



Consulting with Lesbian, Gay, Bisexual and Trans people in Kirklees

This guidance gives advice on how to consult with Lesbian, Gay, Bisexual and Trans (LGBT) people in Kirklees.

The text boxes contain a list of **local LGBT organisations** and **LGBT publications** and websites.

Appendix A gives **key statistics** about LGBT people in the UK and in Kirklees.

Appendix B gives **examples of successful consultation** projects with LGBT people.

Why does Kirklees Council need to consult with LGBT people?

- The council wants to reduce inequalities and create an atmosphere of fairness and opportunity for all. The council wants Kirklees people to be valued and treated fairly and consulted and kept informed. This includes LGBT people.
- Our partnership [Involving Communities framework](#) includes the key principle: *'Representative and inclusive: we will involve a representative cross section of the community and recognise that what is 'representative' may be different for different functions, services or decisions. We will reflect the diverse nature of Kirklees communities and create opportunities for including groups that are seldom heard from.'*

Equalities legislation and our duty to involve

- The council has a legal duty not to discriminate on the grounds of real or perceived sexual orientation in service delivery and employment. The council has a legal duty not to discriminate on the grounds of gender re-assignment status in employment.
- We recognise our duty to involve local people in the design and delivery of local services. This includes communities of interest such as the LGBT community.
- Better data collection and needs analysis about LGBT people will help to improve service delivery and support the completion of Equality Impact Assessments around the council.

Where do I start?

- The Chief Executive's Policy and Partnership Unit (CEPPU) can give you advice on all aspects of consultation. See the research and consultation guidance on [Involve](#).
- It is worth searching [Involve](#) to check what community engagement has already been done with LGBT people or on the topic you are interested in. You should also add your planned project to Involve so that others can see what's coming up and afterwards, what happened and what difference it made.
- The council has an [LGBT Employee Network](#) that can also offer support.

Confidentiality and 'Outing'

Confidentiality is particularly important when consulting with the LGBT community. There are steps you need to take to protect confidentiality.

Experiences of being 'Out'

- Defining the population of LGBT people in Kirklees is difficult. An LGBT identity is not necessarily visible, and some people who have same sex relationships do not choose to openly identify as

LGBT. Those that choose to take part in consultation will have some form of self-identification as an LGBT person.

- LGBT people have to consider whether to be 'out' to different people at different times. This includes when among family, friends, work colleagues and when dealing with professionals such as doctors. Respect LGBT people's decision to be 'out' and talk openly about particular topics, or to be more discreet.
- Creating an environment where LGBT people feel comfortable being 'out' will help you with recruiting people to your consultation. See the ten top tips later in this guidance.

Confidentiality

- Responses to questionnaires should be kept confidential. Include some text about confidentiality on questionnaires and publicity material.
- Set some ground rules at the start of meetings. Ask everyone present not to disclose information about who has attended or what is discussed. Any quotes used in reports should not be directly attributed to individuals.

Discreet advertising about public meetings and focus groups

- LGBT community meetings are often advertised discreetly. The Huddersfield Gay Group (HuGG) meets every Tuesday at 8pm. To find out the venue, a telephone number is listed on adverts. The Yorkshire Mixtures Youth (YMY) group for LGBT people aged 13-19 advertises in the same way.
- Discreet advertising helps attendees to feel safe and prevents any people turning up that intend to disrupt the meeting. Include the name and contact details of somebody at the council who can give more information about the venue. It is ok to advertise the time, date and topic. A town centre location is more suitable, as they are safer and easy to get to.
- Discreet advertising can cause problems with recruitment. An alternative is to recruit LGBT people face-to-face in 'safe' spaces such as LGBT commercial or community venues. Alternatively, you could ask key contacts in LGBT community organisations to ask people they have contact with if they would like to attend. This 'snowballing' approach is particularly effective for recruiting LGBT people, although sometimes the diversity of LGBT participants may be limited to a particular group (e.g. just men, or just women) depending on who your initial contact tends to know.

Consultation methods

There is no 'right' way of consulting with LGBT people, it depends upon the topic you are consulting on and the kind of information you want to collect.

Inclusive Surveys

- It is recommended that questionnaires contain equalities monitoring questions, including a question about sexual orientation. Responses can then be analysed by sexuality (although the sample size needs to be big enough).
- Guidance on how to ask about sexual orientation and gender re-assignment status is included in the 'About you' questions guidelines.

