

WHERE WE ARE NOW

LESBIAN, GAY AND
BISEXUAL PEOPLE'S
EXPERIENCES OF LIFE
IN WALES



Stonewall
C Y M R U

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Welsh language adaptation by Nico



Stonewall is a registered charity, number 1101255

‘Wales is a good place for the most part, but of course there is ignorance and on occasions one still hears homophobic comments. One day these will cease...’ Gareth, 41

‘It’s taken so many hard-working years of constant campaigning to get where we are now and treated as an equal human being (but it never stops... and there are still many people with terrible anti-gay attitudes... it’s just that they’re now more wary of displaying their homophobia). We can only hope that future generations will continue to be more accepting.’ Elis, 65

‘Rural Wales was a difficult place to come out so I moved to a city. I still face homophobia in Wales.’ Nia, 44

‘When I came out (about 30 years ago), coming out in Wales was very difficult. I think things are better these days.’ Gwynfor, 50

‘Wales is a hard place to come out, due to lack of support and society’s opinions.’ Sara, 31

‘The social environment for people identifying as LGBT appears to have changed significantly and (hopefully) is generally much more accepting now.’ Sam, 18

METHODOLOGY

This report presents the findings from online interviews with 969 lesbian, gay or bisexual respondents living in Wales. Recruitment for this survey was in two parts. 764 respondents were recruited through a survey link disseminated by Stonewall Cymru through its social media channels, supporters' database and workplace networks, and 205 were recruited from the YouGov online research panel. Of the 969 respondents, 467 identified as gay men, 286 as lesbian, 87 as bisexual men and 93 as bisexual women. The survey asked about their attitudes and perceptions as well as their experiences of being lesbian, gay or bisexual in Wales. Fieldwork was undertaken between March and June 2014. The figures have not been weighted.

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INTRODUCTION



Wales has changed immeasurably in the half century since the government in Westminster decriminalised male homosexuality in England and Wales. The strengthening of employment rights, an equal age of consent, protection from discrimination in goods and services, the abolition of the spiteful Section 28, adoption rights, civil partnerships and same-sex marriage have all made for a framework which makes Britain a beacon of equality across the globe.

At Stonewall Cymru we've always known that changing the law is just one part of the journey. State-sanctioned inequality, even when repealed or redressed, will continue to inform people's attitudes, fears and expectations: it's a legacy that can be deep and long-lasting.

This report shows where we are now and how far we still have to travel to enjoy true equality. It outlines the results of the biggest survey of its kind ever conducted in Wales and shows that lesbian, gay and bisexual people still face significant inequality. The picture it paints is one where people feel unable to be themselves at work, are more anxious about starting a family, feel shut out of grassroots sport, and believe there are greater barriers to getting involved in public and community life. Worryingly, it shows that these experiences are more pronounced for bisexual people, women, disabled and younger LGB people.

The evidence presented here shows that there is still a lot to do to ensure full equality for lesbian, gay and bisexual people in Wales. We also know that trans people in Wales face significant legislative and social barriers to equality. The freedom of all LGBT people to be themselves at work, at school, at home, in their place of worship or on the sports field will be key to building a fairer, more equal Wales.

Those who have told us their stories reflect on how far things have come. There are accounts of joy at finally being able to start a family, the positive influence of role models and supportive colleagues, and high hopes for the future. The advances of the past fifty years have been hard-won through the work of many tireless campaigners. We honour this by continuing the fight for full and meaningful equality.

Andrew White

Director, Stonewall Cymru

KEY FINDINGS

PUBLIC LIFE

If they wanted to stand for election as an openly lesbian, gay or bisexual candidate, **seven in ten** (71 per cent) lesbian, gay and bisexual people believe that they would face barriers to selection as a Conservative Party candidate, **37 per cent** believe they would face barriers from Plaid Cymru, **a third** (33 per cent) from the Labour Party and **three in ten** (30 per cent) from the Liberal Democrats.

More than half (55 per cent) of lesbian, gay and bisexual people believe they would face barriers to selection for a public appointment as an openly lesbian, gay or bisexual candidate.

More than three quarters (77 per cent) of lesbian, gay and bisexual people believe that lesbian, gay and bisexual politicians are subject to a greater level of scrutiny (by the media, for example) than heterosexual politicians.

Nine in ten (90 per cent) lesbian, gay and bisexual people believe that Wales has a moral and social responsibility to challenge human rights abuses against lesbian, gay and bisexual people abroad.

FAMILY

More than three quarters (77 per cent) of lesbian, gay and bisexual people believe that society's attitudes towards same-sex parents would be a barrier to becoming a parent.

More than seven in ten (72 per cent) lesbian, gay and bisexual people expect that they would face barriers to selection as a foster carer if they were open about their sexual orientation.

Half (49 per cent) of lesbian, gay and bisexual parents encountered negative attitudes towards same-sex parents from others in their local community during their journey to becoming parents.

Two thirds (66 per cent) of lesbian, gay and bisexual people would expect to face barriers to selection as a school governor as an openly lesbian, gay or bisexual candidate.

WORK

One in six (17 per cent) lesbian, gay and bisexual people have experienced bullying at work because of their sexual orientation in the last five years. **One per cent** experienced physical bullying.

One in eight (12 per cent) lesbian, gay and bisexual employees would not feel confident reporting homophobic bullying in their workplace.

One in six (17 per cent) lesbian, gay and bisexual employees are not open to their colleagues about their sexual orientation.

One in twenty (6 per cent) lesbian, gay and bisexual employees do not believe that their workplace is a good place for lesbian, gay and bisexual people to work.

Almost three quarters (73 per cent) of lesbian, gay and bisexual people would be more likely to buy the products or services of an organisation which showed a positive commitment to the recruitment of lesbian, gay and bisexual people.

PUBLIC SERVICES

Just **one in ten** (9 per cent) lesbian, gay and bisexual people have ever been asked by public bodies for their views on their local services as a lesbian, gay or bisexual person.

However, **more than eight in ten** (82 per cent) lesbian, gay and bisexual people say that, if they were asked, they would take the opportunity to feed their views and experiences to local services, such as their council, police force, school or health board, in order to help them improve services.

More than eight in ten (82 per cent) lesbian, gay and bisexual people say they feel 'very comfortable', 'comfortable' or 'neutral' about being asked to provide their sexual orientation on a form such as a questionnaire or feedback request from a service provider along with other information such as their age or gender.

KEY FINDINGS

SPORT

Almost one in five (18 per cent) lesbian, gay and bisexual people have not taken part in any sport in the past twelve months.

One in eight (13 per cent) lesbian, gay and bisexual people have taken part in team sports in the last twelve months.

More than half (55 per cent) of lesbian, gay and bisexual people would be more likely to consider joining a sports team if they knew it was LGB-friendly.

