



Crisis Point!

Last week the Probation Staff Association Chairs met with NOMS HR. **Leon McLoughlin**, LAGIP's Chair, explains the bombshell NOMS dropped on us.

The Agenda for the meeting was to discuss how we could make further savings on our already reduced budget. In brief they have directed that:

- All facility time (and other related costs) for NEC members will be withdrawn from the end of November 2010.
- National Coordinators will have their secondment terminated at the end of December 2010.

Although the main drive here is financial, politics also plays a part. Senior officials at NOMS were explicit in reminding us that they are not our direct employers and as such they are not under the same obligations to provide for our staff as they are their own. But although sympathetic to our situation, they also outlined Crispin Blunt's "horror" at discovering the sheer diversity of Probation's diversity-related networks.

They were insistent that there was no room for any overspend on this year's budget—a budget already hit by a 25% overall reduction from last year, invoices being carried forward from last year and all Trusts claiming VAT and adding administrative charges to invoices submitted to NOMS.

So where do we go from here...?

Some Staff Association members have inferred that they would continue to survive no matter what may happen, even if they have to run business in their own time. Although commendable, I strongly think that our employers have a responsibility to support and care for their staff and we should not go down this route (currently SA members already do additional work in their own time as current resources are inadequate!).

LAGIP is engaging in crisis talks with the other SA's, Trade Unions, the PA and the PCA. There is a further meeting with NOMS on the 19th November and LAGIP are still holding their NEC meeting on the 26th November. At the forefront of all our minds is looking at options available for us to continue in some form in order to provide some continued support to our membership.

We will aim to keep you all informed of further developments, but I would urge you all to consider contacting your Chief Executive Officers and local Trade Unions to express your concerns. All the Probation Staff Associations are at significant risk of being forced to cease and our employers should be made aware of the implication this will have!

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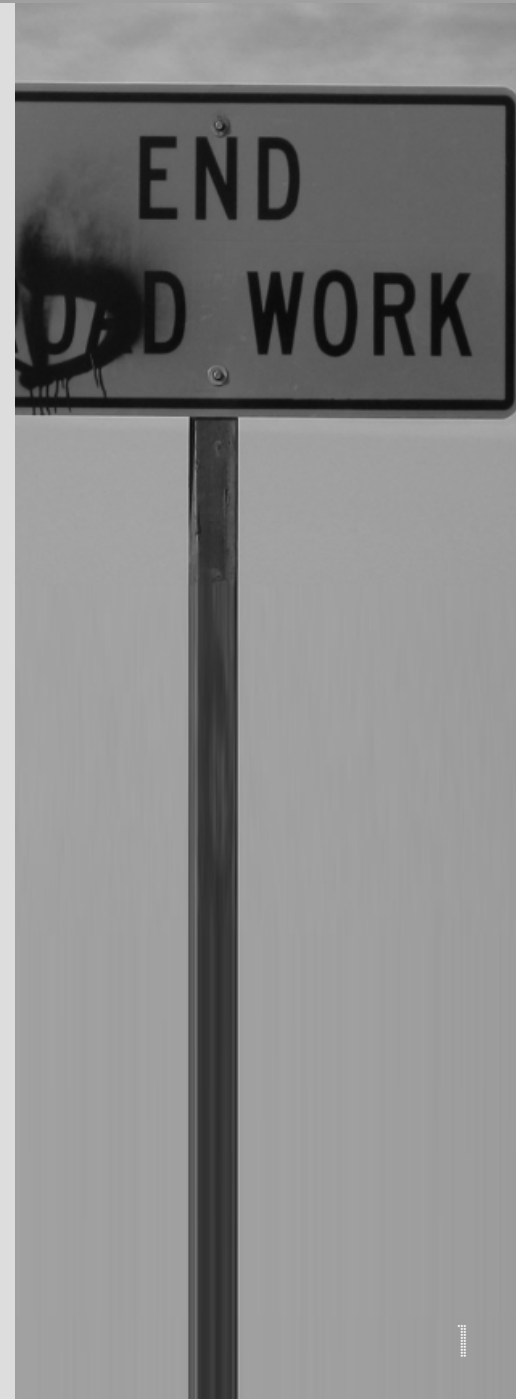




Photo courtesy of [Phillip @ Flickr](#)

Napo Conference and AGM 2010

Last month saw the annual Staff Association fringe event at the NAPO conference in Scarborough. **Michael Lloyd**, founder of LAGIP, tells us what happened.

