

HAMPSHIRE COUNTY COUNCIL

Report

Committee/Panel:	Children and Families Advisory Panel
Date:	5 February 2019
Title:	Supporting children in care who are LGBT+
Report From:	Director of Children's Services

Contact name: Sue Kocaman, Head of Strategy and Operations (West)

Tel: 01962 846831

Email: sue.kocaman@hants.gov.uk

1. Recommendation

- 1.1 That the Children and Families Advisory Panel note the content of the report and the guidance developed to support adults working with children in care who are LGBT+

2. Summary

- 2.1 The purpose of this short report is to bring to the attention of the Children and Families Advisory Panel, the good practice guidance which was recently developed to support adults working with children in care who are LGBT+
- 2.2 The guidance was formally launched in September 2018 along with a survey of staff from children's services and other agencies working with our children in care.
- 2.3 A copy of the guidance is attached for information

3. Contextual Information

- 3.1 The guidance was developed in recognition of the fact that children and young people who are lesbian, gay, bisexual, transgender, those uncertain about their sexuality and/or gender identity and those exploring or questioning their sexuality are potentially vulnerable and are likely to need and want access to advice and support as they grow and develop.
- 3.2 Children in care may be more vulnerable than their counterparts, being more likely to have experienced difficulties and challenges in their lives and to have experienced a breakdown in their primary relationships.

- 3.3 If they are also trying to understand their emerging sexuality or gender identity they will need to know there is someone they can talk to and who they can trust. Finding an adult to trust may be more difficult when a child is in care, particularly if their coming into care coincides with trying to understand their sexuality or gender identity.
- 3.4 Anecdotally, managers and staff were aware of a number of children in care who identify as gay or lesbian, bisexual and increasingly children who identify as transgender. On an individual child basis, staff and carers have been able to help and advise children, accessing support and expert guidance and services where necessary.
- 3.5 Providing the right support to a child early on can prevent them from feeling excluded or 'different'. It can also minimise the risk of them exploring these issues in an unsafe environment and potentially exposing themselves to risk of bullying, exploitation or other harm.
- 3.6 Where the adult is in the role of Corporate Parent (or corporate family) there is a responsibility on that adult to be able to have informed conversations about relationships and sexuality. The language used, and the acceptance of a child's uncertainty and vulnerability are crucial in creating an atmosphere of acceptance.
- 3.7 Children and young people who identify as transgender are known to be particularly vulnerable to bullying and exploitation. They are known to be at greater risk of self-harming and are more likely than their peers to attempt to kill themselves.
- 3.8 In order to ensure that adults working with our children in care were able to offer the best possible response to children and young adults, and to meet the requirements of the Equalities Act 2010, a small multi agency group of staff and carers worked together to compile the good practice guidance.
- 3.9 Alongside the development of the guidance a Snap Survey was created and distributed to staff and carers across all agencies who are part of the Hampshire Safeguarding Board partnership. The guidance and survey were launched simultaneously with a view to giving information about the services, advice, and support available and finding out the areas where adults felt less confident in supporting children so that training and awareness raising could be made available.
- 3.10 In November 2018 a guide for Hampshire schools and colleges was also launched and the results of the SNAP survey were analysed to identify the next steps in supporting adults to support children.

