



**Lesbian, Gay, Bisexual and
Transgender Advisory Group**

ANNUAL REPORT

2005

www.lgbtag.org.uk

Message from Deputy Assistant Commissioner Rose Fitzpatrick

It gives me real pleasure to be asked to contribute to the 2005 Annual Report of the LGBT Advisory Group to the MPS.

As in previous years the Advisory Group has continued to provide timely and valuable advice to ensure that the Metropolitan Police Service works towards better policing and citizen focused service delivery for our LGBT communities in London.

I would like to take this opportunity to highlight just one of the key areas of work initiated and developed by the Advisory Group over the past year.

The Advisory Group had identified the need for support to be given to local LGBT community forums and groups at Borough level, as one of the measures of our success as a police service is the ability of all our staff to respond professionally and sensitively to local LGBT communities.

To this end, with joint funding identified from the Home Office and the MPS, the Advisory Group recruited a liaison officer to work with Borough forums and groups to ensure that their contributions could be heard in partnership, in the local policing of their communities. During the first 12 months the liaison officer worked with 13 Boroughs to build LGBT Community Forums, including several Boroughs where previously none existed, such as Wandsworth, who are now representing the community forums on the Advisory Group's float at Pride this year.

This key piece of work has been supplemented by the day- to- day advice the group gives the MPS, which ranges from training, through the management of critical incidents, to the way we implement policy.

This is also an ideal opportunity for me to thank publicly all members for the time and commitment you give to your advisory role. I look forward to another year in which the Advisory Group and the MPS continue to work together for a safer London for the LGBT communities.

Rose Fitzpatrick

Deputy Assistant Commissioner
Diversity & Citizen Focus Directorate, Metropolitan Police Service

Co-Chairs' Report

During the year the LGBT Advisory Group has sharpened its efforts to question, challenge and advise the MPS on issues affecting LGBT people in London.

Working with the Community

Local contacts

We have continued to develop our local contacts. Local information on such matters as levels of HO crime and serious incidents is essential for the police to have an accurate picture of what's going on. We sometimes need to be able to speak to local LGBT contacts quickly in the event of a serious incident, and if necessary put them in touch with the appropriate police personnel.

Linking London Conference

The LGBT AG sponsored 'Linking London' conference at Islington Town Hall brought together LGBT activists from all parts of the MPS area to discuss and share good practice on LGBT policing issues in the capital.

Working with the police

Serious Crimes

We have developed direct links with the Met Police 'Serious Crimes Group' – the people who deal with murders or serious attacks - and have developed a system of checking regularly on how they are progressing cases – especially 'hard to solve cases' – to make sure they are not neglected because heavy workload or for other reasons.

Day to day Crimes

We have similarly established a direct link with 'Territorial Policing' – the people who are responsible for policing hate crimes against LGBT people and managing the LGBT liaison officers – both areas where the police need to do more work.

Custody Issues

We now have two LGBT Advisors working with the Met Police Department responsible for holding people in custody. Our advisors are ensuring that LGBT people held in custody for whatever reason are treated appropriately and that custody officers are aware of LGBT issues.

We have been, and will continue to hold the MPS to account on policing issues affecting LGBT people in London.

Rachael Hopkins/Bob Hodgson
Co Chairs

Critical Incidents Group

The Critical Incidents Group has been adapting to changes within the Metropolitan Police during the year. We have started meeting at the offices of the Metropolitan Police Authority as a convenient way of keeping the MPA informed about ongoing and new critical incidents.

We have taken steps to ensure direct contact between the CI group and the head of homicide within the Serious Crimes Directorate at the Met. In this way we hope to be alerted more quickly to new or developing Critical Incidents. In general Senior Investigating Officers are much more confident about seeking our advice at an early stage that they were a few years ago when some still viewed us with some suspicion.

We have developed the model of ‘Two Level Community Advice’ in the event of a critical incident. There is a need to for local knowledge drawing attention to local issues and local conditions but almost every Critical Incident these days raises issues which impact on LGBT people across the whole of London. An incident in say, a south London borough may cause unease and speculation in any part of the MPS area.

Our members on the LGBT Advisory Group can give advice on these pan London issues – and bring in experience of possible previous similar incidents from a wide area.

The LGBT Advisory Group has been working hard to establish local Critical Incident contacts in each borough for deployment in the event of a local Critical Incident.

Transgender Group

A well established part of the LGBT advisory group. We continue to work with the MPS, reviewing and up dating the policies and procedures, especially in relation to current and proposed legislation of particular relevance to members of the trans community.

We continue to be involved in the training of LGBT Liaison officers and in February 2006 held a social event for transpeople. We have also, this year, organised a conference, aimed at raising awareness of the issues that continue to affect transpeople throughout the UK. This conference, held on June 3rd attracted a wide audience from many varying service providers.