IT WAS AT a NAPO Conference over 30 years ago that a group of lesbians and gay men got together to start a movement that led to the formation of LAGIP that later was to include bisexuals and trans people. For many years NAPO was our only means of support and campaigned within the trade union movement for the ending of discrimination.

Although I found the Conference this year inspiring in its determination to continue to fight for Probation and CAF/CASS values, to resist the cuts and protect public services, it was not a great Conference for LGB&T members. This was exacerbated by having a section that dealt with issues facing discriminated groups but focused on women and black and ethnic minorities without mentioning the other diversity strands. When asked why, the response was to point out the limitation of time.

I can accept that there will be times when a meeting has to focus on one strand or another but it should at least made clear in advance and a plan developed for covering the others. The Monitoring Committee made up largely of Equal Rights Committee members will take this up.

A colleague described the meeting for the Staff Support Groups as a mixed experience. Gerry Marshall, who holds the diversity brief for the Probation Chiefs Association (see page 4), was the main speaker. Determined to resist the funding cuts, NOMS still is unclear about our purpose and people are tired of having to continually justify our existence.

The LAGIP stall, usually kept in a prominent place was moved and disappeared. The stall has been an important place for new members to become aware of us. We need LAGIP members to cover the stall.

The LAGIP meeting was well planned. Our Chair had to give us bad news about the threat to staff networks because of the cuts. It provoked a good discussion and highlighted the need for LAGIP to continue. Unfortunately the meeting was poorly attended. I saw many of LAGIP's past activists at the Conference who did not attend. Perhaps people are concentrating on matters that threaten the very existence of their jobs and quality of work.

I am involved in a LGB&T TUC campaign to resist the cuts particularly where they affect our community. LAGIP members need to both support and demand support from our unions.

Michael Lloyd

Candle-Lit Vigil Against Hate Crime

By **Niki Aquilina**, LAGIP's London coordinator

Ian Baynham. David Morley. Andrea Waddell. Jody Dobrowski. Michael Causer. Edward Highwood. Gerry Edwards. David Cooper. Daryl Phillips. James Kerr. Just a few of the hundreds of men and women murdered in the UK in the last few years. Why? Just for being who they are.

ON FRIDAY 30TH last year in Trafalgar Square, London, a whopping 10,000 people gathered to commemorate the life of Ian Baynham, who was murdered in a homophobic attack on September 25th near Trafalgar Square. He was attacked because he dared to stand up to a teenage female who shouted abuse at him. Thousands of candles were placed at the foot of Nelson's Column spelling out the words 'NO TO HATE'. After a two minute silence the names of victims of homophobic hate crimes were read out.

This year the event was held for the second time on Saturday 23rd October. Trafalgar Square was filled with 2,000 people who braved the vile weather to remember victims of hate crime. Among this year's speakers were Equality Minister Lynne Featherstone, Stuart Milk (nephew of murdered US gay rights activist Harvey Milk), Deputy Mayor of London Richard Barnes, and gay rights campaigner Peter Tatchell.

Ms Featherstone said that when she first saw the hate crime statistics in May, she had been "shocked rigid", and acknowledged that these statistics are only the "tip of the iceberg".

Mr Milk said: "We have lost too many of our brothers and sisters, we have had too many grieving families, we have lost all the amazing gifts these people would have brought into the world and make no mistake, the world is less with the stamping out of Ian Baynham's life and the murder of Matthew Shepard."

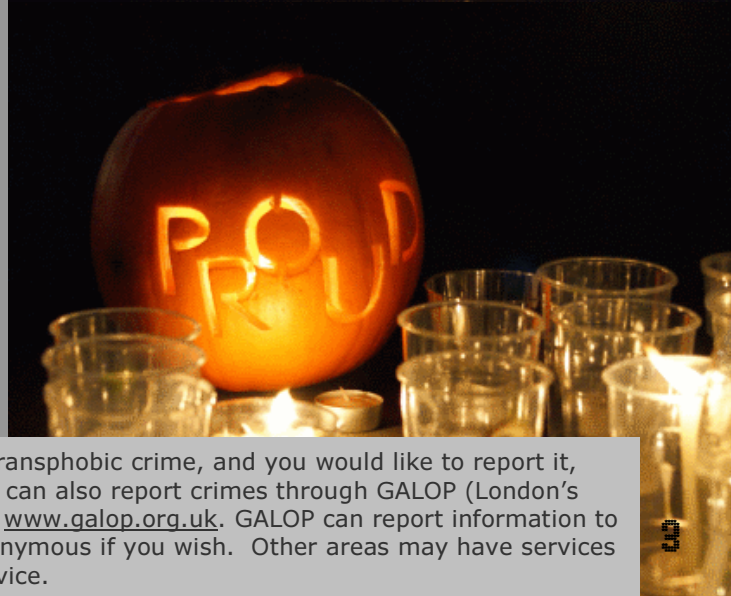
Ian Baynham's sister, Jen Baynham, spoke for the first time in public since the tragic murder of her brother last year. She said police were still appealing for witnesses who were in the square on the night of the attack.

