
<td>Disabled</td>
<td>14</td>
</tr>
<tr>
<td>Older</td>
<td>27</td>
</tr>
<tr>
<td>Younger</td>
<td>11</td>
</tr>
<tr>
<td>Asylum seekers</td>
<td>0.2</td>
</tr>
<tr>
<td>Refugees</td>
<td>1</td>
</tr>
<tr>
<td>Parents</td>
<td>15</td>
</tr>
<tr>
<td>Carers</td>
<td>5</td>
</tr>
</tbody>
</table>

Governing body

71% of organisations (n=60) have a governing body. Those that did not were primarily LGBT projects in non-LGBT organisations and less formal community-based groups.

In total 422 people sit on governing bodies, though of course in practice one person may sit on the governing body of more than one organisation.

Organisations had an average of seven people on their governing bodies. This is the same average found nationally (Consortium of LGBT VCOs 2010a: 10).

The greatest number of organisations said that they had two lesbians (n=13), three gay men (n=13), two BAME people (n=9), two people of faith (n=7), one older person (n=10), and two parents (n=9) on their governing bodies (but none of the other categories).

Chart 11.2 shows the sector-wide makeup of governing bodies.

There is a relationship between target group and governing body representation. For instance organisations that target exclusively trans or trans and intersex people have an average
of six trans people on their governing bodies, compared with an average of less than one for organisations that do not exclusively target trans people (most of whom nevertheless name ‘T’ amongst the people they serve or represent).

**Staff**

47% (n=36) of organisations said that they had paid staff and 53% (n=40) did not. This shows some change since the 2006 PiP survey. A similar sample in PiP found 37% (n=27) with paid staff and 63% (n=47) with no paid staff. Three organisations that did not have paid staff in the PiP sample now do have paid staff. In total there are approximately 276 people employed (including both full and part time) in the London LGBT VCS (these figures are including organisations and projects that were excluded from the finance and funding analysis, see section 8d).

### 11.3 Makeup of Staff Overall (%)

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carers</td>
<td>3%</td>
</tr>
<tr>
<td>Parents</td>
<td>18%</td>
</tr>
<tr>
<td>Refugees</td>
<td>0.7%</td>
</tr>
<tr>
<td>Asylum seekers</td>
<td>0.4%</td>
</tr>
<tr>
<td>Younger</td>
<td>6%</td>
</tr>
<tr>
<td>Older</td>
<td>10%</td>
</tr>
<tr>
<td>Disabled</td>
<td>13%</td>
</tr>
<tr>
<td>D/deaf</td>
<td>0%</td>
</tr>
<tr>
<td>Of faith</td>
<td>12%</td>
</tr>
<tr>
<td>Black, Asian or from an ethnic minority</td>
<td>18%</td>
</tr>
<tr>
<td>Men</td>
<td>53%</td>
</tr>
<tr>
<td>Women</td>
<td>47%</td>
</tr>
<tr>
<td>Heterosexual</td>
<td>21%</td>
</tr>
<tr>
<td>Trans</td>
<td>7%</td>
</tr>
<tr>
<td>Bisexual</td>
<td>6%</td>
</tr>
<tr>
<td>Gay</td>
<td>30%</td>
</tr>
<tr>
<td>Lesbian</td>
<td>50%</td>
</tr>
</tbody>
</table>
70% of paid staff (n=192) are full-time and 30% (n=84) are part-time. There are approximately 178.5 full time equivalent paid staff in the London LGBT VCS.

Chart 11.3 shows the proportion (percentage) of staff in the sector that are lesbian, gay, bisexual, trans, heterosexual, women, men, BAME, of faith, D/deaf, disabled, older, younger\(^7\), asylum seekers, refugees, parents, and carers.

Gay men make up half of people employed in the sector (50%). Bisexual people are underrepresented, making up just 6% of paid staff. Trans people also make up a low proportion, at just 7%. This compared to heterosexual people who make up 21% of the total. It is not possible to know precisely how many of these heterosexual people are trans, though at least 14% are not (a higher proportion than the total number of trans and bisexual people, together, employed in the sector).

The proportions of staff that are of faith, D/deaf, asylum seekers, refugees and carers are less indicative as some organisations reported that they do not monitor this information.

The proportions of staff that are BAME and disabled are low given their proportions in the LGBT community and overall population of London. As Regard write, ‘the impact of homophobia and transphobia on LGBT people’s long-term mental and physical health [including the effects of related drug and alcohol use], together with the higher incidence of HIV, mean that disabled people form an even larger part of the LGBT community than they do of the population as a whole’ (Regard ‘Pride Access Guide’).