PUBLIC LIFE

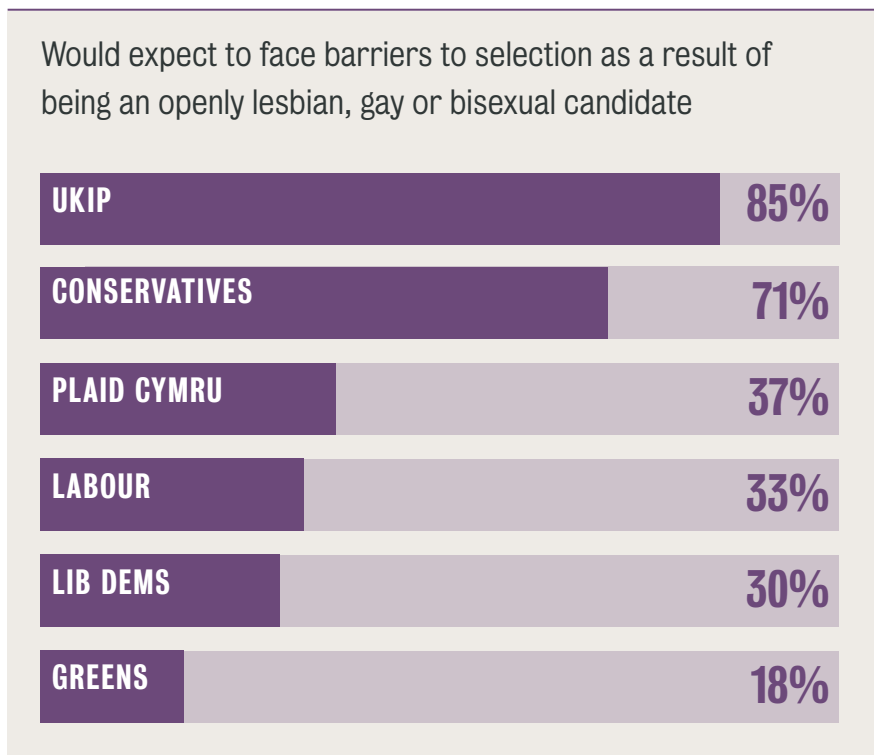
Nine in ten people in Wales would feel comfortable if their Assembly Member was gay. (LIVING TOGETHER, 2013)

Despite huge strides in visibility for lesbian, gay and bisexual people in many areas of public life in Wales over recent years, there are currently no openly lesbian, gay or bisexual Assembly Members in the National Assembly. Many lesbian, gay and bisexual people still expect that they would face barriers to selection if they wanted to stand as an openly gay political candidate, and there is a strong sense that lesbian, gay and bisexual politicians face more scrutiny than their heterosexual counterparts.

WELSH POLITICS

All major political parties in Wales are still perceived as being discriminatory towards lesbian, gay and bisexual candidates. **Seven in ten** (71 per cent) lesbian, gay and bisexual people believe that they would face barriers to selection as a Conservative Party candidate, with a **quarter** (25 per cent) believing those barriers would be significant. **37 per cent** believe they would face barriers from Plaid Cymru, a **third** (33 per cent) from Labour, and **three in ten** (30 per cent) would expect to face barriers to selection from the Liberal Democrats. This reflects the finding in Stonewall Cymru's 2013 research 'Living Together' that almost two in five people in Wales think none of the major political parties are gay-friendly.

THREE IN TEN PEOPLE IN WALES THINK HAVING MORE LESBIAN, GAY AND BISEXUAL ASSEMBLY MEMBERS WOULD HELP TACKLE DISCRIMINATION AGAINST GAY PEOPLE WHERE THEY SAY IT EXISTS.
(LIVING TOGETHER, 2013)



Women and disabled lesbian, gay and bisexual people perceive the greatest barriers to entry into politics. **Almost three quarters** (73 per cent) of women would expect to face discrimination in the selection process from the Conservative Party, **44 per cent** from Plaid Cymru, **two in five** (39 per cent) from the Liberal Democrats and **37 per cent** from Labour. **Three quarters** (76 per cent) of disabled lesbian, gay and bisexual people would expect to face discrimination in the selection process from the Conservative

TWO IN FIVE PEOPLE IN WALES BELIEVE THAT LESBIAN, GAY AND BISEXUAL PEOPLE IN POLITICS ARE LIKELY TO CONCEAL THEIR SEXUAL ORIENTATION.

(LIVING TOGETHER, 2013)

TWO IN FIVE PEOPLE THINK THE WELSH GOVERNMENT SHOULD BE RESPONSIBLE FOR REDUCING PREJUDICE AGAINST LESBIAN, GAY AND BISEXUAL PEOPLE.

(LIVING TOGETHER, 2013)

Party, **46 per cent** from Plaid Cymru, **two in five** (40 per cent) from Labour and **38 per cent** from the Liberal Democrats.

‘Thinking back now, the attitude of so many politicians about equality throughout my life has been absolutely shameful.’ Heddwyn, 65

‘I found it very difficult accepting I was gay because the only role models I had were straight.’ Annie, 38

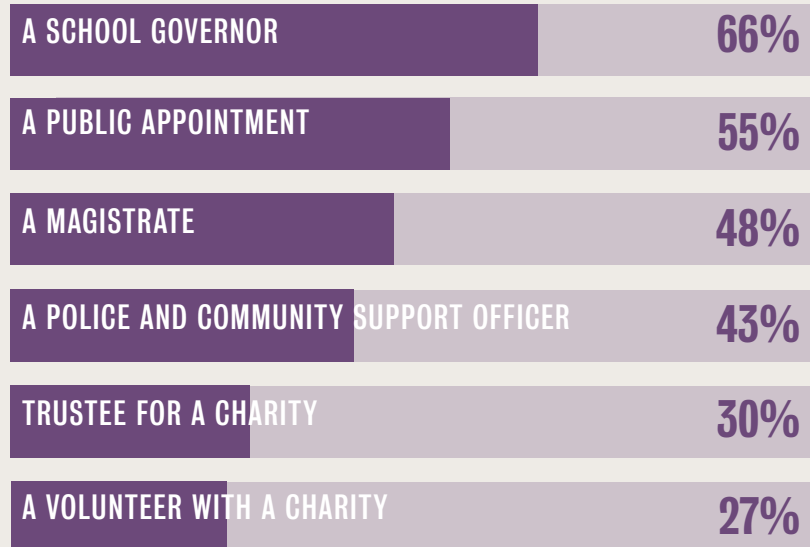
More than three quarters (77 per cent) believe that lesbian, gay and bisexual politicians are subject to a greater level of scrutiny (by the media, for example) than heterosexual politicians; of these, **more than two in five** (42 per cent) believe that they face much more scrutiny. This reflects the four in five people who said in ‘Living Together’ that the media in Wales relies heavily on stereotypes of lesbian, gay and bisexual people.