The vigil was incredibly moving. It was both a wonderful and tragic evening: wonderful to see so much support from all areas of life, not just the Lesbian, Gay, Bisexual and Transgender community; tragic because there is still a section of our society who thinks that it is acceptable (and 'just') to end someone's life because that individual is different from them.

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If you or anyone you know has been a victim of a homophobic or transphobic crime, and you would like to report it, please contact the Police by calling 999. If you live in London, you can also report crimes through GALOP (London's LGBT community safety service) on **020 7704 2040** or by visiting www.galop.org.uk. GALOP can report information to the police: your details will be confidential and you can remain anonymous if you wish. Other areas may have services like GALOP. Contact your local NAPO LGB&T staff liaison rep for advice.

Photos courtesy of **Mel Thomas**



Gerry Marshall is the Chief Executive of Thames Valley Probation Trust. He also holds the diversity portfolio within the PCA. Here he sheds some light on what this role entails and where it's taking Probation.

I AM VERY glad to write a few lines about my role as Probation Chiefs Association portfolio lead for Equality and Justice as I think in the early years of NOMS there was something of a gap in the leadership of probation around equality issues and diversity. I hope my role with the PCA can help to redress that.

The most significant part of my role so far has been to become a member of the NOMS Equality Delivery Board. This is a subgroup of the main NOMS Board and so is quite a significant group, but of the 18 or so members I am the only one with a probation background, so I feel very much the voice of probation seeking to balance the predominant NOMS and HMPS background of everyone else.

Some of this is inevitable because NOMS has its own Single Equality Scheme and moral and legal responsibilities, and needs to set very clear expectations, policies and guidance for its direct employees. At the same time Probation Trusts, as arms length bodies, have their own parallel moral and legal responsibilities to provide fair and equal services and to meet their employer responsibilities.

The bridging of this gap is therefore very important, and this has been helped by the appointment of Avtar Singh, ACO secondee from Surrey and Sussex Probation Trust, to the Equalities Group – the operational team in NOMS responsible for equalities. Avtar's appointment has led to the establishment of a formal network with the Equality and Diversity leads across all the probation trusts, following an inaugural meeting on 1 October 2010. Following that meeting the Equality Delivery Board has accepted its proposals for a national system for monitoring disproportionality across the protected characteristics. It will take sometime to implement in full, and will require all trusts to monitor service delivery against all the protected characteristics (and a national case record system to be in place too).

I should mention two other structural issues. First, the fact that PCA has a women's issues group to reflect the separate treatment of policy for women offenders in NOMS and the importance of sustaining that agenda following Corston.

Secondly, NOMS generally separates out the employer responsibilities, HR, and Training from the service delivery aspects of providing equal and fair services. This separation is not one that I feel can be sustained very helpfully as the make-up of staff and their treatment seems to me to be directly linked to the quality of service delivery by staff. I am pleased that the Equality Delivery Board seeks to pull them more closely together.

I am very pleased to be an Associate member of LAGIP, as I am of NDSN and NAAPS. I believe these staff associations add value in many ways and that they are part of the checks and balances that help probation trusts be better employers and better providers of services to offenders and victims. Their existence also does not take away the responsibility of trusts to address the diverse needs of their staff and service users. The future funding and support for staff associations is a very live issue. I think it is important to establish new arrangements that help trusts meet their responsibilities and help the staff associations effectively champion and represent more of their constituency.

Finally, as Chief Executive of Thames Valley Probation, I would like to recognise the support and contribution from LAGIP officers from other trusts at a recent event that we organised for our LGB&T staff. I hope it will prove to be a first step in a long overdue recognition of LGB&T staff in TVP.