Consistency of Service Group

The new strand desk in the citizen focus and human rights department now has 4 team members working on LGBT issues, we are still learning how the new set up will deliver more effective policing for London's LGBT people. They did spear head the support of LGBT History month by co sponsoring with the MPA the national launch in November 2005 and held several events round London raising awareness of LGBT issues to police staff during the month.

We are attempting to make sure that the new Safer Neighbourhood teams are apprised of LGBT Issues and have started to work with members of the other advisory groups to the Met so that we are sure that all the diversity issues are consistently raised.

We are now getting clearer figures on homophobic crime across London. What is immediately obvious is that where a borough has given proper resources to the LGBT

Liaison Officers there is much better reporting, our constant work on the need for the officers has begun to pay off. We now need to make sure that all the officers are well trained, resourced and supported.

Two members of the group are now advisors to the London Criminal Justice Board, this we hope will mean that the issues will now gain a greater attention across the whole criminal justice service. The leaflet that was produced for Euro Pride on how to report Homophobic crime and the service you can expect was co produced by advisors and the board.

We have strengthened our relationship with the Metropolitan Police Authority and they host several of our meetings, this means that we have enabled better communication between the MPS and MPA and raised the profile of tackling Homophobia in both institutions. The MPA support of LGBT History Month was most welcome.

LINKING LONDON PROJECT & CONFERENCE

Introduction

Up to mid-March 2006 Linking London has been functioning for 11 months. In that time it has established itself as a progressive, vibrant initiative that has made significant progress in raising awareness in relation to the needs and issues that affect Lesbian, Gay, Bisexual and Transgender (LGBT) communities in London.

Linking London has ensured that all LGBT forums it has established aim to take a holistic approach to tackling the needs of LGBT people by encouraging statutory agencies to work in partnership not only with local voluntary and community sector agencies but also with individuals from grassroots LGBT communities. This holistic approach has been reflected by Linking London encouraging LGBT forums established by this project to not only focus on hate crime alone but also to look at any other issues which may affect LGBT people in London.

Background

Linking London began when the LGBT Advisory Group (LGBT AG) of the Metropolitan Police Service (MPS) successfully gained funding to employ a full-time support worker.

A LGBT Forum and Crime and Disorder Reduction Partnership (CDRP) Liaison Officer was recruited in March 2005 and has been based at Galop (www.galop.org.uk).

The worker was based at Galop because the LGBT AG does not have any permanent office spaces and Galop was deemed to be an appropriate agency because of its long and successful history of working with the LGBT hate crime community sector in London.

The main aims and objectives of the project are to:

- In boroughs where no LGBT forums exist, liaise with local CDRPs to encourage their formation and actively support their early development
- Gain and maintain key LGBT community contacts to be made available to LGBT AG, Galop, MPS, local CDRPs
- Actively engage with all local LGBT forums and maintain a positive relationship and regular contact with the group
- Maintain an up-to-date register of LGBT forums and make available to LGBT AG, Galop, MPS, local CDRPs
- Promote good practice in local LGBT forums by talking examples of good practice to other groups
- Develop a pack giving instruction and guidelines to people interested in forming a group
- Encourage and support LGBT forums to form cluster groups with their neighbouring boroughs
- Arrange liaison events to allow local LGBT forums to meet each other and to meet the LGBT AG and Galop

- Promote the work of the LGBT AG and Galop at a local level
- Gather information about funding opportunities for local LGBT forums and disseminate this information to local forums
- Raise the profile of LGBT liaison officers and hate crime committed against LGBT people in London
- Provide guidance to CDRPs and identify strategic or regional issues to be addressed such as gaps in policy or service delivery
- Ensure that a diverse group of people is represented amongst local LGBT forums

Summary of Achievements

Linking London has worked directly with Crime and Disorder Reduction Partnerships (CDRP) in 15 boroughs. Meeting with representatives from the partnership and/or providing information about:

- LGBT forums
- Homophobic and transphobic hate crime and harassment
- Third-party or assisted reporting

When meeting with CDRPs Linking London generally presented 'LGBT Forums – A Business Case for CDRP' which was a document written at the beginning of the project by the Linking London coordinator which outlines CDRPs statutory duties to consult with their local LGBT communities.

Linking London has made contact with all of London's functioning LGBT forums in the city either through meetings or telephone conversations. All LGBT forums are members of Linking London's e-network and this enables the Linking London coordinator to distribute regular updates to and on behalf of local groups.

All LGBT forums were invited to attend a one-day conference produced by Linking London. This day was aimed at anyone in London that was a member of an LGBT forum or had an interest in establishing one. This was a well attended event with 27 London Boroughs being represented on the day.