LOCAL ENGAGEMENT

Lesbian, gay and bisexual people also perceive barriers to becoming more actively involved in public and community life in a range of other roles. Of other routes into politics and public service, **two thirds** (66 per cent) believe they would face barriers to becoming a school governor, **more than half** (55 per cent) believe they would face barriers as an openly lesbian, gay and bisexual candidate for a public appointment, **almost half** (48 per cent) believe they would face discrimination to serve as a magistrate, and **more than two in five** (43 per cent) to becoming a police and community support officer. The third sector also presents a challenge to lesbian, gay and bisexual people in Wales, with **three in ten** (30 per cent) believing they would face barriers to selection as trustee of a charity, and **more than a quarter** (27 per cent) believing these barriers would be present if they wished to volunteer with a charity.

HALF OF PEOPLE IN WALES SAY THERE IS STILL PUBLIC PREJUDICE AGAINST LESBIAN, GAY AND BISEXUAL PEOPLE IN WALES TODAY. (LIVING TOGETHER, 2013)

Would expect to face barriers to selection as a result of being an openly lesbian, gay or bisexual candidate



For each of these positions, a higher proportion of disabled lesbian, gay and bisexual people would expect to face barriers to selection compared to those who do not have a disability.

INTERNATIONAL POLITICS

Lesbian, gay and bisexual people overwhelmingly support international work to tackle homophobia. **Nine in ten** (90 per cent) believe that Wales has a moral and social responsibility to challenge human rights abuses against lesbian, gay and bisexual people abroad. The general population also believes Wales has a moral and social responsibility to challenge human rights abuses against lesbian, gay and bisexual people abroad, with seven in ten people surveyed in 'Living Together' agreeing with this statement, and more than three in five of them agreeing that Wales has a responsibility to aid lesbian, gay and bisexual people fleeing persecution in their home countries.

RECOMMENDATIONS

‘I was recently appointed to the magistracy and was very open and talked about my civil partner and I was happy for this to be included in our magistrates’ who’s who. I am 47 now and have never felt any discrimination or prejudice. I have been very fortunate.’ Frank, 47

The Welsh Government should outline its priorities across all departments to secure full LGBT equality in Wales.

All political parties should commit to increasing the number of openly lesbian, gay and bisexual AMs, MPs, MEPs, peers and local councillors.

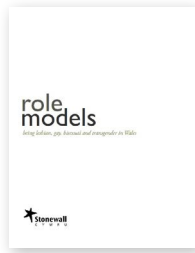
Political parties should make sure that lesbian, gay and bisexual candidates don’t face inappropriate questions from selection panels. Parties should also ensure that candidates do not produce campaign literature deliberately designed to highlight an opponent’s sexual orientation, and make it clear that such tactics will not be tolerated.

The broadcast and print media should ensure that their output includes sensitive and realistic portrayals of lesbian, gay and bisexual people, and avoid a disproportionate focus on the sexual orientation of politicians and other public figures.

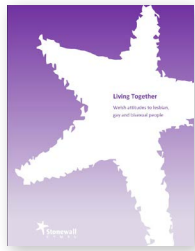
Public bodies should ensure that public appointments and other roles in public life are promoted on an equal opportunity basis and that applications are encouraged from lesbian, gay and bisexual candidates.

The Welsh Government has clear support from the public to promote lesbian, gay, bisexual and transgender equality internationally, and should consider ways in which it can do so, including through Welsh Government funded community projects which operate abroad.

RESOURCES



STONEWALL CYMRU ROLE MODELS GUIDE Inspirational stories from 16 LGBT role models from across Wales



LIVING TOGETHER: WELSH ATTITUDES TO LESBIAN, GAY AND BISEXUAL PEOPLE 2013 survey of over 1000 adults in Wales

stonewall cymru role model programme

Stonewall Cymru Role Model programme: A one day programme for LGBT people to explore what it means to be authentic in the workplace and how to be a more effective role model



SOME PEOPLE ARE GAY. GET OVER IT! Posters available in multiple languages

FAMILY

'It has been the most amazing journey, we always wanted children but didn't think it would ever happen. With the changes in the law we were suddenly in a position where we would be allowed to adopt. It was scary, but now, meeting other parents at the school gates, going to parents' evenings, just enjoying playing with our son, it's all so amazingly 'normal'. Such a joy, such an honour. Love being a dad!' Dafydd, 42

Lesbian, gay and bisexual people in Wales now have more freedom than ever before to start a family on an equal legal basis with heterosexual people. However, many still face challenges when it comes to enjoying family life free from discrimination.

FAMILIES

‘People assume you’re straight all the time, it can get embarrassing and even awkward at times like when a doctor kept asking my son if he was going home to ‘see mummy’, even though I explained, the doctor seemed to be on autopilot.’

Robert, 42

THREE IN FIVE PEOPLE IN WALES SUPPORT SAME-SEX ADOPTION.

(LIVING TOGETHER, 2013)

It is estimated that there are 19,000 children and young people living in same-sex parent families in the United Kingdom, but same-sex parents in Wales still face discrimination from a range of people and service providers. **Three in ten** (31 per cent) lesbian, gay and bisexual parents who have had contact with social services encountered negative attitudes to same-sex parents from these services. **Almost one in five** (18 per cent) encountered these attitudes from adoption agencies, and **one in six** (17 per cent) from private agencies.

‘Staff at the hospital made it very difficult for my partner to visit when I had our baby. They kept asking who my husband was and the father. Had to explain time and time again for the week we had to stay in hospital there was no husband/father.’ Meera, 36

During your journey to becoming parents, did you experience negative attitudes towards gay parents from any of the following?



THREE QUARTERS OF LESBIAN, GAY AND BISEXUAL YOUNG PEOPLE ARE NOT TAUGHT ABOUT OR DISCUSS IN SCHOOL THAT LESBIAN, GAY AND BISEXUAL PEOPLE CAN ADOPT OR HAVE THEIR OWN CHILDREN.

(THE SCHOOL REPORT, 2012)

More than half (54 per cent) of lesbian, gay and bisexual parents who had contact with church or faith groups encountered negative attitudes from these groups during their journey to becoming parents. **Half** (49 per cent) encountered these attitudes from others in their local community, and **two in five** (39 per cent) experienced negative attitudes from their own family members towards same-sex parents.