4. Next Steps

- 4.1 The good practice guidance was well received by professionals who were looking for guidance and access to information about services. It also provides a framework that professionals can work within, giving them confidence to articulate the approach taken by Children's services and other agencies who want to support children and young people who are LGBT+
- 4.2 However, as expected, the SNAP survey (which had 230 respondents) showed that not all respondents felt that a young person would be able to discuss their LGBT+ identity with them. The majority would signpost a young person to colleagues, more senior staff and/or specialist services instead.
- 4.3 When respondents were asked where they would go for further information for an LGBT+ young person seeking support, other colleagues, more senior staff and/or specialist services were the most common responses. A large number of answers focused on the support available to them within their own establishment or organisation, for example, counsellors and pastoral support teams. Some said they would seek further information on the internet or from a range of other agencies such as Children's Services, Breakout Youth and Y Services.
- 4.4 Respondents felt that further training would be helpful for learning and development opportunities relating to LGBT+. Training would be welcomed in the form of one off workshops or whole staff training. Many would benefit from education around current terms and attitudes and ongoing support in the form of an online toolkit or resources.
- 4.5 Another learning and development opportunity identified was for local support and opportunities for discussing LGBT+ issues, not only with young people but also their parents/carers, especially in cases where the parents/carers are not supportive of the young person.
- 4.6 The working group is keen not to lose the impetus created by the publication of the guidance and is working to organise an event later in 2019. The aim is to enable staff to continue having conversations about the gender and sexuality issues that affect all our children so that awareness continues to be raised and confidence grows. This in turn will help children and young people to feel confident about talking to adults, less anxious and build their resilience.

5. Conclusion

- 5.1 In conclusion, vulnerable children such as children in our care, need to be able to trust adults who work with them and care for them to have confident conversations about their gender and sexuality. The practice guidance recently issued for schools and for carers and other

professionals will help to create a climate whereby conversations can be had with increasing confidence.

- 5.2 The SNAP survey shows that whilst many professionals are already aware of the issues, know where to go for advice and support and feel happy to have conversations with children and young people, this is not true of all adults. More opportunities need to be created for conversations to take place so that all adults and children have an opportunity to develop their ideas and thinking, and this includes adults in the wider community such as the parents and extended families of children in our care, enabling them to offer emotional support to children well into adulthood.

CORPORATE OR LEGAL INFORMATION:**Links to the Strategic Plan**

Hampshire maintains strong and sustainable economic growth and prosperity:	Yes
People in Hampshire live safe, healthy and independent lives:	Yes
People in Hampshire enjoy a rich and diverse environment:	Yes
People in Hampshire enjoy being part of strong, inclusive communities:	Yes

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

DocumentLocation

None

IMPACT ASSESSMENTS:

1. Equality Duty

1.1. The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- a) The need to remove or minimise disadvantages suffered by persons sharing a relevant characteristic connected to that characteristic;
- b) Take steps to meet the needs of persons sharing a relevant protected characteristic different from the needs of persons who do not share it;
- c) Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity which participation by such persons is disproportionately low.

1.2. Equalities Impact Assessment:

A high level Equalities Impact Assessment has been undertaken.

2. Impact on Crime and Disorder:

2.1 Not applicable.

3. Climate Change:

a) How does what is being proposed, impact on our carbon footprint / energy consumption?

Not applicable.

b) How does what is being proposed consider the need to adapt to climate change, and be resilient to its longer term impacts?

Not applicable.

Practice Guidance and Practice Resource

Supporting children in care in Hampshire and the Isle of Wight who are LGBT+*

This practice guidance has been produced to ensure that adults working with children and young people in care who are LGBT+ are meeting the requirements of the Equalities Act and therefore meeting the needs of children and young people in our care.

The Act simplifies, strengthens and harmonises the current legislation to provide Britain with a new discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

There are nine characteristics protected under the Equality Act 2010. They are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Hampshire County Council , Isle of Wight council and partner agencies recognise that children and young people who are lesbian, gay, bisexual, transgender, those uncertain about their sexuality and/or gender identity and those exploring or questioning their sexuality are potentially vulnerable and are likely to need and want access to advice and support as they grow and develop.

Where children are also at risk of harm and/or in the care of the local authority they may be more vulnerable and are likely to be in need of additional support or services. This is because children and young people who are in care will by definition have experienced difficulties and challenges in their lives and are likely to have experienced a breakdown in their primary relationships. If they are also trying to understand their emerging sexuality or gender identity they will need to know there is someone they can talk to and who they can trust. Finding an adult to trust may be more difficult when a child is in care, particularly if their coming into care coincides with trying to understand their sexuality or gender identity.

This includes those children and young people whose parents/carers or siblings are LGBT+, recognising the impact this might have on the child, especially if they have not been able to access information and support

Working in consultation with children and young people in care and those in the LGBT+ communities, this guidance has been produced as a practice resource for

professionals. It provides some background information and identifies a range of places where children and adults can access practical information, advice and support.

