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LGBT issues



INVESTORS IN PEOPLE

Chainmail. Volume 1; Issue 5.

Lesbian, Gay, Bisexual and Transgender (LGBT) issues

Welcome to issue 5 of CHAINMAIL, CHNI's electronic based information bulletin being circulated to our members. This special issue of CHAINMAIL focuses upon LGBT issues.

The links in this document are active - just click on the link / text to go straight to the web site in question. Use the 'active link' Contents page to navigate between sections. Should these links not activate, please contact George Quinn, info@chni.org.uk, tel: 90246 440 for a full list to be forwarded.

Throughout the document, links are indicated as PDF documents  or web pages



PDF documents will require a suitable reader, such as Adobe Acrobat Reader, which are free to download.

****This e-bulletin will contain and reference links to other websites that are not under the control of and are not maintained by CHNI. Obviously, CHNI is not responsible for the content of those sites or the opinions of their hosts. The aim is simply to provide these links for information, and the inclusion of any link to such sites does not imply endorsement by CHNI of those sites.****

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Legislation

Northern Ireland has a comprehensive framework of equality and anti-discrimination law that dates back to 1970 when equal pay legislation was first introduced. Significant milestones with regard to sexual orientation include the introduction of legislation that (a) gave same-sex couples formal recognition of their relationships; (b) outlawed discrimination on grounds of sexual orientation in employment and vocational training, introduced to meet the requirements of the European Framework Employment Directive (December 2003). This Directive also led to significant changes to the existing employment provisions of race, sex and religious discrimination law in NI; and (c) new Regulations that make it unlawful to discriminate on grounds of sexual orientation in the provision of goods, facilities and services, education & public functions (Jan 2007).

Directly relevant legislation

- The Equality Act (Sexual Orientation) Regulations (Northern Ireland) 2006
- The Employment Equality (Sexual Orientation) Regulations 2003; Amendment 2004
- The Employment Equality (Sexual Orientation) Regulations (Northern Ireland) 2003
- Industrial Tribunals (Interest on Awards in Sexual Orientation Discrimination Cases) Regulations (Northern Ireland) 2003
- Civil Partnership Act 2004 (and associated regulations regarding pensions, benefits, etc. For surviving civil partners, 2005-onwards. See overleaf).
- The Civil Partnership Regulations (Northern Ireland) 2005



Listed below are the links to the main pieces of anti-discrimination legislation and other relevant law. Please note that these are links to external documents and websites through Equality Commission website. **Click on each to access.**

Age	General	Race
Disability	Gender	Religion / politics
	Section 75 (OFMDFM)	

Please see our disclaimer for more information.

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The Equality Act (Sexual Orientation) Regulations (Northern Ireland) 2006

These regulations came into force on 1 January 2007 and make it unlawful to discriminate on grounds of sexual orientation in the provision of goods, facilities and services, education and public functions. Previously the law only applied to employment and vocational training.



The Equality Act (Sexual Orientation) Regulations, NI 2006, [click here](#)



Equality Act (Sexual Orientation) (Amendment) Regulations (NI) 2006, [click here](#)

General Information *(Source: Equality Commission NI)*



Equal Rights - It's the law. General leaflet. [Click here](#)



Equal Rights - It's the law. Flyer for men [click here](#)



Equal Rights - It's the law. Flyer for women [click here](#)



'Summary of Sexual Orientation Regulations'. [Click here](#)



'Sexual Orientation in the Workplace – Your Rights'. [Click here](#)

Information for Employers *(Source: Equality Commission NI)*



'Sexual Orientation in the Workplace – Your Rights'. [Click here](#)



Sexual Orientation Discrimination Law in NI - A Short Guide. [Click here](#)



Sexual Orientation in the Workplace – Your Rights. [Click here](#)



Sexual Orientation Discrimination in NI. The Law and Good Practice. [Click here](#)

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Additional Information



Gay & Lesbian Humanist Association. Related documents & debates: [Click here](#)



Office of First Minister & Deputy First Minister (OFMDFM). Sexual Orientation pages: [click here](#)



OFMDFM. Access the analysis of responses to the "Getting Equal" consultation document: [click here](#)



OFMDFM. Access the responses to the "Getting Equal" consultation document: [click here](#)

The Civil Partnership Act 2004 & Civil Partnership Regulations (NI) 2005

Civil Partnership is a new legal relationship which enables same-sex couples to obtain legal recognition of their relationship by registering their relationship. Once a couple are registered as civil partners they will enjoy the same rights and responsibilities which couples who have married enjoy, such as rights to survivor's pension, inheritance rights etc. The Civil Partnership Act 2004 became law on 5th December 2005.