BAME people made up 29% of London’s population in the 2001 census, and equitable staffing in the sector would reflect this; whereas the proportion of BAME staff in the sector currently stands at 18%.

\(^7\) In the Almanac Questionnaire we deliberately did not define older and younger as organisations have their own definitions. As such there is some inconsistency in the data though organisations that provided their definitions generally defined older as 55+ and younger as 25 and under.
11.4 Staff Mode Overall

Chart 11.4 shows the number of staff that the greatest number of organisations said that they had in each population group.

Volunteers

84% of organisations (n=64) said that they had volunteers excluding trustees/governing body. Just 12 organisations (16%) said that they did not have volunteers apart from trustees/governing body; three of these were LGBT projects in mainstream organisations; one is an organisation that had just started and was getting off the ground at the time the questionnaire was completed; and three were networks of organisations. The PiP report found that LGBT volunteers in LGBT VCOs on average volunteer just over twice as many regular hours as volunteers studied in mainstream research.
Volunteering serves a uniquely affirming function in the LGBT sector, because of issues such as invisibility and isolation: ‘The first time I came to volunteer for the rukus! archive, I did not even catalogue a box, I spent so much time asking questions and reading materials, it’s powerful holding a black gay magazine from London older than me’ (rukus! 2010).

In total there are 1,351 active (i.e. volunteering at least once a month) volunteers in the London LGBT VCS.

Excluding trustees/governing body, for each staff member in the sector there are approximately 4.9 active (i.e. volunteering at least once a month) volunteers.

Overall, in a calendar month the LGBT VCS benefits from approximately 8,455 volunteer hours – that is 101,460 volunteer hours per year, 1,951 per week, and 280 per day.

For organisations that have volunteers, this is an average of 130 hours per calendar month.

The volunteer base in unstaffed organisations is more diverse than the staff makeup of the LGBT VCS. The data show 37% of total volunteers in unstaffed organisations are lesbian compared with 30% of total staff; 17% of total volunteers in unstaffed organisations are trans compared with 7% of staff; 22% of total volunteers in unstaffed organisations are BAME compared with 18% of staff; 21% of total volunteers in unstaffed organisations are younger people compared with 6% of staff; and 4.5% of total volunteers in unstaffed organisations are refugees compared with <1% of staff.

There is a relationship between volunteer base and target group. For instance organisations that specifically serve or represent BAME LGBT people have a range of between 66% and 100% BAME core volunteers, compared with up to 37% BAME core volunteers in organisations that do not specifically serve or represent BAME LGBT people.
Members

Organisations were asked how many members they have and it became clear that organisations have different definitions of membership, ranging from a formal democratic membership structure, to people who are supporters and/or donors, to people who are electronic members. Membership is an area that we will look at more closely in future Almanacs.

Chart 11.5 shows the overall makeup of membership in the sector. This is after two major ‘outliers’ have been removed from the sample: Stonewall at 18,000 members and Queer Youth Network at 8,990. These were removed because together they almost tripled the membership figures overall and so distorted the analysis.

### 11.5 Makeup of Members Overall (%)

- Carers: 1
- Parents: 11
- Refugees: 0.3
- Asylum seekers: 0.4
- Younger: 6
- Older: 14
- Disabled: 4
- D/deaf: 0.5
- Of faith: 13
- Black, Asian or from an ethnic minority: 9.5
- Men: 23
- Women: 11
- Heterosexual: 2
- Trans: 3
- Bisexual: 2
- Gay: 23
- Lesbian: 10
The figures for men and women are low because 16 organisations provided a figure for number of members but did not provide information about numbers of men and women.

There is more than twice the number of men than women members of LGBT organisations. The proportions of bisexual and trans members are low, though higher if Queer Youth Network, which has relatively high representation of bisexual and trans people in its membership, is taken into account. Black, Asian and minority ethnic people make up 9.5% of the membership of LGBT organisations and disabled people 4%. Older people are more likely to be members than younger, though again this changes if Queer Youth Network is taken into account.

There is a relationship between membership and target group. For instance organisations targeting trans people, seven of 89 organisations, have 30% of the trans membership of the sector.

**Service users**

In total approximately 214,773 users are served by the London LGBT VCS per year. These users are more than one quarter and less than half of London’s estimated LGBT population (less considering that in some cases users will have been counted more than once, i.e. they will have accessed services from more than one organisation) according to previous Mayor of London population estimates.