*Why use the letters LGBT+ in our title? The key to this question is in the little + at the end. The full spectrum of human relationships cannot be simplified into four sub-headings. The plus sign is an indicator that we are aware that many other identities exist beyond lesbian, gay, bisexual or trans and each person should be understood and responded to appropriately. See appendix D for more information.

Good practice/key principles:

The United Nations Convention on the Rights of the child (UNCRC) has 4 key principles which are relevant to this aspect of children's lives:

1. Non-discrimination (article 2)
2. Best interest of the child (article 3)
3. Right to life survival and development (article 6)
4. Right to be heard (article 12)

Children will naturally explore their sexuality and gender as they grow up. It should be our aim to create a society where children are able to talk to adults who are confident and comfortable to talk to children and where children feel safe and supported to explore this area of their lives.

Adults-including care staff and foster carers- will not always feel confident and comfortable discussing the issues that children need to talk about so, access to training and information is important. This includes being able to signpost a child to someone who can help. Adults have a legal and moral responsibility for finding useful and suitable resources or to signpost the child to appropriate services.

Providing the right support to a child early on can prevent them from feeling excluded or 'different'. It can also minimise the risk of them exploring these issues in an unsafe environment and potentially exposing themselves to risk of bullying, exploitation or other harm.

Children and young people who identify as trans are known to be particularly vulnerable to bullying and exploitation. They are known to be at greater risk of self harming and are more likely than their peers to attempt to kill themselves.

<https://www.theguardian.com/education/2017/jun/27/half-of-trans-pupils-in-the-uk-tried-to-take-their-own-lives-survey-finds>

The language and processes that agencies and individuals use that require individuals to identify themselves by gender, can contribute to a sense of disempowerment for those who do not feel comfortable identifying themselves as

male or female. Being aware of this and changing our language will contribute to a change of culture and social acceptances of differences. Adults must listen to children and take their lead from the child for the support and help they need. For example when the child expresses the wish to be identified by a new name, this should be used in face to face meetings as well as in case records or other formats.

Where the adult is in the role of Corporate Parent (or corporate family) there is a responsibility on that adult to be able to have informed conversations about relationships and sexuality.

Information for foster carers and practitioners

- **DON'T** assume that every young person in your care is heterosexual or 'straight'
- **DO** Challenge homophobia, biphobia & transphobic language if you hear it.
- **DON'T** impose gender stereotypes on young people (e.g.: dolls are for girls, soldiers are for boys)
- **DO** encourage young people to follow their own interests.
- **DON'T** push young people into discussing LGBT issues if they don't want to and **DON'T** pressure them into Coming Out.
- **DO** make information easily available to young people. They may benefit from contacting support groups and organisations independently
- **DON'T** feel that you are expected to have all the answers
- **DO** make use of the services listed on this website.
- **DO** be prepared to learn a new language when it comes to understanding and discussing issues of sexuality, sexual orientation and gender identity.
- **DO** refer to the child in the way they prefer (name and pronoun)

The following information is taken from <https://www.lgbtyouthincare.com>

Foster carers and adoptive parents

During preparation and assessment all prospective foster carers and adopters are given opportunities to explore the issues of gender and sexuality. Many foster carers and adopters are themselves from LGBT backgrounds and some children in care will have birth parents or other family members who are LGBT+ themselves. Training and advice via elearning is something that all foster carers and adopters undertake.

Childrens home staff also have experience in working with and supporting children in care who are LGBT+

Representatives from each of the Hampshire Childrens homes attend termly Relationships and Sex Education (RSE) meetings to explore how they are delivering and supporting relationships and sex education activities in each home. This includes discussing LGBT+ issues and support structures.

The group shares resources and discusses how to support children with particular questions or concerns. Updates are provided regarding county training opportunities.

The forum is attended by the Teenage Pregnancy Lead, Adults' Health and Care, Public Health who is able to share strategic and operational developments.