Surveys aimed at LGBT people

- Surveys specifically aimed at LGBT people will need to be distributed in a different way to a survey of the general population.



- The approach to sampling for surveys with LGBT people is based on 'snowballing' and non-probability sampling. As there are no available statistics about the demographic profile of the LGBT population, it is recommended that you collect information about gender, age, ethnicity, and geographical location etc. of LGBT respondents through surveys. It is not advised that you apply statistical 'weighting' to survey data. However, you should be cautious about data where there is an obviously imbalance in the profile of your respondents (e.g. more men than women).
- LGBT venues such as bars and nightclubs and LGBT community groups are good locations / organisations to make paper copies of questionnaires available and to advertise any project. This can however influence the kind of responses you receive to questionnaires (e.g. people who attend bars are probably more likely to drink alcohol). Also advertise your project in locations such as libraries, public buildings and community centres.
- Advertise surveys in the local LGBT press and online forums. As there is a small visible LGBT scene in Kirklees, make paper copies available in LGBT venues in neighbouring cities such as Leeds and Manchester. Remember to include a question about where people live so you know which respondents are from Kirklees.
- Online surveys have been used effectively to reach a robust sample of LGBT people. See the examples in Appendix B.

Focus groups

- Focus groups are small groups of typically 8-12 people, involving a facilitated discussion for 1-2 hours about particular topics. Focus groups can be recorded (if your participants agree this is ok), or notes can be taken.
- The topic you wish to explore in your focus group will influence which group of people from the LGBT community are best targeted. If you wish to recruit a cross-section from the LGBT community for a single focus group, try to get a good balance in terms of gender, age and ethnicity.
- Some topics are best explored in focus groups where participants have some common experiences or needs (e.g. young LGBT people, gay females / lesbians, gay men, LGBT parents). LGBT people will feel more comfortable talking in a group where there is better empathy between participants.

What are potential barriers?

Potential barriers to consultation with LGBT people:

- **Perceived irrelevance of consultation topic to LGBT people.** A topic such as transport would seem more relevant to LGBT people if your consultation covered aspects such as feelings of safety on public transport. Make your topic guide or questionnaire relevant.
- **Fear of unwanted outing.** Create a confidential and safe environment by advertising meetings discreetly and setting ground rules during meetings.
- **Consultation fatigue.** LGBT voluntary and community groups are often consulted regularly and may feel that nothing is ever done about what they say. Try not to consult with the 'usual suspects' (use alternative methods if this happens).
- **Mistrust and perception of organisational homophobia.** Some LGBT people will have past experiences of discrimination. LGBT people will want to know about your organisational commitment to tackling inequality and homophobia. Be explicit about the council's stance on LGBT equality.



Ten Top Tips

The following will help your consultation with LGBT people to be successful:

1. Use inclusive language

- Use inclusive expressions such as 'partner' to refer to relationships, rather than husband, wife, 'special friend' or 'friend'.
- Trans people are best referred to by the gender they identify with. Use the term 'trans person' rather than transsexual, transgender or transvestite.
- Terms such as 'homosexual' are less acceptable these days, and have some negative connotations. Stick to 'gay', 'lesbian' or 'bisexual'.
- Use plain English, avoiding technical terms, jargon and acronyms.

2. Have the right attitude (be LGBT positive)

- Avoid creating an environment where heterosexuality represents a standard of some kind, and that all other sexual orientations, if acknowledged at all, are merely a deviation from this.
- Don't just consult on topics that are 'issues' to LGBT people. Give opportunities for LGBT people to talk positively about their identity and experiences as an LGBT person. LGBT people are not 'victims' or a 'special group', they have insights and talents like everyone else.

3. Recognise diversity within the LGBT community

- LGBT people have some common needs and experiences of discrimination. LGBT people are also a diverse bunch. They can be (among other things) work colleagues, family members, parents, neighbours, carers and can come from any background.
- You may need to tailor your consultation to a specific group within the LGBT community, such as young people aged under 16 and up to 25 and older people aged 50 and over. LGBT people need most support from statutory agencies at these key life stages.
- The needs of lesbians and gay men can be very different. A focus group consultation about a topic such as health would be more effective if done in single gender groups.
- The needs of BME and disabled LGBT people need to be thought about carefully. These groups often face experiences of double discrimination.
- Bisexual people can often face a double stigma of discrimination.
- It is advisable to consult with Trans people separately from LGB people, as their needs are again particular to their experience of being a Trans person. Most Trans people will want to remain discreet about their gender re-assignment status, and may prefer to be interviewed face-to-face on a one-to-one basis or in small groups with other Trans people.