‘During my pregnancy I found all agencies involved were amazing, the NHS staff could not do enough for us both. The only exclusion I felt is when one of the older midwives at the parent craft classes, talked about ‘the baby’s dad’ and ‘your husbands’. They never once mentioned ‘your partner’, ‘the baby’s other mummy’. I just think that’s just a matter of education, to make the groups all inclusive of single mothers and same-sex couples.’ Mared, 35

One in twenty (6 per cent) adoptions in Wales in 2013 were by same-sex couples, according to BAAF Cymru (British Association for Adoption and Fostering Cymru). The Fostering Network estimates that in Wales, 550 more foster families are needed to meet demand. However, lesbian, gay and bisexual people still perceive barriers to becoming parents, with **more than seven in ten** (72 per cent) expecting that they would face barriers to selection as a foster carer if they were open about their sexual orientation.

‘There was a delay in our initial assessment for the fostering service because the social worker involved thought it was pointless going through the process with a couple of gay men. He thought the likelihood of us being successful was slight. As it turns out, after he eventually got round to us, we flew through all the remaining stages.’
Rhodri, 46

More than three quarters (77 per cent) of lesbian, gay and bisexual people in Wales believe that society’s attitudes towards same-sex parents would be a barrier to becoming a parent, followed by lack of information on starting a family perceived as a barrier by **57 per cent** and their own family’s attitudes by **almost two in five** (38 per cent).

Would you expect the following to be barriers to becoming a parent?



‘I probably face more questions as a disabled parent than in relation to my sexuality and gender and the intersection of this prejudice can be more of an issue.’ Alex, 40

AT SCHOOL

‘The other parents of the children in my son’s school were homophobic and wouldn’t let their children play with my son – it upset him daily. He experienced homophobic bullying throughout his school experience.’ Asha, 44

84 PER CENT OF PRIMARY SCHOOL STAFF AND 45 PER CENT OF SECONDARY SCHOOL STAFF IN WALES SAY THEIR SCHOOL DOES NOT ALLOW THEM TO TEACH ABOUT LESBIAN, GAY AND BISEXUAL ISSUES OR THEY DON’T KNOW IF THEY ARE ALLOWED.

(THE TEACHERS’ REPORT, 2014)

Lesbian, gay and bisexual people are not confident that they would receive the same treatment as heterosexual parents when dealing with head teachers. **One in six** believe that they would be treated worse than heterosexual parents by the head teacher of an independent primary or secondary school (17 per cent and 16 per cent respectively), compared to **one in ten** who believe this would be the case in a state primary or secondary school (10 per cent and 9 per cent respectively). The figures are significantly higher for faith schools, with **two thirds** (67 per cent) expecting to face discrimination from the head teacher of a primary or secondary faith school. For faith schools, expectations of discrimination are higher for people who are non-religious compared to those who are religious, and for people who are unmarried compared to those who are married or in a civil partnership.

‘Some family members and members of our wider social circle said ‘they felt sorry for the children’... Some peers at school with the 5 year old boys have told the boys that girls can’t marry girls and boys can’t marry boys, which caused a little confusion for them about our relationship initially.’ Cadi, 37

Students and young people aged 18–24 are more likely to expect discrimination from all types of school. However, lesbian, gay and bisexual people who do not have children are also more likely than those who do to expect discrimination, which suggests that lesbian, gay and bisexual parents may receive better treatment by schools than they anticipate before coming into contact with them as a parent.

Two thirds (66 per cent) of lesbian, gay and bisexual people would expect to face barriers to selection as a school governor as an openly lesbian, gay or bisexual candidate.

‘I grew up believing there was no way I would ever be a parent, but thanks to campaigners like Stonewall the landscape has changed completely. Being a father is the biggest privilege ever!’
Llew, 43

‘I feel very blessed and very happy that I could become a parent. I am Polish and in my country that would not be possible. Coming to the UK 9 years ago was the best decision of my life, I feel free and I can be who I am without worrying about not being accepted by others and, most importantly, I can have a family of my own. Life is a wonderful journey. I love my life.’ Misia, 32

RECOMMENDATIONS

Adoption and foster agencies should use targeted campaigns to recruit more lesbian, gay and bisexual adopters and foster carers. These organisations should also provide more information aimed at prospective lesbian, gay and bisexual parents on the process of adopting or fostering a child.

Healthcare, fertility and parenting service providers should provide more information to prospective lesbian, gay and bisexual parents and ensure that services are wholly inclusive of same-sex parent families.

Schools should talk about the diversity of family life in the curriculum and actively engage with lesbian, gay and bisexual parents. Schools should take a proactive zero tolerance approach to homophobic bullying and language and improve support for young lesbian, gay and bisexual people.

The Welsh Government's Department for Education and Skills, Governors Wales and individual schools should tackle the barriers that exist to lesbian, gay and bisexual people becoming school governors. Opportunities for becoming a governor should be promoted to lesbian, gay and bisexual people.

RESOURCES



THE TEACHERS' REPORT: HOMOPHOBIC BULLYING IN WALES'S SCHOOLS The experiences of teachers in Wales



THE SCHOOL REPORT 2012 The experiences of lesbian, gay and bisexual young people in Wales's schools



DIFFERENT FAMILIES: THE EXPERIENCES OF CHILDREN WITH LESBIAN AND GAY PARENTS



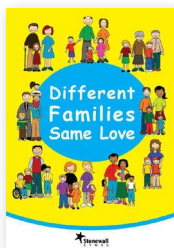
TACKLING HOMOPHOBIC LANGUAGE A guide for teachers



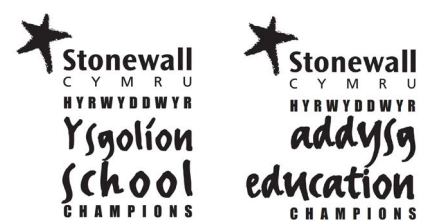
GAY. GET OVER IT! A guide for young people on the use of homophobic language



GAY. GET OVER IT! Bilingual anti-homophobic language posters



Different Families school packs: posters, stickers and **CELEBRATING DIFFERENCE** guide for use in the classroom



Stonewall Cymru's **School Champions** and **Education Champions** programmes work with schools and local authorities to tackle homophobic bullying and support lesbian, gay and bisexual young people

For further information about any of Stonewall Cymru's education work, please contact education@stonewallcymru.org.uk or call 02920 347 004

National Adoption Service: www.nascymru.co.uk

The Fostering Network Wales: wales@fostering.net | 029 2044 0940

WORK

'I have experienced bullying in the workplace for the past four years and I feel I could benefit from a lot more support.' Mali, 31

Despite employment protections having been in place for over a decade, increased awareness of the issues lesbian, gay and bisexual people can face in the workplace and efforts by employers to tackle homophobia, lesbian, gay and bisexual workers still encounter difficulties being themselves at work.