Training, education, elearning resources and support services

Hampshire LGBT+ Alliance:

The LGBT+ Alliance is an alliance of Hampshire-based LBGT+ Networks that have pledged to work together. Their website has information about events and support services in Hampshire. The weblink is below.

<https://www.hants.gov.uk/community/lgbt-alliance>

RADE (Rights and Diversity Education) Centre

has a selection of resources available to borrow- the web link is below

www.hants.gov.uk/the-rade-centre

Schools and education settings in Hampshire are a source of advice and information for children. The PHSE lead, pastoral lead or ELSAs are often a particularly good source of support

A guidance pack has been developed to support schools and FE colleges and a young people's charter is also being developed, informed by a group of children who meet together to look at equalities and rights and act as advocates for other children. The guidance pack is due to be launched in Autumn 2018

Hampshire Virtual School

The work of the virtual school is focused on the education and welfare of children and young people looked after (CLA) in the primary, secondary and special sectors as well as with care leavers. The virtual school works in partnership with social workers, schools, and other county children's services and teams.

Website: <http://www3.hants.gov.uk/cic-virtual-school>

Email: virtualschool@hants.gov.uk

Foster carers' call line: 01962-845232

Further resources

There are lots of on line resources-there are some examples below:

A link to a booklet aimed at the friends, partners and family of women who are lesbian or bi- sexual and are in need of emotional support



SLS Booklists LGBT
KS3 4 2017.pdf

https://s3-eu-west-1.amazonaws.com/lgbt-media/Files/8712a19a-38fb-430f-8c51-944ccb7e2b63/FENT_1440144232_LF-0001-YGAF-Booklet-FINAL-Web.pdf

A leaflet for children in foster care who are trans

<https://static1.squarespace.com/static/52f7c8e3e4b0bae912c77b07/t/5841b3f01b631b6653c73234/1480700917425/Trans+youth+in+foster+care.pdf>

A guide produced by the LGBT foundation with some useful legal advice

<https://s3-eu-west-1.amazonaws.com/lgbt-media/Files/d539a98f-a586-4c32-9736-ae9c5f5ac2dd/TransGuide1-Spreads-V2.pdf>

A really useful guide produced by a group called LGBT youth in care:

<https://www.lgbtyouthincare.com>

Trans Youth in Care - a Toolkit for Caring Professionals

Trans Youth in Care - a Toolkit for Caring professionals. This resource toolkit is designed to help educate professionals working with trans young people.

<https://Trans+Youth+in+Care+-+A+Guide+For+Social+Care+Professionals.pdf>

Hampshire school library service has created a booklist for secondary schools, which is on the link below. Schools can request resources for children in care and publications can also be accessed from the public library for both secondary and primary age children.

Research in Practice

Is accessible to all staff with a hants.gov.uk email address and to all foster carers who have signed up to access the RiP website

Barnardos:

Offer training, information and advice for children, parents and professionals via the Barnardos website. The Barnardos on line transgender training pack contains useful definitions, reading material and advice on line safety and how to identify and deal with bullying

Celebrate who you are with Pride - Supporting LGBT children and their families.

There are a number of Pride events locally across Hampshire and within the south coast region. Pride events provide an opportunity for the LGBT+ community to come together to honour, celebrate and support the LGBT+ community. They are generally very colourful, fun and flag filled events that include a parade/procession and staged entertainment.

Details of individual events are available on line

Statutory and voluntary services

Primary Health care services

GPs – GPs currently have limited awareness of what support is available locally for LGBT patients and their families. The West Hampshire Clinical Commissioning Group (WHCCG) children’s safeguarding team are going to share resources with practices and help them consider how to make their waiting rooms LGBT-friendly so that children and young people feel comfortable to discuss their sexuality/gender with their GP.

The Royal College of GPs provides guidance for the care of LGBT+-patients, and trans-people in primary care. Although these documents are not specific to children and young people they contain useful advice and information for GPs on how to support this age group and address their health needs.

Stonewall has a guide for the NHS that GP practices can use with an action plan to ensure they meet the needs of this patient group.

