

Equality Scheme - Sexual Orientation

2010 Review



Equality Scheme 2010 Review – Sexual Orientation

You Said	We Did
<p>Have a greater awareness of the Lesbian, Gay, Bisexual and Trans (LGBT ¹) communities and what they contribute</p>	<ul style="list-style-type: none"> • We recognised IDAHO Day by flying the rainbow flag from the Guildhall • LGBT History month saw a number of events across the City, including a photography project which celebrated the achievements and contributions made by our local LGBT communities • Plymouth Pride Festival attracted over 4,000 visitors in 2009 • The 2009 event marked the 40th anniversary of the modern gay rights movement.
<p>Ensure LGBT staff have direct input into business planning and service delivery</p>	<ul style="list-style-type: none"> • Our LGBT staff forum meets bi-monthly • The group has provided feedback on corporate documents and issues including our diversity and equality annual review • Future involvement will include EFLG, EIA process and working with the Registry service regarding Civil Partnerships.
<p>Promote positive attitudes towards LGBT communities</p>	<ul style="list-style-type: none"> • In 2009 we received 5 homophobic incidents, with a 100% satisfaction rate from those who used the system • Our “Out Youth” group organised an HIV & AIDS Awareness fashion show which was advertised through a creative ‘live’ window display.
<p>Reduce fear of harassment and bullying in schools and youth settings</p>	<ul style="list-style-type: none"> • We are considering how best to include lessons within schools in relation to homophobic bullying and teachers are working on what can be done to prevent children from being bullied • “Safe to Learn” guidance is being used to improve anti-bullying policies and tackle trans and homophobic bullying • Our Youth Parliament has homophobic bullying as one of its five key priorities for 2010/11.

¹ Although transsexual and transgendered people are included in the Gender strand, our resident trans people have linked into the Lesbian, Gay and Bisexual groups because of their small numbers so we have LGBT (Lesbian, Gay, Bisexual and Trans) rather than LGB groups.