Chart 11.6 shows the service users of the sector overall. In general, service user monitoring across the sector seems to be patchy and the low proportions in the chart reflect this.

The figures for men and women are low because 20 organisations provided a figure for number of annual service users but stated that they did not know numbers for men and women.
Gay men make up more than twice the service user base of LGBT organisations than do lesbians. Bisexual people make up only 6% of service users while trans people make up only 4% (the same proportion as heterosexual service users). Disabled people make up just 3.2% of service users.

The proportions of lesbians, trans, BAME and disabled people amongst service users and members are notably lower than their proportions on governing bodies.

The proportions of BAME members of governing bodies, members generally, and service users are notably low as compared with numbers within the LGBT community.
Organisations were asked to reflect on the past year and their aspirations for the coming year. Overall they were positive about the extent to which they had been able to deliver against their purposes or missions in the past year. Chart 12.1 shows how they rated their ability to deliver against purpose or mission.

38% of organisations (n=27) selected four and 21% (n=15) selected five. Just 4% (n=3) selected two and none selected one.
Organisations were similarly positive about whether their general situation would improve or worsen in the coming twelve months, with the largest proportion, 34% (n=25), confident that it would improve and 19% (n=14) thinking that it would worsen. However it is important to note that data were collected before the most recent analyses of future funding cuts to the voluntary and community sector.

In contrast, 57% of charity leaders in the most recent National Council for Voluntary Organisations (NCVO) Charity Forecast survey, conducted during the same time period as the Almanac Questionnaire, felt that their general situation would worsen in the next 12 months, and just 17% felt that it would improve (NCVO 2010b). It is remarkable that in spite of the context in which we work LGBT organisations are markedly more optimistic than mainstream charities.

### 12.2 Future Outlook

Do you think the general situation of your organisation will improve or worsen over the next 12 months?

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Don't know</td>
<td>17</td>
</tr>
<tr>
<td>Improve</td>
<td>25</td>
</tr>
<tr>
<td>No change</td>
<td>15</td>
</tr>
<tr>
<td>Other</td>
<td>2</td>
</tr>
<tr>
<td>Worsen</td>
<td>14</td>
</tr>
</tbody>
</table>
Yet LGBT organisations were cautious about the current economic climate. One commented: ‘I don’t know, hopefully it will improve. However, the change in the political and economic situation, like scrapping of PCT commissioning, will have a big impact on our service’; and another said: ‘depends on our funders, London Councils grant programme’ (the London Councils grant programme was under threat as the survey was being conducted).

Organisations were only slightly less positive about staff/volunteer morale at present.

The largest proportion of organisations, 49% (n=36), felt that staff/volunteer morale was fair; 40% (n=29), felt it was high. Just 3% (n=2) described it as ‘low’.

### 12.3 Staff and Volunteer Morale

How would you describe staff/volunteer morale in your organisation at the present time?

<table>
<thead>
<tr>
<th>Morale</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Don’t know</td>
<td>2</td>
</tr>
<tr>
<td>Fair</td>
<td>36</td>
</tr>
<tr>
<td>High</td>
<td>29</td>
</tr>
<tr>
<td>Low</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
</tr>
</tbody>
</table>
One organisation commented: ‘in general morale is pretty good except for the very heightened levels of stress related to current funding concerns’; another said: ‘morale remains fairly high, but we are naturally concerned about the ongoing financial security of the organisation in the light of swinging cuts across the sector’.

Finally, when asked ‘is there anything else that you would like to share about life in an LGBT organisation?’ organisations shared:

‘Life enhancing!’

‘Always busy, rarely easy, very rewarding.’

‘It’s a real privilege to work here. It’s a real pleasure meeting with and talking to a whole range of lesbians, gay men, bisexual and trans people from around the world and hearing their stories.’

‘It can be very tough as we are all volunteers, but when we are successful all our hard work pays off.’

‘LGBT organisations face an uncertain future due to the forthcoming cuts. Organisations need to plan together to limit the impact of these on the valuable services we provide.’
The following section highlights some recent publications and ongoing research projects by organisations in the LGBT voluntary and community sector, or that are useful to people working in this field. It is not intended to be comprehensive of all relevant research. Many of these were suggested for inclusion by In Our Name (ION) project members.