These documents are linked below for reference:

<http://www.rcgp.org.uk/policy/rcgp-policy-areas/lgbt.aspx>

<https://www.stonewall.org.uk/sites/default/files/stonewall-guide-for-the-nhs-web.pdf>

Specialist nurses for children in care

Any child or young person who wishes to can discuss their sexuality or gender with the specialist nurses during their statutory assessments. Each child or young person will be seen as an individual and will be given every opportunity within the assessment to discuss in a secure and safe environment their feelings and issues. As a result and with their consent, they will be supported to access specific local and national organisations to gain ongoing support for them and their carers if they wish.

Child and Adolescent Mental Health services (CAMHS)

CAMHS have noted a significant increase in referrals including children who are in care. As a result, practice has developed and confidence grown in that practice, including asking children how they want to be referred to, how they want to dress and supporting carers with these discussions.

Where children are being referred for consideration for gender re assignment treatment, there has been the expectation that referrals to the Tavistock and Portman clinic will usually be made via CAMHS. Whilst this has caused some anxiety amongst other professionals due to the service being concerned with Mental Health, at assessment the **adolescents** who are referred have all had a number of other issues which have required further support from CAMHS. Some young people may also be on the Autistic Spectrum, have a learning difficulty and for Children in Care their identity issues are complex. Integral to the assessment is the screening of risk both in term of mental health but also from exploitation and bullying both in person and on line.

Should referrals be made to the Tavistock and Portman Clinic through a GP or other professionals, they will need on-going support from adults during the long waiting time.

The Hampshire Youth Offending Team (HYOT) identified there was a lack of LGBT+ support available to young people in the New Forest area. The nearest available support was in Southampton City centre and Eastleigh which was not easy for those in the Forest area to access and often acted as a barrier to engagement.

The HYOT contacted secondary schools within the New Forest area, Youth Support Services, Childrens services, Police, Probation, CAHMS, Health, HYOT, Youth Crime Prevention Team to gather evidence in attempt to confirm if anyone else has experienced similar issues due to the lack of LBGT+ support and prove the need for services which resulted in Breakout Youth developing LGBT+ youth groups and 1:1 support across the New Forest.

Youth Services:

There are youth services offering specific support for children and young people who are LGBT+ and others who welcome LGBT+ children to participate in social events (for example the scouting and guiding movement-see link below)

[guidingconversation_sexgenderbullying20162.pdf](#)

Young people can also access advice via the **LGBT switchboard** (0300 330 0630)

Whilst this was initially set up with adults in mind, it can be accessed by young people. However, in the experience of established youth work services, children and young people prefer to access support and advice face to face

Examples of youth services around Hampshire are:

Breakout Youth

Breakout Youth is a Hampshire wide charity for young people who identify as lesbian, gay, bisexual, transgender or those who are unsure or questioning their gender identity and/or sexual orientation.

Groups run in the Isle of Wight as well as in Andover, Basingstoke, Eastleigh, Hart, Isle of Wight, New Forest, Romsey, Rushmoor and Southampton. The service is for children and young people up to the age of 21, up to 25 if additional needs are present.

Groups are aimed at offering a safe and confidential space for young LGBT+ people to socialise, learn and have fun by offering activity based and educational sessions and encouraging young people to join in to help build their confidence.

Breakout can enable young people to access other services they require through signposting and referrals and can support members with telling people about their gender or sexual orientation and/or gender identity, plus helping them to find ways to cope with challenges in their lives and support them to stay safe in their relationships and community.

Y Services LGBT+ Youth Support Service

Y Services for Young People is a local youth work charity. Charity Number 1145664. Y Services focuses on developing opportunities for young people aged 11 - 19 which support and help them to learn about themselves, others and society, through informal educational activities which combines enjoyment with personal development. The organisation advocates for and empowers local young people to have a voice and a place within their local community. They have a proven record of developing high quality youth work projects which meet identified community needs. Y Services is successful in raising the aspirations of young people through increased confidence and self-belief by providing engaging development opportunities.