Gerry Marshall



How fair is Britain if you're LGB or T?

October 2010 saw the publication of the Equality and Human Rights Commission's Triennial Review 2010. **Richard Beavis**, LAGIP's national coordinator, takes a look at what the Review tells us about being LGB or T in Britain today.

The Triennial Review, *How Fair is Britain? Equality, Human Rights and Good Relations in 2010*, is a relatively comprehensive document weighing in at a whopping 750 pages. It sells itself as a review of British society's progress in equality that aims to amass objective evidence to show where to focus resources, provide a transparent account of the current situation and provide the basis for debate and improving equality nationwide.

A word of caution...

Anyone leafing through the Review for LGB&T information themselves will quickly become familiar with the sentence, "there are no available data...", something that underscores recent pushes to include the monitoring of sexual orientation in workplace surveys and elsewhere and something you should bear in mind when reading the statistics in this article - along with the old adage that there are 'lies, damned lies, and then there are statistics.'

These limitations aside, what does it tell us about being LGB or T in today's Britain? Part 2 of the Review contains the meat of this social stock-take and examines 9 specific Indicators: **Life, Legal Security, Physical Security, Health, Education, Employment, Standard of Living, Care and Support**, and **Power and Voice**. Here are some of the headline stats from each section.

Life

Studies suggest a higher risk of attempted suicide among lesbian, gay or bisexual individuals with younger people more at risk than older people. For transgender people, over 1/3 of those surveyed have attempted suicide at least once.

Roughly 29% of prosecuted homicides arising from hate crime between 2007 and 2010 were homophobic or transphobic, compared to around 65% for racially or religiously motivated and almost 6% motivated by disability.

Legal Security

LGB people are often concerned about potential prejudice within the criminal justice system and an estimated ¾ of victims of hate crimes never report incidents to the police. However, the proportion of hate crimes resulting in a criminal charge is growing: in 2008/09 the charge-rate was 65% against 54% in 2006/07.

Offences against the person constitute around 48% of homophobic and transphobic crimes charged by the CPS last year and public order offences 36%. Of the cases prosecuted the conviction rate has risen from 71% to 81% between 2004 and 2009.

Physical Security

Gay men are much more likely than straight men to have experienced sexual assault. In the last year 0.3% of heterosexual men have experienced sexual assault compared to 4% of gay or bisexual men.

Lesbians and bisexual women are also more likely than heterosexual women to have experienced sexual assault in the last year with the data suggesting levels of 9% and 3% respectively.

Health

Despite what you may have read in the Daily Mail, health for lesbian, gay and bisexual people is comparable to that of heterosexual individuals. 80% of lesbians report they are in good or excellent health, compared with 2% reporting 'not good' health. For trans people, however, 1/3 may be estimated to have poor health with under half reporting good health.

The risks of depression or having an anxiety related disorder are 1.5 times higher in LGB people than in heterosexuals and poor mental health is estimated to be even worse among trans people with higher levels of insomnia, fears and phobias than in the LGB population.

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Education

LGB&T young people are still at risk of unfair treatment and bullying within the education system, at school and beyond. Along with the disabled, LGB&T young people stand out as a group where the majority have experienced bullying. One study in 2007 reported that 2/3 of LGB students have experienced direct bullying and very nearly all of them regularly have to contend with homophobic language. One in five students in that same study had suffered death threats.

Despite this only around 14% of teachers felt this group was supported by their school and only 16% said their school actively promoted equality and respect for LGB pupils, with the figure dropping to just 7% for trans students.

Employment

Overall the Review finds gays and lesbians to be more likely than heterosexuals to be employed in managerial or professional positions. But at the same time LGB&T adults are twice as likely to report experiencing unfair treatment, discrimination, bullying or harassment at work than other employees. According to a Stonewall survey mentioned in the Review 1 in 10 respondents were actually victims of hate crimes committed by their own work colleagues.

The Review shows transgender people are faced with a high rate of unemployment (37%). However, they also have a relatively high degree of self employment (20%), possibly due to avoiding situations where they don't have control over their work environment or contacts. Almost half of people not living in their preferred gender cited the workplace, and a fear of losing their job, as the reason for not transitioning.