‘Have I met homophobia?’ Yes, but only on one occasion was it directed specifically at me. That hurt, particularly as it came from a colleague I had trusted, I found I did not want to work with her any longer and ultimately I left my job.’

Mike, 41

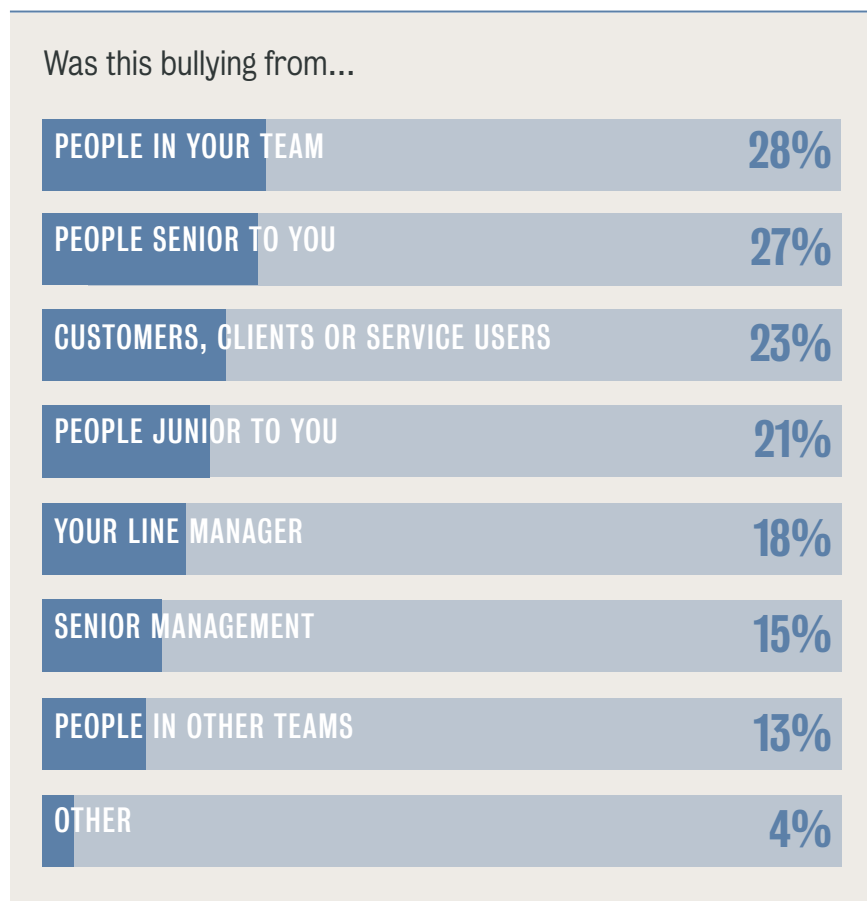
MORE THAN THREE IN FIVE PEOPLE IN WALES BELIEVE THAT ‘NOT ENOUGH ACCEPTANCE AT WORK OR SCHOOL’ IS RESPONSIBLE FOR PUBLIC PREJUDICE AGAINST LESBIAN, GAY AND BISEXUAL PEOPLE. (LIVING TOGETHER, 2013)

One in six (17 per cent) lesbian, gay and bisexual people have experienced bullying at work because of their sexual orientation in the last five years. For **16 per cent**, this bullying was verbal; and **one per cent** experienced physical bullying.

‘I was outed which resulted in bullying at work (civil service).’ Priti, 32

Homophobic bullying happens at all levels of an organisation. **One in six** (15 per cent) of those who have experienced bullying have been bullied by senior management, **almost one in five** (18 per cent) by their line manager, **almost three in ten** (28 per cent) by people in their own team and **one in five** (21 per cent) by people junior to them. **Almost a quarter** (23 per cent) have experienced homophobic bullying from customers, clients or service users in the same period.

‘I’ve tried to work in an environment that’s open to gay men and lesbians. It’s meant limiting the pay I receive.’ Iolo, 52



Levels of workplace bullying are higher for disabled lesbian, gay or bisexual people, with a **quarter** (24 per cent) having experienced bullying in the last five years.

One in eight (12 per cent) lesbian, gay and bisexual employees would not feel confident reporting homophobic bullying in their workplace. Levels of confidence are lower for young people and bisexual people: **almost one in five** (18 per cent) 18–24 year olds would not feel confident reporting bullying, neither would **one in five** (19 per cent) bisexual women or **almost one in five** (18 per cent) bisexual men.

OUT AT WORK

One in six (17 per cent) lesbian, gay and bisexual employees are not open to colleagues about their sexual orientation. **More than half** (56 per cent) are not open with customers, clients or service users, **more than a quarter** (27 per cent) are not open with senior management and **one in five** (20 per cent) are not open about their sexual orientation with their line manager.

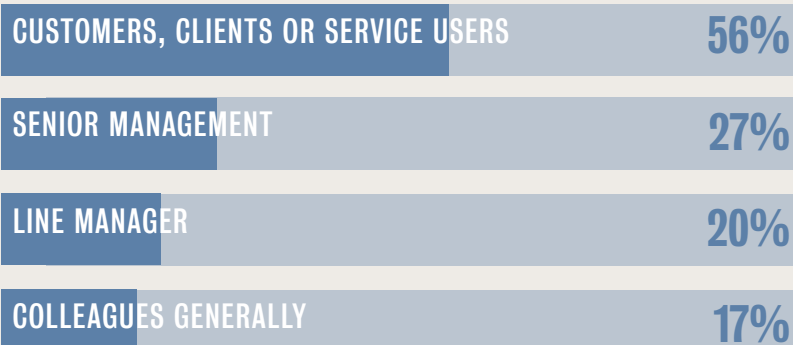
MORE THAN EIGHT IN TEN PEOPLE IN WALES BELIEVE THAT LESBIAN, GAY AND BISEXUAL PEOPLE SHOULD BE ABLE TO BE OPEN ABOUT THEIR SEXUAL ORIENTATION, IN ANY CIRCUMSTANCES.

(LIVING TOGETHER, 2013)

‘I came out at work in my mid 30s when I had a gay manager. My manager was out at work which was important as it enabled me to be more confident generally about my sexuality.’

Elizabeth, 48

Not open about sexual orientation at work with...



Bisexual people are less likely to be out at work, with **three in five** (61 per cent) bisexual men and **45 per cent** of bisexual women not open about their sexual orientation with colleagues, compared to just **nine per cent** of lesbians and **eight per cent** of gay men.

Younger lesbian, gay and bisexual people are less likely to be open to management about their sexual orientation, with **two in five** (41 per cent) of those aged 18–24 not out to senior management, and **three in ten** (30 per cent) not out to their line manager.