Civil Partnership Act 2004 (UK). [Click here](#)



The Civil Partnership Regulations (Northern Ireland) 2005, [click here](#)

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Civil Partnership - General Information (source: OFMDFM)



Are you considering forming a civil partnership? [Click here](#)



Civil Partnership Guidance, [Click here](#)



Civil Partnership Leaflet, [click here](#)



Civil Partnership. Legal Status for Same-Sex Couples in NI, [click here](#)



Civil Partnership Consultation - analysis of responses, [click here](#)



[UK Lesbian and Gay Immigration Group](#)



[Civil Partnerships and Older People](#)

Additional Policy / Legislative Information



[Law Centre NI](#) - Immigration rights in UK for non-Europeans



Consequential amendments, Legislation relating to pension schemes, Social Security and related benefits can be found on the CHNI web site, members' section in the library / toolbox, under 'Civil partnerships' ([click here](#)).

You will need a password to log-in - these were issued early 2007. Should you require a new password / have any queries, contact George Quinn, info@chni.org.uk; tel: 90246440

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England, Scotland & Wales



England and Wales contact: Women & Equality Unit, Dept for Communities & Local Govt, 1 Victoria Street. London SW1H 0ET. Tel: 0207 215 5000; Website: [click here](#)



Scotland, contact: Scottish Executive, Justice Department, Civil Law Division, St Andrews House, Edinburgh, EH1 3DG. **Website:** [click here](#); **email:** [click here](#)

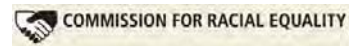
Equality Organisations



The following links are to web sites:



[Equality Commission](#)



[Commission for Racial Equality](#)



[Human Rights Commission](#)



[Women and Equality Unit \(UK\)](#)



[Equality Authority](#)

(Rep. Ireland)



[OFMDFM Equality Unit](#)

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LGBT organisations in Northern Ireland

PLEASE NOTE: These links are provided for information purposes only. Sites may provide information dealing with sexuality, sexual health and other themes in a manner as they see fit for their audience. CHNI is not responsible for the content of external websites.

[See disclaimer](#)



The following links are to web sites:



The Rainbow Project
Belfast: 2 - 8 Commercial Court Belfast, BT1 2NB
Tel: 9031 9030
Derry: 12A Queen Street, Derry, BT48 7EG
Tel: 7128 3030
Email: manager@rainbow-project.org

The Rainbow Project aims to address the physical, mental and emotional health of gay and bisexual men living in, working in or visiting Northern Ireland. This is achieved through information, education and training, advocacy, counselling & research. Rainbow is Northern Ireland's only gay and bisexual men's health organisation and gay male specific counselling and support service available in NI.



Useful link: [Coming Out - Mum, Dad, I've Got Something to Tell You](#)

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LGBT organisations in Northern Ireland



Cara-Friend

PO Box 44, Belfast, BT1 1SH

Tel: 9027 8636 (admin/enquiries only)

Gay Help line: 9032 2023

Lesbian Help line: 9023 8668

email: admin@cara-friend.org.uk

Cara-friend offer a range of services to Lesbian, Gay & Bisexual people, including voluntary counselling, befriending & information organisation. All of the services provided are completely confidential. Cara-Friend is an affiliate group of National Friend and the Telephone Helplines Association. **Sunday Scene Drop-In** operates on the 3rd Sunday of each month from 3pm - 6pm in Cathedral Buildings. It was set up to provide a social space for lesbian and bisexual women

Lesbian Line



PO BOX 3, Ballymena, BT42 9AA

Phone: 02827641463 (mob: 07913382718)

Email: info@lasionline.org

Lesbian Line aims to help provide support, promote equality and improve the status and dignity of Lesbians & Bisexual Women in all walks of life. Lesbian Line provides a confidential Helpline and Befriending service for Lesbians & Bisexual Women and through the provision of 'Drop-ins' and events during the year. They also work to raise awareness, influence policy and change legislation through lobbying, highlighting and addressing those issues of relevance to our community.

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LGBT organisations in Northern Ireland

Gay & Lesbian Youth Northern Ireland (GLYNI)



64 Donegall Street, Belfast, BT1 2GT

Tel: 07707216921. (Used to collect voicemail & texts)

www.glyni.org.uk

e-mail: terry@glyni.org.uk

GLYNI, is an organisation for young people in Northern Ireland who identify as being lesbian, gay, bisexual, or non-heterosexual. **Projects include:** Come Out, Drop In has been funded by The Youth Council for Northern Ireland. Outreach training, Girls Empowering Girls.

LASI (Lesbian Advocacy Services Initiative)



<http://www.lasionline.org/>

PO BOX 3, Ballymena, BT42 9AA

Phone: 02827641463 (mob: 07913382718)

Email: info@lasionline.org

LASI is a voluntary community organisation that works to improve the quality of life and enhance voices of lesbians and bisexual women and their families. Activities include lobbying, training and awareness raising, research, signposting and support. LASI provide training and awareness-raising in the area of sexual orientation to government, statutory agencies and others. For information on training please [contact](#).