4. Recognise need and aspiration within the LGBT community

- LGBT people have a diverse set of needs and aspirations, not unlike heterosexual people.
- There are topics and services that are have particular relevance to being LGBT. These include education / schooling, bullying, safety, hate crime, community cohesion, health (sexual, physical and mental), personal social care, housing, family support, adoptions, employment, pensions and more.

5. Go to places where LGBT people go to



- LGBT commercial and community venues are good places to advertise your consultation. Many venues will let you put up posters or leave leaflets. LGBT commercial or community venues are good places to carry out your consultation as they are often a focus for the LGBT community and are a 'safe' space. Evening meetings will enable more people to attend.
- Meetings in a council venue or community centre may put people off from attending. Venues need to feel safe and welcoming to LGBT people.
- LGBT communities also have annual Pride events. The Pink Picnic is the LGBT Pride event for Kirklees. This is a good place to hand out leaflets and information, or even copies of questionnaires.

LGBT venues in Kirklees:

The Greyhound: 16 Manchester Road, Huddersfield, HD1 3HJ. TEL: 01484 420742.

The New Union: 3 Union Bank Yard, New Street, Huddersfield, HD1 2BP. TEL: 01484 535435.

Many LGBT people who live in Kirklees will travel to neighbouring cities such as Leeds and Manchester to access the commercial LGBT scene. For a list of [LGBT venues in Yorkshire](#), please see www.shoutweb.co.uk. For a full list of LGBT venues in Manchester, please see <http://www.visitmanchester.com/gay-and-lesbian.aspx>

The **Pink Picnic** is the annual LGBT Pride event in Kirklees. It takes place on Castle Hill in Huddersfield on the last Sunday of July each year.

<http://www.huddersfieldpinkpicnic.com/>

6. Use existing LGBT organisations

- Existing LGBT organisations can help to make contact with LGBT people and can support you to carry out research.
- LGBT organisations often have regular meetings or social events and might be willing to let you come along to conduct some consultation.
- Remember that most LGBT community organisations are organised by volunteers. Plan ahead and offer to cover costs of room hire and refreshments.
- 'Snowballing' is building up a network of contacts with LGBT people in Kirklees through people you already know, who will in turn know others in the community. A good starting point for building contacts in the LGBT community in Kirklees is the council's LGBT Employee Network and LGBT community groups.

The main LGBT organisations in Kirklees:

Kirklees Council LGBT Employee Network

The council has its own LGBT employee network which meets every two months. The network aims to promote equality, inclusion and representation of LGBT people in employment and service delivery.

Kirklees LGBT Community Network



Meetings take place in Huddersfield every two months. The meetings are open to lesbian, gay, bisexual and transgender people and representatives of LGBT community and voluntary sector groups. Other members of the public interested in LGBT issues, representatives of third sector organisations or local public services, and councillors are also welcome to attend. The Network has a particular focus on the delivery of local public services to the LGBT community in Kirklees.

<http://www.theotherguide.org/city/the-kirklees-lgbt-community-network/>

Huddersfield Gay Group (HuGG)

This is a social group for gay men aged 18 and over that meets every Tuesday at 7:30pm. A full diary of activities and further information is available on the group website, www.hugg.org.uk

Yorkshire Mixtures Youth (YMY)

This is a group for young people aged 13 - 19 who are LGBT. The group is supported by Kirklees Council's Young People's Service. The group meets in the Batley and Dewsbury area on Wednesdays from 6.30 to 9pm. Meetings involve workshops, group activities and sexual health advice. For more information text 'LGBT youth' to 07979941718 or email

lgtyouth@kirklees.gov.uk

Brunswick Centres

The Brunswick Centre is a charity that provides sexual health and HIV/AIDS services across Kirklees and Calderdale. This includes sexual health promotion and support and advocacy for people living with or affected by HIV/AIDS. The Brunswick Centre has a Head Office in Halifax and offices in Huddersfield (42A New North Road, HD1 5LN, TEL: 01484 469691) and Dewsbury (a satellite office).

www.thebrunswickcentre.org.uk

Huddersfield University LGBT Society

The University's LGBTQ Society organises weekly meetings and regular socials for students.