One in twenty (6 per cent) lesbian, gay and bisexual employees do not believe that their workplace is a good place for lesbian, gay and bisexual people to work. Bisexual men are most likely to feel this way, with **one in six** (16 per cent) not believing their workplace is a good place for lesbian, gay and bisexual people to work. Just **half** (50 per cent) of lesbian, gay and bisexual workers agree that their colleagues understand the issues lesbian, gay and bisexual people can face at work.

‘I am a GP and I am ‘out’ at work, with my colleagues and patients and my community. It is important not to ‘hide my light under a bushel’ and to be an example to other LGBT people and young people.’ Llinos, 42

Lesbian, gay and bisexual consumers are influenced by companies’ workplace practices. **Almost three quarters** (73 per cent) would be more likely to buy the products or services of an organisation which showed a positive commitment to the recruitment of lesbian, gay and bisexual people; with **over a third** (35 per cent) saying they would be much more likely to do so.

‘I was lucky enough to be supported by a good manager who supported me positively in this environment. I was successful over time too to gain promotion that altered the balance of my relationship with team members and I was accepted as a good manager and not on my sexuality as when I first came out.’ Simon, 40

‘Work place is a mix (large local government organisation) and you still feel a sense of resentment and lower prioritisation due to your sexuality (especially in male-dominated environments).’ Iwan, 39

‘I have never experienced any prejudice from employers, indeed one employer asked if they could promote my civil partnership in our staff magazine to encourage other staff members to feel comfortable coming out if they wanted to.’
Kuldeep, 47

RECOMMENDATIONS

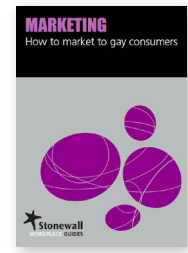
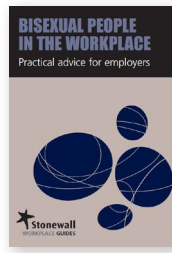
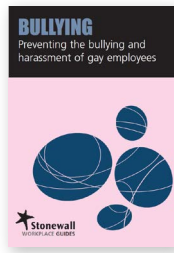
Employers should cultivate the development of openly LGBT leaders and role models in the organisation and encourage and support their visibility.

Employers should undertake specific work to support bisexual employees and make them a visible, valued part of the workplace.

Employers should communicate zero-tolerance policies on homophobic, biphobic and transphobic bullying and promote different routes to reporting, including through working with LGBT employee network groups and developing straight allies programmes.

Employers should also provide targeted support for younger lesbian, gay and bisexual employees and disabled lesbian, gay and bisexual employees around their particular experiences of the workplace.

RESOURCES



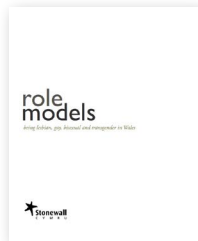
Stonewall Workplace guides including, **BULLYING: PREVENTING THE BULLYING AND HARRASSMENT OF GAY EMPLOYEEES**, **BISEXUAL PEOPLE IN THE WORKPLACE: PRACTICAL ADVICE FOR EMPLOYERS**, **CAREER DEVELOPMENT: HOW TO SUPPORT YOUR LESBIAN, GAY AND BISEXUAL EMPLOYEES** and **MARKETING: HOW TO MARKET TO GAY CONSUMERS**



Stonewall Cymru's Diversity Champions programme: advice and support on ensuring sexual orientation equality in your workplace



STONEWALL WORKPLACE EQUALITY INDEX 100 top performing employers across the UK for sexual orientation equality



STONEWALL CYMRU ROLE MODELS GUIDE Inspirational stories from 16 LGBT role models from across Wales

stonewall cymru role model programme

Stonewall Cymru Role Model programme: a one day programme for LGBT staff to explore what it means to be authentic in the workplace and how to be a more effective role model

To find out more about our work with employers across Wales and enquire about our Diversity Champions programme, please contact workplace@stonewallcymru.org.uk or call 02920 347 000

PUBLIC SERVICES

Nine in ten people in Wales support protections – secured by Stonewall – that are part of the Equality Act 2010 prohibiting discrimination against lesbian, gay and bisexual people in the provision of goods and services such as healthcare.

(LIVING TOGETHER, 2013)

Under the Equality Act 2010, public services are obliged to consider the needs of lesbian, gay and bisexual service users and actively promote equality with regards to sexual orientation. This should involve sexual orientation monitoring, ongoing consultation with lesbian, gay and bisexual communities and a strategic plan for improving experiences of services. However, our research shows that public services in Wales are failing to engage with lesbian, gay and bisexual people.

MORE THAN A QUARTER OF PEOPLE IN WALES BELIEVE THAT INSUFFICIENT SUPPORT FROM PUBLIC INSTITUTIONS IS RESPONSIBLE FOR PREJUDICE AGAINST LESBIAN, GAY AND BISEXUAL PEOPLE IN WALES WHERE THEY SAY IT EXISTS.

(LIVING TOGETHER, 2013)

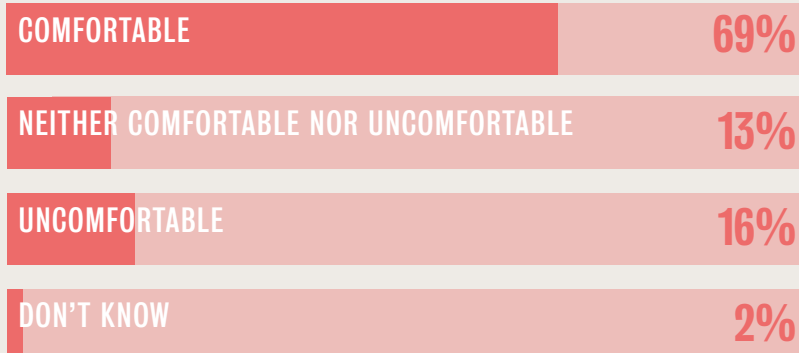
ALMOST THREE IN TEN PEOPLE IN WALES BELIEVE THAT LOCAL AUTHORITIES SHOULD BE RESPONSIBLE FOR REDUCING THE LEVEL OF PREJUDICE AGAINST LESBIAN GAY AND BISEXUAL PEOPLE.

(LIVING TOGETHER, 2013)

Just **one in ten** (9 per cent) lesbian, gay and bisexual people in Wales have ever been asked by public bodies for their views on their local services as a lesbian, gay or bisexual person. **More than eight in ten** (82 per cent) say that, if asked, they would take the opportunity to feed their views and experiences to local services, such as their council, police force, school or health board, to help them improve their services.