General

A lifestyle choice? Myths and facts about lesbian, gay, bisexual and trans people
By Camden LGBT Forum

This is a publication that aims to put the record straight by providing facts that combat the different myths that have developed about LGBT people. Not only does the publication provide evidence to support the facts, it also suggests ways in which one can help to create a safer and friendlier environment for LGBT people in the workplace, school, family and community.

http://alturl.com/qb5hq

Age

Opening Doors: The story so far
By Age Concern Opening Doors Project

This publication discusses the impact of Opening Doors, a project which supports older Lesbian, Gay, Bisexual and Transgender (LGBT) people in London. It highlights the project’s contribution towards improved independence, self esteem and reduced isolation of older LGBT people. The report also provides an insight into how specialist support has supported older LGBT people to be more open about their sexuality and demand better services.

http://alturl.com/tysvx
Asylum

**Failing the grade: Home Office initial decisions on lesbian and gay claims for asylum**  
By UK Lesbian and Gay Immigration Group

This publication examines why the denial rate for lesbians and gay men is so high and identifies areas where decision makers are not following existing law, policies or guidelines. The report makes recommendations to improve the process so that asylum claims based on sexual identity are better understood and better addressed.

http://alturl.com/gbeqd

Community safety

**Filling in the blanks**  
By Galop

This research is aimed at increasing awareness of the nature of homophobic and transphobic crime and the options for victims to report their experiences and to get support. Undertaken by Galop, Stonewall Housing and London Lesbian and Gay Switchboard, the research maps services that support the victims and collates a dataset of incidents and where possible compares this data with that of the Metropolitan Police Service.

http://alturl.com/qyx54

BAME

**Black Out in London**  
By The Consortium of LGBT VCOs

This report focuses on the issues and needs of LGBT BAMER organisations in London and the South East. It provides an insight into the organisational support needed by these groups; and highlights the barriers that are faced when engaging with generalist and specialist infrastructure organisations including LGBT, BAMER, specialist, pan-equality, and generalist organisations.

http://alturl.com/zk3fd
Gender and gender identity

A guide for young trans people in the UK.
Supported by the Department of Health and developed by a trans youth group from Sci:Identity, Gendered Intelligence and GALYIC

This booklet was developed by a group of young trans people aged between 15 and 22 in conjunction with Gendered Intelligence. It offers information to young people who know they are trans, or are confused about being trans, or are questioning their gender in any way. It aims to help clarify some of their questions and support young people to express themselves.

http://alturl.com/vbudb

Coming out about breast cancer: Lesbian and bisexual women. Policy and practice implications for cancer services and social care organisations
By Dr. Julie Fish, De Montfort University

The report presents the experiences and attitudes of lesbian and bisexual breast cancer survivors and service users. It shows that many women feel that existing cancer support groups are not accessible to them. The report describes inequalities within the health and care system and makes recommendations for the NHS Cancer Reform Strategy.

http://alturl.com/7j9ns

Whipping Girl: A transsexual woman on sexism and the ‘scapegoating’ of femininity
By Julia Serano

This is a collection of personal essays in which the author shares her pre and post transition experiences and reveals ways in which fear, contempt, and disregard of femininity shape society’s attitudes toward trans women, gender and sexuality. The book also helps to demystify many of the misconceptions about trans women whilst exposing the depth of the cultural belief that femininity is weak, and passive.

http://alturl.com/cjozc
Local government

**Sexuality, Equality and Local Governance**

*By Professor Daine Richardson, Dr Ann McNulty and Dr Surya Monro. Funded by the E.S.R.C.*

Published in March 2010, this report examines the sexualities and trans equalities work carried out by a sample of local authorities in Northern Ireland, Wales and England. The Labour government agenda which required local authorities to involve their local communities in the development of services forms the context of the report. The research used a range of qualitative methods through which it identified some of the drivers of change in local authorities, for example, legislative and policy change; leaders committed to ensuring that LGBT equalities are on the agenda; good partnerships supporting local agencies to learn from each other; and integrated work across the equality strands. It also discusses some of the resistances to progressing the LGBT equalities agenda, for example, a superficial tick box type approach; heterosexist assumptions; lack of understanding of the issues; and insufficient resources. The report is aimed at policy makers and practitioners; it includes recommendations and a summary of the legislative and policy frameworks. It can be found at:

http://research.ncl.ac.uk/selg/

Housing

**The Housing Guide for Lesbian, Gay and Bisexual People**

*By The Albert Kennedy Trust, Stonewall Housing and Stonewall*

The guide provides an introduction to housing rights for lesbian, gay and bisexual people. It provides information for tenants and about tenants’ rights The guide also provides support workers with information about providing tailored support to LGB people including what to do when LGB people are at risk of being or are already homeless.

http://alturl.com/o36c3
For such a small sector, in terms of number of organisations and also in terms of resources relative to the wider voluntary and community sector, the London LGBT sector accomplishes a range of creative, inspiring, innovative, often independent, mainly volunteer-led work toward real equality with diverse, self-determined LGBT communities, and work to support and serve those communities. Collating this report based on information provided from diverse LGBT organisations themselves has been a huge privilege.