<http://www.huddersfield.su/groups/lgbtq--2>

7. Make advertising and imagery inclusive

- Be discreet about advertising details about venues, times and dates. See the section on 'Confidentiality and Outing' for more information.
- Ensure that any advertising for your consultation event contains LGBT friendly imagery, such as pictures of same sex couples.
- Advertise in the local LGBT press as well as local and council newspapers and magazines. It is also possible to place information on the community pages of LGBT websites. Include your organisation's logo.

LGBT publications and online spaces:

Shout! newspaper: This is a free monthly LGBT newspaper that is published in Leeds and distributed through LGBT venues in Yorkshire. It is also available online. The newspaper contains listings of local LGBT organisations and venues. It is possible to pay for adverts to be placed in the newspaper. www.shoutweb.co.uk



Gay Times: This is a national monthly magazine that is available from newsagents. It is mainly focussed on gay men's topics and lifestyle. www.gaytimes.co.uk

Attitude: This is a national monthly magazine that is available from newsagents. Its main focus is gay men's topics and lifestyle. www.attitude.co.uk

Diva: This is a national monthly magazine that is available from newsagents. It is focussed on the lives on lesbians and gay women. www.divamag.co.uk

www.outintheuk.com: This is a national website containing both personal profiles and community spaces.

www.gaydar.co.uk: This is a popular national website containing thousands of personal profiles. The majority of profiles are gay males. Each profile lists the geographical location of the individual. There are also community spaces where it is possible to post information about community events. It is also possible to pay for bannered advertising on the site.

www.gaydargirls.co.uk: This is a similar website to Gaydar, but is for females only. The site contains both personal profiles and community spaces where it is possible to post information about community events.

IMPORTANT: The Gaydar websites above contain explicit content of a sexual nature. If you wish to use them to post information about community events, you need do this on a home computer rather than at work.

www.hugg.org.uk: This is the website of the Huddersfield Gay Group (HuGG).

Remember that LGBT people also use popular social networking sites such as [Facebook](https://www.facebook.com). Consider creating an event or group to advertise your project, this is a great way to reach younger LGBT people.

Your workplace's Use of Electronic Communications in the Workplace Policy could mean that you need permission to access websites such as Facebook, to use them for work purposes.

8. Build trust and long-term relationships

- LGBT friendly policies, inclusive language, creating a safe and confidential environment and meaningful long-term dialogue help to build trust.
- LGBT community organisations should not just be contacted when the council wants to carry out a piece of consultation. LGBT community organisations provide a key support and advocacy role for the community. Build positive and long-term relationships with these organisations.
- If possible, repeat or follow-up your consultation with the LGBT community. Think of how you can involve LGBT people in future consultation projects.

9. Make it a worthwhile and fun experience

- Try to make consultation a fun experience for those taking part. For meetings and focus groups, include ice breaker and interactive exercises. There is separate guidance available on how to run a successful focus group.
- Promote the benefits of your consultation – tell people about how their views will be used to make improvements.
- Offer refreshments (including food if possible) at meetings or focus groups.
- Prize draw incentives help to boost response rates to surveys and incentives such as high street vouchers should be offered to focus group attendees.

10. Communicate actions as a result of consultation

- Consultation should be followed-up where possible, and lead to changes. Try to feedback both the results and the follow-up action from your consultation.
- Feedback could be in the form of press releases, written reports, presentations to any groups that took part in your consultation or through posters. Use the local LGBT press or local newspapers.

How can I find out more about the LGBT Community?

- For more information about Lesbian, Gay and Bisexual equality, Stonewall are the UK's leading lobbying group for LGB rights. Their website (www.stonewall.org.uk) contains lots of useful information.
- For more information about Trans equality, Press for Change are the UK's leading lobbying group for Trans rights. Their website (www.pfc.org.uk) contains lots of useful information. Gender Identity Research and Education Society (GIREs) also has a lot of useful information and resources on their website (www.gires.org.uk)
- For more information about LGBT health and about carrying out research with LGBT people, visit www.healthwithpride.nhs.uk/miscellaneous/researching-lgbt-issues/

APPENDIX A - What do we already know about the LGBT Community?

Statistics about LGBT people

- Traditionally, there has been a lack of available statistics about the LGBT community in the UK and in Kirklees.
- A question on sexual identity was introduced to all ONS social surveys in January 2009 to support the Equality Act (Sexual Orientation) Regulations 2007.
- Kirklees Council has begun to include questions about sexual orientation as part of its major surveys.

The latest ONS figures from the integrated household survey in 2014, show that 2.8% of the population in Yorkshire and Humber identify as Lesbian, Gay or bisexual. If this figure was applied to Kirklees then over 12,000 of the local population would identify as LGB.