Gathering data about the sexual orientation of service users is a key way to identify issues with access and improve service provision. **More than eight in ten** (82 per cent) lesbian, gay and bisexual people in Wales say they feel 'very comfortable', 'comfortable' or 'neutral' about being asked to provide their sexual orientation on a form such as a questionnaire or feedback request from a service provider along with other information such as their age or gender.

Overall, how comfortable would you feel being asked to provide your sexual orientation on a form?



Some groups however, are more comfortable with being asked for this information than others. While **one in six** (16 per cent) lesbian, gay and bisexual people say that they would feel uncomfortable being asked about their sexual orientation, bisexual people are more likely to feel uncomfortable giving this information, with **two in five** (40 per cent) bisexual men and **more than a quarter** (27 per cent) of bisexual women saying they would feel uncomfortable.

RECOMMENDATIONS

Young people aged 18–24 are more likely than other age groups to feel uncomfortable, with **more than one in five** (22 per cent) saying they would not feel comfortable being asked about their sexual orientation on a form.

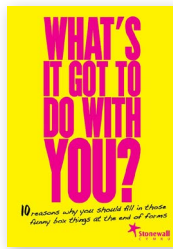
Service providers should build relationships with LGBT community groups in their local area so that their views can be fed into the development of services.

Service providers should encourage local lesbian, gay, bisexual and transgender people to take part in public consultations, including by publicising them in gay venues or through LGBT networks.

Service providers should make clear that any information they gather through equalities monitoring in accordance with their statutory duties is aimed at improving services and they should publicise any action taken following analysis of the data.

Service providers should ensure that it is clear that data is treated with strict confidentiality in order to encourage those who feel least comfortable with monitoring to participate.

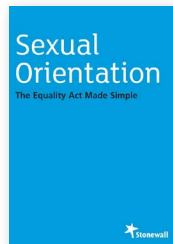
RESOURCES



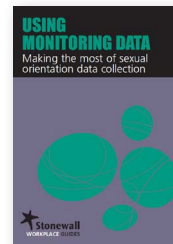
WHAT'S IT GOT TO DO WITH YOU?
10 REASONS WHY YOU SHOULD FILL IN THOSE FUNNY BOX THINGS AT THE END OF FORMS



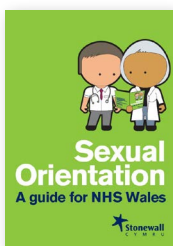
WHAT'S IT GOT TO DO WITH ME?
10 REASONS WHY YOU NEED TO KEEP YOUR LOCAL SERVICES ON THEIR TOES...



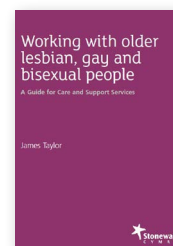
SEXUAL ORIENTATION: THE EQUALITY ACT MADE SIMPLE A guide for employers and service providers



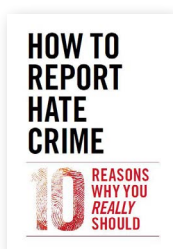
USING MONITORING DATA: MAKING THE MOST OF SEXUAL ORIENTATION DATA COLLECTION A guide for employers and service providers



SEXUAL ORIENTATION: A GUIDE FOR NHS WALES A best practice guide for supporting lesbian, gay and bisexual NHS staff and patients



WORKING WITH OLDER LESBIAN, GAY AND BISEXUAL PEOPLE: A GUIDE FOR CARE AND SUPPORT SERVICES



HOW TO REPORT HATE CRIME: 10 REASONS WHY YOU REALLY SHOULD
A guide covering all types of hate crime and how to report it

Please see www.stonewallcymru.org.uk/community for a list of LGBT community groups across Wales

SPORT

Three quarters of lesbian, gay and bisexual people have heard homophobic 'banter' while either watching or playing sport, and one in ten lesbian, gay and bisexual people have experienced intimidation or threats in a sport environment because of their sexual orientation.

(LESBIAN, GAY AND BISEXUAL PEOPLE IN SPORT, 2012)

Sport holds a key place at the heart of Welsh culture, and there are positive examples of high profile lesbian, gay and bisexual role models in Welsh sport. However, our sports fields are still a site of exclusion for many lesbian, gay and bisexual people in Wales.

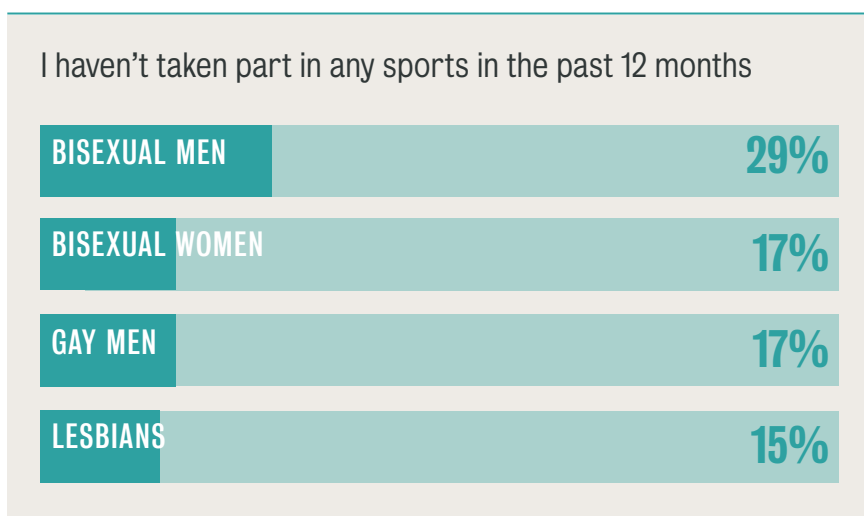
ALMOST THREE QUARTERS OF LESBIAN, GAY AND BISEXUAL PEOPLE WANT TO TAKE PART IN MORE SPORT. A QUARTER SAY FRIENDLIER CLUBS AND A THIRD SAY HAVING MORE CONFIDENCE WOULD INCREASE THE LIKELIHOOD OF THEM DOING MORE SPORT.

(LESBIAN, GAY AND BISEXUAL PEOPLE IN SPORT, 2012)

A THIRD OF GAY AND BISEXUAL BOYS AND 14 PER CENT OF LESBIANS AND BISEXUAL GIRLS EXPERIENCE HOMOPHOBIC BULLYING DURING SPORT.

(THE SCHOOL REPORT 2012)

Almost one in five (18 per cent) lesbian, gay and bisexual people in Wales have not taken part in any sport in the past twelve months.



Bisexual men are the least likely to take part in sport, with **three in ten** (29 per cent) not having taken part in any sport in the last twelve months. This expands on the findings of Stonewall Cymru's 2012 research 'Lesbian, Gay and Bisexual People in Sport' which found higher perceptions of barriers to sports participation among men, and suggests that this is an issue for bisexual men in particular.