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LGBT organisations in Northern Ireland

Coalition on Sexual Orientation



Cathedral Buildings, 64 Donegall Street. Belfast, BT1 2GT

tel: 07788 570 007

<http://www.cara-friend.org.uk/coso/>

email: admin@coso.org.uk

LGBT groups in Northern Ireland established the Coalition on Sexual Orientation in order to provide a voice for the LGBT Community in debates and consultations surrounding the rights of the community. The group acts as an umbrella body with which public authorities may consult in order to fulfil their statutory duty to promote equal opportunities irrespective of sexual orientation. The [helpline](#) can also arrange [befriendings](#) for women, and in recent years has set up its own social group for women - [Sunday Scene](#).

Queerspace



Cathedral Buildings, 64 Donegall Street. Belfast, BT1 2GT

tel: 07788 570 007

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

email: info@queerspace.org.uk

QueerSpace is a volunteer-led organisation based on collective planning and action which serves the LGBT Community of Belfast and Northern Ireland by raising its visibility, supporting its activities, providing it with resources and facilitating communication while adhering to the principles of community orientation, freedom of identity, ethical funding and accessibility. QueerSpace meets every Wednesday at 7.30 p.m. (and offers tea & coffee at 9pm) at the address above. It also runs a drop-in called **InSpace** on Saturday afternoons, 3-6pm from the Cathedral Buildings. Stop by and join the fun. [BACK TO TOP](#)

Other local links

-  [Lesbian Parents Group](#) (Dykes with Babes).
-  [N.I. Gay Rights Association](#) (NIGRA).



The following links are to web sites:

- [Belfast Pride](#): Sat 28th July – Sat 4th Aug
- [Out and About](#) - Belfast LGBT Hiking Group
- [Out and About](#) - Group for Young Lesbians aged 16 - 25 Years
- [Queer NI](#) - Local Queer Site
- [Gay Newry](#)
- [Gay Belfast](#) - News for the Belfast LGBT community and visitors
- [Men of the North](#). Social group for gay men over 25
- [Belfast Door Project](#) - Services for young people in Belfast
- [Children's Law Centre](#). Helping young people understand the law
- [Stephen Love Funeral Directors](#) Gay-friendly funeral arrangements, 37 London Road, Belfast, BT6 8EY. Tel: 028 9046 6272 or 07749 451909. [BACK TO TOP](#)

Other local links (contd)



The following links are to web sites:

- [Parents Advice Centre](#). Helpline and support for families
- [Law Centre NI](#). Promoting social justice and providing legal support
- [Community Relations Council](#)
- [The Police Service of Northern Ireland \(PSNI\)](#)

Organisations in Ireland



The following links are to web sites:

- [L.Inc \(Lesbians in Cork\)](#) is a network and community resource centre based in Cork city.
- [Gay Community News](#). All Ireland monthly gay magazine
- [Irish Bisexual Home Page](#). Bi Irish is a Dublin-based group of self-identified bisexuals who first met in September 1996.
- [Alternative parents](#). A factual and humanistic information site for Lesbian, Gay, Bisexual or Transgendered couples or singles in Ireland who are planning or have had children though AI, SI, IVF or from a heterosexual relationship.
- [Indigo Republic](#). Irish Lesbian news, chat, discussion. May contain adult content.

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UK and other organisations



The following links are to web sites:

- **Stonewall** also works with a whole range of agencies to address the needs of lesbians, gay men and bisexuals in the wider community, and is renowned for its campaigning and lobbying.
- **Broken Rainbow** Support for LGBT people experiencing domestic violence.
- **Schools Out!** Working for LGBT equality in education.
- **Queer Youth Alliance**
- **Being Gay is OK** information and support to young gay people.
- **Young Gay Men (YGM)** A website for young gay men.
- **Queer Ability** - Forum for LGBT people with impairments.
- **Gender Recognition Bill**
- **Gender Recognition Panel** - Legal recognition for trans people
- **REGARD.** The national organisation of Disabled Lesbians, Gay Men, Bisexuals and Transgendered People.
- **LESBIAN.com** An international resource for, by, and about lesbians and queer women. The site claims that *'Lesbian.com is an alternative, fun, relevant resource for dykes around the world.'*
- **European Court of Human Rights**
- **International Gay and Lesbian Human Rights Commission**
- **Lesbian and Gay Employment Rights (LAGER)**
- **Main LGBT Helplines in the UK and Ireland**
- **GFSN.** Gay Football Supporters Network
- **Pink News**

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Health Information & Links (source: Rainbow)



The following links are to web sites:

- [The Body](#). Medical advice on HIV and AIDS related conditions
 - [Terence Higgins Trust](#). UK's leading HIV and AIDS charity
 - [Positively Healthy UK](#). Gay men's holistic HIV/AIDS charity
 - [Gay Men's Health](#). Edinburgh gay and bisexual men's agency
 - [Brook](#). Sexual health advice to young people up to the age of 25
 - [Ask Alice](#). Columbia University's Health Q&A service
 - [Poz Ireland](#). Irish charity providing information on HIV
 - [Southern Gay Men's Health Project](#). Cork based gay health project
 - [AIDS Map](#). Detailed medical information on HIV and AIDS
- **Local GUM clinics:**

Royal Victoria Hospital, Belfast: 9063 4859

Altnagelvin Hospital, Derry: 7161 1269

Causeway Hospital, Coleraine: 7034 6028

Daisy Hill Hospital, Newry: 3083 5050

- [GUM clinics in Ireland](#) (source: [Queer.ie](#))

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Employers (Source: Equality Commission NI)



Recruitment Advertising - A Good Practice Guide for Employers for Promoting Equality of Opportunity 2006



Harassment & Bullying in the Workplace (2006)



Model Equal Opportunities Policy - revised March 2006



Model Harassment Policy and Procedure - revised March 2006

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Research and other resources

Below is a selection of other relevant materials, though by no means exhaustive.

Youth

- **shOUT** is an important piece of research into the needs of young people in Northern Ireland who identify as lesbian, gay, bisexual and/or transgender (Youth Net)



[shOUT progress report 2004/2005](#)



[Summary Report](#)



[Word version of report](#)



[For a copy of the full report, contact Etain O'Kane, YouthNet or call 028 90331880](#)

Rights & Equality

-  [Implementing Equality for Lesbians, Gays and Bisexuals](#), Equality Authority (2002)
-  [Partnership Rights of Same-Sex couples](#), Mee, J. & Ronayne, K. (2001), Equality Authority

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Policing and homophobic incidents

-  [An Acceptable Prejudice? Homophobic Violence and Harassment in Northern Ireland.](#) Jarman, N. & Tennant, A. (2003). *Institute of Conflict Research (ICR)*
-  [Policing, Accountability and the Lesbian, Gay and Bisexual Community in Northern Ireland.](#) Radford, K. Betts, J. & Ostermeyer, M. (2006) (*ICR*)
-  [The Experience of Violence & Harassment of Gay Men in the City of Edinburgh](#) (2000) See Chapter Seven: Housing Associations
- [PSNI leaflet on Hate Crime](#)

HOUSING (Scottish Executive)

-  [Sexual Orientation Research Phase 1: A Review of Methodological Approaches](#) (2003) See Policy & Subject Areas, Section 5.1.8 Housing & Homelessness
-  [Sexual Orientation Research Phase 2: The Future of LGBT Research - Perspectives of Community Organisations](#) (2003)
-  [Sexual Orientation Research Phase 3 - A Stocktake of Local Authority Policy and Practice](#) (2006)

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Miscellaneous

-  **Communities Scotland:** [Housing and support needs of older LGBT people in Scotland](#)
-  THE EQUALITIES REVIEW: [Sexual Orientation Research Review](#)
- **OFMDFM.** [Researching LGBT Issues In Northern Ireland](#)
- [Out on Your Own](#), An Examination of the Mental Health of Young Same-Sex Attracted Men (*Helen McNamee, 2005. Rainbow Project*)
-  Rainbow Project: [A guide to your rights.](#)
-  NI Assembly. [Gender Inequality In NI](#)
-  Department of Social Development [Leaflet on same sex couples and benefits.](#)



The following links are to web sites:

- [GIRES.](#) Gender Identity Research and Education Society
- SHELTER. [Harassment due to sexual orientation or gender identity](#)
- SHELTER. [Dealing with sexual orientation and gender identity discrimination](#)

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- Housing Rights Service [Guide for same sex couples](#)
- [LASI research pages](#)

CHNI Toolbox - online

Many other resources can be found at CHNI toolbox. For example:

Young People & sexual health

GLBTQ issues: youth Including

- 'Creating Safe Space for GLBTQ Youth: A Toolkit' and
- 'Tips and Strategies for Creating a Safe Space for GLBTQ Youth'

GLBTQ issues Including

- 'Research into the needs of young people in NI who identify as LGBT'
- 'Out On My Own: Understanding the Experiences and Needs of Homeless LGBT Youth' And
- 'making homeless shelters safe for transgender people'

Not only is this is an ongoing, developing resource; it can be shaped and added to by you, our members. So, if you have a link, document, training materials – anything you feel might benefit others in the sector, contact George at info@chni.org.uk or tel: 90246440

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