This report covered organisations’ longevity; purposes; types of organisations; organisation activities, work to influence decision-makers, and joint working in the sector; the sector’s financial resources; geographic scope; the people involved: communities that are represented and served, governing bodies, staff and volunteers, and members and service users; and finally reflection and looking ahead.

The report has further included inspiring contributions from within the sector and amongst LGBT activists about engaging and building diverse LGBT communities.

This report has provided an information base, and benchmark, on which to build collaborative planning and sector development, so that LGBT organisations can reflect on our practice and experiences, and collectively build a more sustainable, diverse and nurturing environment for LGBT community action and LGBT people. The process of producing this information will take place year-on-year into the future.
Section 15
REFERENCES


______ (2010c) Personal communication.


______ (2010b) Charity Forecast 11. London: NCVO.


Almanac Feedback Form

Please complete this form so that we can continue to monitor, evaluate and improve the way we collect, collate and present the information in the Almanac. Kindly return this form to info@kairosinsoho.org.uk or post it to: Kairos in Soho, Unit 1, 10 -11 Archer Street, Soho, London, W1D 7AZ. If you would like to discuss the form, or need support to respond please call: 020 7437 6063.

1 Please tick the box that best describes your organisation/agency/department (tick all that apply)

☐ LGBT voluntary and community organisation  ☐ LGBT Forum/Network
☐ LGBT project in a non LGBT organisation  ☐ LGBT industrial and provident society
☐ LGBT infrastructure organisation  ☐ Voluntary and community organisation
☐ Community of interest organisation  ☐ Funding agency
☐ Central government department  ☐ Local government council
☐ Infrastructure organisation  ☐ Media
☐ Trade union  ☐ Company Limited by Guarantee
☐ Business  ☐ Other (please specify) ______________

2 How useful do you find the Almanac in providing up-to-date statistical data and strategic information about the LGBT sector?

☐ Very useful  ☐ Useful  ☐ Slightly useful  ☐ Not useful

3 How useful do you find the Almanac in helping to envision the context within which LGBT VCOs work?

☐ Very useful  ☐ Useful  ☐ Slightly useful  ☐ Not useful

4 Please tell us how useful you find the Almanac as a good information tool for planning and development

☐ Very useful  ☐ Useful  ☐ Slightly useful  ☐ Not useful

5 Please indicate whether you agree or disagree with these statements:

<table>
<thead>
<tr>
<th>The information shared in the Almanac has increased my knowledge of:</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>The overall LGBT sector in London</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>The policy environment within which the LGBT sector operates</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>The activities undertaken and services provided by the LGBT sector in London</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>The people involved in the LGBT sector in London</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>The financial situation for LGBT organisations</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
Please indicate whether you agree or disagree with these statements:

The information provided in the Almanac, if well used, will:

- Support LGBT organisations to better deliver on their mission
- Support funders and infrastructure organisations to better work with and support LGBT organisations
- Enable LGBT VCOs to engage in policy
- Improve funding for LGBT organisations
- Improve the financial situation of LGBT organisations
- Increase awareness amongst other organisations (such as policy makers, funders, generic infrastructure organisations)

Would you like to participate in the production of next Almanac (2011)?

- [ ] Yes
- [ ] No

Would you like to receive a copy of the 2011 Almanac?

- [ ] Yes
- [ ] No

If you would like to receive a copy, how much would you be willing to pay for it?

- [ ] £25
- [ ] £50
- [ ] £75
- [ ] £100
- [ ] I could not pay for it

Would you like to be invited to any of the In Our Name project events and receive any project related information?

- [ ] Yes
- [ ] No

Do you have any other comments or suggestions that would help us improve the Almanac?

[Blank space for comments]

Role in organisation ____________________________________________

Contact details ______________________________________________

Thank you sincerely for completing this form.