


LGBT HISTORY MONTH



**Putting equality
at the heart of
everything
we do**

PROUD to support LGBT History Month

pcs.org.uk/equality



pcs Public and Commercial Services Union | pcs.org.uk

WHAT IS LGBT HISTORY MONTH?

LGBT History Month is an annual event that is observed throughout February. It is an important event that allows us to reflect and understand how far LGBT rights have progressed. It is also to focus our campaigning activity on furthering those rights.

There are many in the LGBT community still alive today who continue to suffer from historical criminal convictions on the basis of their sexuality. They have been prevented from taking on certain types of work due to the prejudice of the past.



In fact it was only in 2003 that Section 28 was abolished. Section 28 stated a local authority “shall not intentionally promote homosexuality or publish material with the intention of promoting homosexuality” or “promote the teaching in any maintained school of the acceptability of homosexuality as a pretended family relationship.”

In addition, despite evidence of people being of a different gender to the one they were assigned at birth as early as the 1700s, the Gender Recognition Act was only created in 2004 after a lengthy battle that had to be settled at the European Court of Human Rights.

More recently, it is only in the past few years that Google announced they would be removing the word bisexual from their ‘bad word list’.

LGBT HISTORY AND WORK

Across both the public and private sector we often hear horror stories of LGBT people being treated appallingly, despite advances in LGBT equality in recent years. This includes managers refusing reasonable time off for Gender Reassignment Surgery and related appointments, and for LGBT people facing abuse from staff or even the public that we serve.

There is also evidence from the Civil Service People Survey that almost

There are many in the LGBT community still alive today who continue to suffer from historical criminal convictions on the basis of their sexuality

6,000 people felt they were subject to LGBT discrimination.

We are also aware of PCS members suffering physical attacks because of their sexual orientation or gender identity in their workplace.

There remains a clear need for support from members to ensure PCS continue to take LGBT issues forward in workplaces and our communities. That's where equality officers, the PCS Equality department and Proud (the voice of PCS LGBT members) can help.

WHAT CAN I DO?

You do not have to be LGBT to help fight Homophobia, Biphobia and

Transphobia. Allies have already and continue to play a huge part in the continuing fight for LGBT equality.

PCS Proud, the union's LGBT network, has created a charter to advance LGBT equality in the workplace, at home and in society.

We ask PCS reps and members to support the charter and promote it in branches this LGBT History Month.

The charter can be found at: pcs Proud.org.uk/campaigns/charter

Pride events also have an important role in maintaining a political edge to LGBT equality. Proud attend many Pride events across the country each

Almost 6,000 people felt they were subject to LGBT discrimination

Civil Service
People Survey

LESS COMMON TRANS AND BISEXUAL FLAGS



I was overwhelmed when colleagues stood up for me when a member of the public began abusing me and then made a comment about my sexuality before leaving. By having someone stand by my side, I felt that I was supported. I felt empowered – **PCS Member**

year with all members welcome to march together and join the call for LGBT equality and an end to LGBT discrimination.

HOW CAN I CHALLENGE PREJUDICE AT WORK?

Some people may not feel confident in challenging prejudice, bullying, harassment or discrimination in the workplace. However, we can each be responsible for our own behaviour and ensuring we report any concerns. This can be done quite easily by:

- Speaking with your own or another local manager
- Offering to be a witness when you observe inappropriate behaviour against others
- Raising a formal complaint when you are the victim of this behaviour
- Seeking the advice of local PCS representatives
- Ensuring you have undertaken the equality training your employer provides.

As a trade union we are a collective, a body of workers, that have joined

together to fight issues in our workplaces and beyond. PCS is a proud, fighting trade union that has made lots of significant gains for our members. Let us make LGBT equality one of those gains by standing together with LGBT colleagues to leave LGBT inequality in the past.

USEFUL LINKS

PCS website: [pcs.org.uk](https://www.pcs.org.uk)

PCS Proud: [pcsproud.org.uk](https://www.pcsproud.org.uk)

TUC Equality:

[tuc.org.uk/equality-issues](https://www.tuc.org.uk/equality-issues)

LGBT History Month:

[lgbthistorymonth.org.uk](https://www.lgbthistorymonth.org.uk)

LGBT History Month Scotland:

[lgbthistory.org.uk](https://www.lgbthistory.org.uk)

Stonewall: [stonewall.org.uk](https://www.stonewall.org.uk)

GIRES: [gires.org.uk](https://www.gires.org.uk)

The Bisexual Index:

[bisexualindex.org.uk](https://www.bisexualindex.org.uk)

Civil Service Rainbow Alliance:

[ukcsra.com](https://www.ukcsra.com)

A:Gender: [agender.org.uk](https://www.agender.org.uk)

You can also join the PCS Proud Facebook Group or follow us on **Twitter @pcs_proud**