Y Services LGBT+ Support Services offer a professional and confidential service for young people aged 11 – 19 (and up to 25 if the young person is a care leaver or has additional needs) who identify as lesbian, gay, bisexual, transgender or who are questioning and/or unsure of their sexuality or gender identity.

What Y Services can offer:

Weekly LGBT+ Youth Group for ages 11 – 19 year (up to 25 with additional needs) from 6.30 – 9pm as well as 1:1 support based in the school/college or community in the Fareham, Gosport, Havant/Waterlooville and Winchester/southern parishes areas.

Training and other opportunities:

- Support to refer young people to our various provisions including specialist services (Tavistock and Portman GIDS) as well as other youth opportunities and LGBT+ Groups, Health and wellbeing drop in sessions, Y Keep safe (raising awareness of CSE, unhealthy relationships etc and providing strategies to improve resilience and understanding)
- Information stand at parents evenings, fresher fairs, conference and professional network events
- Parents and carers of transgender young people support group. Meets monthly on the first Saturday of every month, 10am – 12 noon at Xperience Young Persons Centre, Trinity Street, Fareham, PO16 7SJ
- Sold Services for PSHE lesson delivery
- Sold service for bespoke staff training

For more information of services and support contact Y Services LGBT+ Youth Development Worker Dawn Tracy. E: dawn@yservices.co.uk T:07503 353636 or E:info@yservices T:07585 115022

Mermaids is a national organisation that focuses on supporting children, young people, and their families to achieve a happier life in the face of great adversity. They work to raise awareness about gender nonconformity in children and young people amongst professionals and the general public. They also campaign for the recognition of gender dysphoria in young people and lobby for improvements in professional services.

HELPLINE: 0344 334 0550 (Monday - Friday; 9am - 9pm)

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

Tavistock and Portman GIDS

The Gender Identity Development Service (GIDS) is a highly specialised clinic for young people presenting with difficulties with their gender identity. Our service was established in 1989. They are commissioned by NHS England who set the service specifications for how we work. Some people feel uncomfortable with the gender they were assigned at birth whilst others are unhappy with the gender role that society requires. GIDS help their clients to explore their feelings and choose the path that best suits their ideals.

<http://gids.nhs.uk/>

Chrysalis-

Chrysalis provides support, advice, advocacy, counselling and wellbeing for those who are transgender and their significant others across Hampshire and East Dorset.

If you are working with trans young people and want some additional training, support or advice then please contact our office team on info@chrysalis-gii.org and check out the website www.chrysalis-gii.org.

Chrysalis offer generic and bespoke training courses around general transgender awareness and more specifically on working with trans clients. They can also offer supervision and consultancy.

Face to face services are for 18+ so and carers, older siblings and partners of trans young people would be welcomed at our Significant Others support groups which provide facilitated, non-judgemental, peer support space and workshops as well as one-to-one counselling.”

Kroma-

Kroma is an LGBT+ organisation focusing on adults. Their aim is to empower and enable the Lesbian, Gay, Bisexual, Transgender and alternative (LGBT+) communities, their families and friends, through awareness, inclusiveness and supportiveness. The majority of Kroma’s work is provided through weekly meetups for all LGBT+ communities in local coffee shops throughout Hampshire. For more information on services provided contact:

<http://www.kromalgbt.org.uk/>

Lesbian and Gay Liaison Officers: LAGLOs as they are known were established in 1996. They are a mix of police officers and police staff members who have additional awareness, insight and training on matters relating to sexual orientation and gender identities.

Hampshire Constabulary is striving towards an ever stronger commitment to recognising and respecting equality and inclusion in its workforce and communities. The discrimination, bullying and harassment of anyone because of their sexual orientation or gender identity must be tackled with dedication and determination.

People who demonstrate gender fluidity or who are being open for the first time about their sexual orientation can be among the most vulnerable that police must protect. A homophobic, biphobic or transphobic incident is any incident perceived as such by the victim or anyone else. Incidents can include abusive or threatening language at work, in public places, or in private. A victim does not have to be lesbian, gay, bisexual or transgender. Crucially, it’s how an incident is perceived by a victim or anyone else that determines the nature of any crime.