One in eight (13 per cent) lesbian, gay and bisexual people have taken part in team sports in the last twelve months. **One in five** (20 per cent) lesbians have participated in team sports, whereas this figure is lower for bisexual men at **one in eight** (13 per cent), gay men at **one in ten** (9 per cent) and bisexual women at **one in fourteen** (7 per cent).

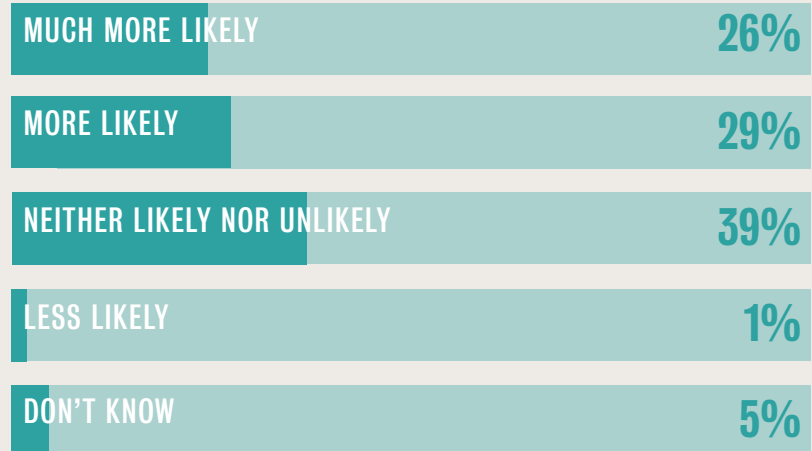
One in ten (11 per cent) of those involved in team sports play for a team which is specifically for lesbian, gay and bisexual people. **One in four** (24 per cent) gay men who play team sports play in a lesbian, gay and bisexual team, whereas only **7 per cent** of lesbians do.

MORE THAN NINE IN TEN PEOPLE IN WALES WOULD FEEL COMFORTABLE IF A RUGBY PLAYER WAS OPENLY LESBIAN, GAY OR BISEXUAL. (LIVING TOGETHER, 2013)

HALF OF PEOPLE IN WALES BELIEVE THAT LESBIAN, GAY AND BISEXUAL PEOPLE IN SPORT ARE LIKELY TO CONCEAL THEIR SEXUAL ORIENTATION.

(LESBIAN, GAY AND BISEXUAL PEOPLE IN SPORT, 2012)

Would you be more or less likely to join a sports team if you knew it was LGB-friendly?



More than half (55 per cent) of lesbian, gay and bisexual people would be more likely to consider joining a sports team if they knew it was LGB-friendly, with **a quarter** (26 per cent) saying they would be much more likely to do so.

Such teams are particularly attractive to young people, with **almost seven in ten** (68 per cent) of those aged 18–24 saying that they would be more likely to join a team if it was LGB-friendly. This is less of a factor for bisexual people, with **36 per cent** of bisexual men and **44 per cent** of bisexual women, compared to **three in five** (59 per cent) gay men and **almost three in five** (58 per cent) lesbians, saying they would be more likely to consider joining a sports team if they knew it was LGB-friendly.

RECOMMENDATIONS

Schools and youth sports clubs should tackle homophobic, biphobic and transphobic bullying on the sports field, challenge gender stereotypes and encourage lesbian, gay, bisexual and transgender young people to participate in team sports, laying the foundation for them to be active adults.

Sports teams and associations should adopt a zero tolerance approach to homophobic, biphobic and transphobic abuse both on and off the playing field.

Professional teams and associations should support lesbian, gay, bisexual and transgender athletes at all levels and encourage lesbian, gay, bisexual and transgender role models in sport. The media should avoid a disproportionate focus on athletes' of sports professionals' sexual orientation, and provide realistic and sensitive coverage of lesbian, gay, bisexual and transgender people in sport.

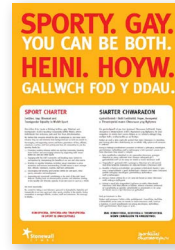
Local and grassroots sports teams should communicate that they are LGBT-friendly in order to encourage participation.

Schools, clubs and national governing bodies can all sign up to the LGBT Sport Cymru Network's LGBT Sport Charter, making a commitment to tackling homophobia, biphobia and transphobia in sport, and creating a sporting community in Wales where LGBT people feel welcome and included.

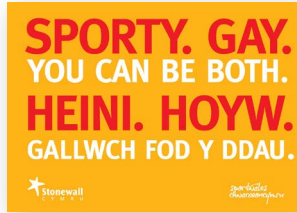
RESOURCES



LESBIAN, GAY AND BISEXUAL PEOPLE IN SPORT: UNDERSTANDING LGB SPORTS PARTICIPATION IN WALES



STONEWALL CYMRU AND SPORT WALES LGBT SPORT CHARTER Pledge to eliminate homophobia, biphobia and transphobia from sport and make our playing fields a welcoming place for all



SPORTY. GAY. YOU CAN BE BOTH posters and postcards

LGBT Sport Cymru Network: promoting inclusion for lesbian, gay, bisexual and trans people in sport across Wales.
www.facebook.com/LGBTsportcymru
[@LGBTsportcymru](https://twitter.com/LGBTsportcymru)

STONEWALL CYMRU INFORMATION SERVICE

Stonewall Cymru's Information Service can provide information on lesbian, gay, bisexual and trans issues including parenting, marriage and civil partnerships, discrimination and hate crime.

08000 50 20 20

cymru@stonewallcymru.org.uk

STONEWALL CYMRU WORKPLACE

02920 347 000

workplace@stonewallcymru.org.uk

gweithle@stonewallcymru.org.uk

STONEWALL CYMRU EDUCATION

02920 347 004

education@stonewallcymru.org.uk

addysg@stonewallcymru.org.uk

All resources included in this publication are available at www.stonewallcymru.org.uk

Designed and typeset by Soapbox,
www.soapbox.co.uk

‘Coming out is difficult anyway, but in the mid 80s the general public weren’t so open, and were much less informed about LGBT issues. It feels like things are easier these days, and I do feel I missed out for a time.’ Carwyn, 51

‘Only 14 years ago the climate was remarkably different for LGBT people from what it is now.’ Thomas, 40

‘People in my country were rather narrow-minded (most of them still are) with regards to their views on equality for LGBT people. I feel I could never have a life as a lesbian at all. So I am very grateful for living in Wales, where I can have more of a chance to establish a family in an acceptant environment, but still feel like there is much more to be done.’ Sofia, 31

‘Things are changing for the better, but we still do not live in a gay-friendly society, even in the UK.’ Mohammed, 34

‘I think it’s much easier for young people today to come out as lesbian, gay or bisexual.’ Ifor, 45