Standard of Living

Lesbian, gay and bisexual people occupy a generally favourable socio-economic position. Poverty is not a major concern for LGB people nor anxiety about economic future or security. LGB people do need to be more self sufficient than heterosexuals, however, thanks to support from families being less readily available.

The situation for transgender individuals is worse. The Review struggles due to a lack of appropriate data sets, but transgender people seem around three times as likely as LGB people to earn under £10,000 and 11 times less likely to earn over £30,000.

Care and Support

Older lesbian, gay or bisexual people are particularly vulnerable in society and LGB people generally do not always receive the help and support that they need. Many care staff apparently assume that older LGB people are either asexual or heterosexual or that their needs are the same as heterosexuals.

As for trans individuals, the Review mentions that "there is almost a complete absence of research on social care services for transgender people" and pretty much leaves it at that.

Power and Voice

LGB people are more likely than heterosexuals to take part in civil or political activity and are more likely to believe they are able to influence local decisions. Despite this, LGB people are still under represented in parliament, with only 17 openly LGB politicians. There's also evidence that the political selection process for various parties still seems mired in prejudice with openly LGB candidates repeatedly asked to explain why they weren't married. Transgender individuals weren't covered in this section at all, again due to limited data being available.

Where we are. Where we're going.

Britain has certainly come some way since homosexuality was partially and grudgingly decriminalised in 1967. Being LGB or T no longer carries the same degree of stigma that it did even ten years ago. However, the Review shows that Britain still has some ways to go.

Certainly, there are positive points to take from this: homophobic hate crimes are more likely to result in charges and prosecutions than ever before; generally LGB individuals enjoy a better standard of living than ever; the physical health of LGB individuals is rosy and employment prospects are good. But it can't be ignored that discrimination and injustices remain. While it's great to see the likelihood of homophobic hate crimes being punished rise, it's not good to see how under-reported they remain. Likewise, the degree of bullying in our schools underscores the need for more initiatives like Stoke Newington Secondary School's, particularly when considering the higher risk of suicide for LGB&T people and their increased likelihood of mental health problems.

Whatever positives LGB individuals take from this Review, the experiences of trans people show how far there is still to go. Statistics and assumptions relating to transgender individuals are particularly shaky due to the absence of comprehensive or nationwide studies—something that must be addressed if these reviews really are to provide the basis of improving equality. But what information is reviewed is almost overwhelmingly negative. Perhaps the most apt summary of this Review comes from Trevor Phillips. "All too many of us remain trapped by the accident of our births, our destinies far too likely to be conditioned by the fact that our age, or disability, our sexual preferences, or deeply held religion or belief make us lesser beings in the eyes of others." The truth is some of us have more of a struggle than others. Britain may be fairer, but it's not fair yet.

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Transgender Day of Remembrance – November 20th 2010

The Transgender Day of Remembrance on the 20th November is set aside to memorialize those who have been killed due to anti-transgender hatred or prejudice. As the previously mentioned Triennial Review makes clear, trans people are particularly vulnerable members of our society.

The Transgender Day of Remembrance serves several purposes. It raises public awareness of hate crimes against transgender people, an action that current media doesn't perform very well. It also publicly mourns and honours the lives of trans people whose lives were taken owing to anti-transgender violence.

For more info about ITDOR, visit www.transgenderdor.org

Have you worked with Transgendered Offenders?

There is a desperate lack of guidance on working with transgendered offenders and I may well be working on a project to develop a further protocol. This really needs your help.

If you do have experience in this area, can you please let me have details of:

- When this was
- The nature of the offence
- The sentence imposed
- Any issues that you had when dealing with the case
- How the individual was recorded on the system
- Had the individual transitioned fully to a new role before supervision started or during the period of supervision?
- Did they have a Gender Recognition Certificate?
- If they transitioned during the supervision process - how were the records dealt with, were they changed?
- Was access to the records restricted?
- Any other information you can think of that might be useful.

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My Communities

Did you know that LAGIP has a dedicated private forum for members to discuss things important to them? My Communities can be accessed via the 'online community' link at www.lagip.com.

It's currently open to full members only but it has been suggested that My Communities be opened up to all members – regardless of their membership type. If you're currently a full member we would like to know what you think about this proposal. Please send any opinions you have to admin@lagip.org.uk.

In the meantime, if you're a full LAGIP member who's not already a member of My Communities and you're keen to join, please send an email to admin@lagip.org.uk.

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