There is **no publicly available statistical data** to make firm estimates about the number of transgender or transsexual people in the UK.

In the 2008 Current Living in Kirklees (**CLIK**) survey, **1.7%** (278 people) answered that they were lesbian, gay or bisexual.



APPENDIX B – Successful consultation projects with LGBT people

NHS Kirklees and **Kirklees Council's** 2008 Current Living in Kirklees Survey was sent to 70,000 randomly selected households across Kirklees during March-May 2008. 21,535 local people returned a questionnaire.

A question about sexual orientation was included as part of the survey. LGB respondents were more likely than heterosexual respondents to be smokers, to feel isolated and to have reported that they suffered from depression. LGB respondents were more likely to want to take part in more physical activity in the future. The findings are being followed-up by the council's LGBT Employee Network and NHS Kirklees.

Rotherham Council carried out a research project in 2004 into LGBT communities living, working or visiting Rotherham.

An online survey was made available through the safeinsouthyorks website maintained by South Yorkshire Police. Direct contact was made with users of two commercial gay websites, www.gaydar.co.uk and www.gaydargirls.co.uk who listed their location as Rotherham on their profile. A dedicated profile was created on each website to advertise the survey.

The project was advertised in the free gay press and in local newspapers. As there are no commercial LGBT venues in Rotherham, the questionnaire was advertised on the gay scene in nearby Sheffield, Doncaster, Barnsley and Huddersfield, in local hospital GUM clinics, through local LGBT community organisations and through poster campaigns in community centres and libraries.

Lewisham Council commissioned MVA Consultancy in 2006 to carry out a survey into LGBT people's experiences of using council services such as education, housing, health, leisure, and policing and community safety.

Paper copies of the survey were made available in local libraries and at LGBT venues in Lewisham. The survey was also available online from the council's website. An advert about the survey appeared on the council website homepage and articles appeared in the council newspaper.

The '**Count Me In Too**' project in **Brighton and Hove** is a community led research project examining the personal, social and community needs of LGBT people living, working or visiting Brighton and Hove. The 2006-2008 project was co-ordinated by the University of Brighton and Spectrum, a community forum for LGBT people in Brighton and Hove. Core funding for the project was provided by Brighton and Hove City Council and Brighton and Hove Primary Care Trust.

The research involved a questionnaire with subsections about different identity groups (e.g. bisexual people) and experiences (e.g. homelessness). Questionnaires were made available online, at LGBT commercial and community venues, and at local libraries. Twenty focus groups were carried out with LGBT people with common experiences (e.g. BME LGBT people, or LGBT parents). 819 people completed questionnaires, and 69 people took part in focus groups. Around 60 LGBT people worked as volunteers on the project.



Following the first 'Count Me In Too' project in 2000, a 2001-2006 LGBT Community Strategy for Brighton and Hove was developed, which was actioned by the council, PCT and other local service providers. Following the 2006-2008 project, a new LGBT Community Strategy is being developed.

Between October 2005 and February 2006, **Lambeth Council** commissioned Sigma Research to undertake a major study into the needs of lesbian, gay, bisexual and transgendered (LGBT) communities living, working and visiting Lambeth.

A self-completion questionnaire was developed that was made available as a paper copy and also online on a specific website, www.lambethLGBTmatters.com. The survey was promoted via paid banner advertising on three commercial websites (www.gay.com, www.gaydar.co.uk, and www.gaydargirls.co.uk) and free on ten community based LGBT websites. The survey was also promoted via 250 posters, 2500 postcards and 3500 mini-cards displayed by LGBT community and commercial organisations in Lambeth.

The survey was also advertised in the council's newspaper and a press release issued by the council resulted in coverage from London's gay press. Recruitment teams from Sigma Research concentrated on face-to-face recruitment in women-only and Trans bars and venues across Lambeth. A prize draw incentive of two iPods© were offered. 508 people took part in the survey.

In addition, six focus groups were carried out: an older people's, young people's, men only, women only, BME and mixed gender group. Three Trans respondents were interviewed on a one-to-one basis, face-to-face. Those who took part in the initial questionnaire were invited to take part in focus groups, and Lambeth based LGBT community organisations were targeted.

What next?

If you would like to know more about this topic please get in touch:

<p>The Council's Research and Intelligence Team</p>	 	<p>01481 221000 consultation@kirklees.gov.uk</p>
------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------