If a child or young person is affected by a crime because of their sexual orientation or gender identity, any police officer or member of police staff can help. Hampshire Constabulary is able to strengthen this support with approximately 90 LAGLOs

If the reporting person wishes to remain anonymous, this request will be respected. Non urgent matters should be reported by phoning 101. Mini-com users can phone 18001 101. In an emergency, always dial 999. Information can be given anonymously by phoning the independent Crimestoppers charity on **111 555 0800**.

Third Party Reporting Centres for reporting hate crime

It is widely accepted that hate crimes are under reported. Not all victims are comfortable with reporting their experiences directly to the police. Possible reasons for this may include:

- Lack of awareness of ways to report hate crime
- Victims find visiting police stations intimidating or daunting
- Victims believe the police won't believe them or take them seriously
- Individuals are unaware they are victims of hate crimes
- Lack of support to help victims make a report, e.g. interpreters
- Victims fear being outed in terms of their sexuality or disability

Third Party Reporting Centres (TPRCs) overcome these barriers by providing an alternative to directly reporting to the police, without which a number of hate incidents and crimes would never be reported or recorded.

Further information is available on the link below, including the location of TPRCs

<https://www.hampshire-pcc.gov.uk/hatecrime/third-party-reporting-centres>

LGBT+ What Does that little + cover?

Glossary of terms

This is a list of some of the words and phrases that can be associated with people who are lesbian, gay, bisexual, transgender or questioning (LGBTQ). It covers terms related to sexual orientation and gender identity.

Ally

Generally used to describe a person who supports equal civil rights, LGBTQ and gender equality, LGBTQ social movements, and who challenges homophobia, biphobia and transphobia.

Androgyne

Being androgyne means that your gender identity is androgynous – both male and female.

Androsexual

Being androsexual means you only have sexual feelings towards men, regardless of your own gender.

Asexual

Being asexual means you are not interested in, or do not desire, sexual activity with anyone of any gender.

Binary gender system

A system that forces people into one of two categories – either male or female (man or woman, boy or girl). In this system men and women are also generally expected to look and behave in a particular way.

Biphobia

The dislike, fear or hatred of people who are bisexual.

Bisexual

Being bisexual means you are emotionally and physically attracted to more than one gender – in most cases, this means both girls/women and boys/men.

Cisgender

Being cisgender means that your gender identity matches the gender you were assigned at birth.

Coming out

Acknowledging to yourself or to others that you are lesbian, gay, bisexual, transgender or questioning (LGBTQ).

Demisexual

Being demisexual means you need to form a strong emotional connection with someone before you will find them attractive sexually.

Discrimination

When you are treated less favourably than someone else because of something about you, such as your real or perceived sexual orientation.

Gay

Being gay means you are emotionally and physically attracted to someone of the same sex or gender. It is generally used to refer to boys or men who are emotionally and physically attracted to other boys or men. Some girls and women prefer to refer to themselves as gay rather than lesbian.

Gender capitalist

A person who recognises there are certain advantages and disadvantages to being a specific sex or gender and capitalises on that theory.

Gender identity

A person's perception of their own gender.

Genderfluid

Someone or something that is genderfluid has a flexible definition of gender. For example, this could mean a country or community that recognises more than two genders. Or it could refer to a person who does not identify with a single gender, or who moves between genders.

Genderless

Someone or something that has no gender identity.

Gender stereotype

The assumption that people of a particular gender must carry out distinct roles, or act in a specific way.

Genderqueer

Being genderqueer usually means the same thing as having a non-binary gender – your gender identity is neither exclusively male nor exclusively female.

Gender variant

People who are gender variant can identify as both sexes and may present themselves in a way that's unusual for most people of their biological sex. They could be androgynous (both male and female), or identify as a masculine female or feminine male.

Gynsexual

Being gynsexual means you only have sexual feelings towards women, regardless of your own gender.

Heterosexual

Being heterosexual means you are emotionally and physically attracted to people of the opposite sex or gender. Another commonly used word for this is 'straight'.

Heterosexism

A system of beliefs and behaviours based on the assumption that heterosexuality is better than homosexuality. This is very closely related to homophobia.

Homophobia

The dislike, fear or hatred of people who are gay or lesbian. It is often used to describe prejudice towards bisexual and transgender people too, but the terms [biphobia](#) and [transphobia](#) are becoming more commonly used.

Homophobic bullying

Homophobic bullying is when someone's actual or perceived LGBTQ sexual orientation or non-binary gender identity is used to exclude, threaten, hurt or humiliate them.

Homosexual

Being homosexual means you are emotionally or physically attracted to people of the same sex. These days people who are lesbian, gay or bisexual (LGB) rarely use this term to describe themselves. This is because it has historically been used to

medicalise or criminalise LGB people. The terms lesbian, gay and bisexual are generally preferable.

Internalised homophobia

Negative feelings that a person has about being gay, lesbian or bisexual themselves. This can affect the way they see themselves.

Intersex

Someone who is intersex is born with sexual anatomy, reproductive organs and/or chromosome patterns that do not fit into the typical definition of a male or female biological sex.

Lesbian

Being a lesbian means you are a girl or woman who is emotionally and physically attracted to other girls or women.

LGBT

Acronym for lesbian, gay, bisexual and transgender.

LGBTQ

Acronym for lesbian, gay, bisexual, transgender or questioning. A general term commonly used in European Union countries.

Non-binary gender

A gender that is neither exclusively male nor exclusively female. This can also be known as genderqueer.

Out

Being open about your sexual orientation or transgender identity.

Pansexual

Someone who is pansexual is not limited in sexual choice based on biological sex, gender or gender identity.

Polysexual

Similar in meaning to pansexual. Someone who is polysexual is not limited in sexual choice with regard to biological sex, gender or gender identity.

Pride festival

An annual festival to celebrate being lesbian, gay, bisexual, transgender or questioning.

Queer

Identifying as queer means that you don't want your sexual orientation to be reduced to a specific term, such as heterosexual, homosexual or bisexual. Lots of different people identify as queer, and many of them think the binary gender system is too limiting. This term is also often used by and about people who are traditionally seen as lesbian or gay.

Questioning

Someone who is questioning in relation to LGBTQ issues is still establishing their sexual and/or gender identity.

Sex

A person's biological sex is indicated by their genitals, internal reproductive system, chromosomes and secondary sexual characteristics, such as breasts, facial and body hair, voice and body shape. In the context of gender identity, sex is often used to mean biological sex rather than the act of having sex.

Sexual orientation

A term used to describe who a person is emotionally and physically attracted to. For example, a person who is attracted to the opposite sex or gender might describe their sexual orientation as straight.

Sexuality

Everybody has a sexuality – it describes a person's sexual experiences and expression. It includes a person's sexual orientation, sexual practice and behaviour. It also involves cultural and social expectations and behaviours.

Skoliosexual

Being skoliosexual means you have a potential sexual attraction to people who have a non-binary gender identity. This is an inclusive term and doesn't generally describe an attraction to specific genitalia or birth assignments.

Straight

Being straight means you are emotionally and physically attracted to people of the opposite gender.

Trans

This is a general term that applies to a range of people whose gender identity or gender expression differs in some way from the assumptions made about them when they were born. This includes men and women who are transgender, people who are intersex, androgyne or polygender, and people who cross-dress.

Transgender/transsexual

Being transgender or transsexual means that you feel that your personal gender identity does not fit with either your biological sex, or with the expectations that society puts onto your gender.

Transman

A person who was born female, and sees themselves as male. Their gender identity is male.

Transperson

A person who chooses not to conform with, or doesn't fit in with, a binary gender system. They may identify as a transman or transwoman, or as something else entirely, such as genderqueer. There are many different trans identities, and trans does not only refer to people who have had (or want to have) gender-reassignment surgery.

Transphobia

The dislike, fear or hatred of people who are transgender.

Transwoman

A person who was born male, and sees themselves as female. Their gender identity is female.